

ANNUAL
SUSTAINABILITY
REPORT | 2023

ASUR

AEROPUERTOS DEL SURESTE



ANNUAL SUSTAINABILITY REPORT | 2023

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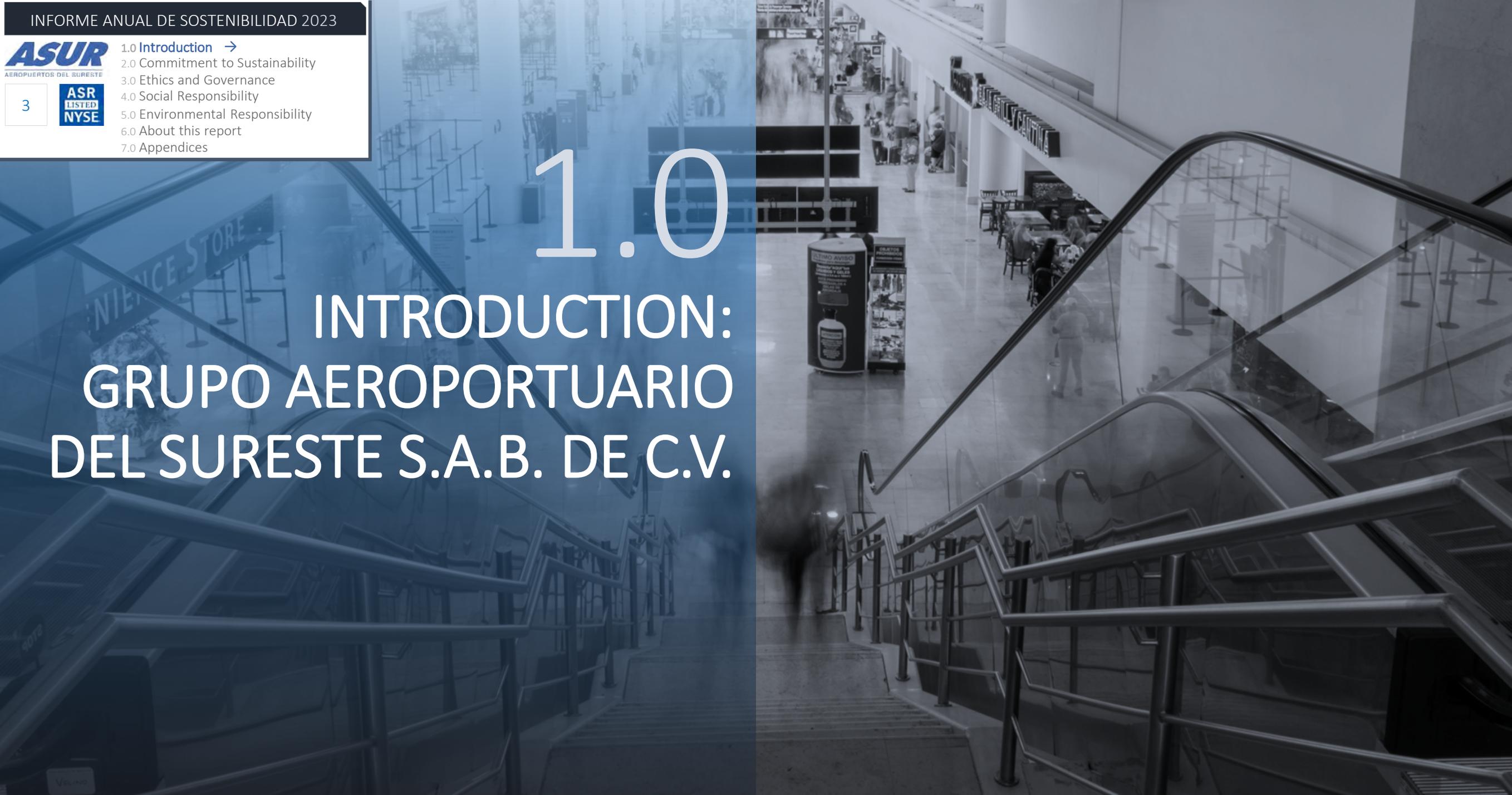
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Our goal with this 2023 Annual Sustainability Report, which covers the period from January 1st to December 31st, 2023, is to communicate our efforts to transition to a sustainable future to our stakeholders and other interested parties.

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1.0

INTRODUCTION: GRUPO AEROPORTUARIO DEL SURESTE S.A.B. DE C.V.





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1.1 OUR SUSTAINABILITY PERFORMANCE IN 2023



IN SITU GENERATION OF CLEAN ENERGY
2,519,548 kWh



REDUCTION OF IN NET WATER CONSUMPTION COMPARED TO 2022
12%



REDUCTION OF IN CARBON INTENSITY OF OPERATIONS IN MEXICO COMPARED TO 2022
4%



RECORD NUMBER OF PASSENGERS
70,561,246



WOMEN IN WORKFORCE
36%



STAFF TRAINING
102,901 hours



airport carbon accredited

CERTIFICATION
LEVEL 2 IN THE 9 MEXICAN AIRPORTS & LEVEL 1 IN PR
Airport Carbon Accreditation Program



DEVELOPMENT
OF OUR CLIMATE STRATEGY AND MEMBERSHIP OF SBTi INITIATIVE



IMPLEMENTATION
OF GROUP'S SUSTAINABLE DEVELOPMENT POLICY

1.2 MESSAGE FROM OUR CEO

On behalf of Grupo Aeroportuario del Sureste S.A.B. de C.V., it is my pleasure to present our Annual Sustainability Report for 2023, which describes our commitments, objectives, and progress in our transition to a sustainable future.

As an airport operating company, 2023 was another year of growth for ASUR. Our passenger traffic reached more than 70 million, which represents a 6.4% increase over 2022. While these operating results are outstanding and demonstrate the resilience of the Group, it is even more gratifying to celebrate that we have made progress on our sustainability strategy, achieving our corporate goal of creating sustainable value for all our stakeholders.

For many years now, our commitment to sustainability has been aligned with the 2030 Agenda and the Sustainable Development Goals of the United Nations. This framework has been translated into concrete strategies and action plans to achieve each of our strategic objectives. As part of this strategy, it is important to mention the robust nature of our corporate governance structure, under a Board of Directors that is diverse and independent, and with a wide-reaching series of policies and procedures. To give one example given the current context, technology and cybersecurity have become an important focus point for the Group. This year, we have implemented a series of additional procedures and policies relating to cybersecurity to continue improving our management of potential issues and to guarantee the integrity of the relevant information for our stakeholders.

Similarly, in the reporting period we implemented our Sustainable Development Policy, which serves as a formal governance tool that recognizes the social and environmental realities of the countries where we operate, and in which we set ourselves the goal of adopting an active role in promoting the wellbeing of our people, our communities, and our planet.

On our path to carbon neutrality, in 2023 we took important steps by further developing our climate strategy. We signed up to the Science Based Targets initiative (SBTi), under which we assume the obligation to establish objectives with scientific backing and clearly defined time horizons from now until 2050, when we hope to achieve net-zero carbon emissions. Also in 2023, our nine Mexican airports advanced to level-2 under the Airport Carbon Accreditation certification program, which requires a reduction in greenhouse gas (GHG) emissions compared to the baseline; our airport in Puerto Rico also achieved level 1, with the creation and measurement of its GHG inventory. This year we have begun to involve the suppliers and contractors in our value chain, in accordance with the guidelines of the Environmental Protection Agency of the United States of America, in relation to the scope-3 emissions in the 16 airports in the Group. This will allow us to broaden the reach of our emissions management procedures to include suppliers and contractors, creating synergies to contribute to the achievement of the global commitments contained in the Paris Agreement.

The conservation of biodiversity in the areas where we operate is another of the top priorities in our sustainability strategy. In 2023, we began the process of building alliances with research institutions to collaborate on various

projects focusing on habitat conservation and restoration, as well as environmental education.

On the human rights front, in alliance with other organizations in the aviation industry, we have begun working on a program to prevent people trafficking in our airports. ASUR is the first airport group in Mexico to have joined initiatives such as these.

This year we are starting to report the results of our social investment program in communities in the southeast of Mexico. In 2023, 49 people living in fishing communities in the State of Yucatan, where 23.7% of the population speak an indigenous language, have participated in programs to receive training and reinforce their skillsets, with the goal of achieving their economic inclusion through sustainable tourism and environmental conservation. The project aims to promote self-employment and the creation of small businesses to increase the standard of living in the communities; this is part of an integral plan that includes publicity and advertising campaigns for the small businesses in question, as well as the provision of the equipment and materials to get them started. The goal is for these businesses to become financially sustainable in the short term.

From our perspective in the private sector, we are aware that sustainability improvements are an ongoing process. In the particular case of ASUR, as a multinational company, we understand the local contexts that we are operating in and we are tackling the challenges we have with enthusiasm, innovation, and determination. It is important to communicate to our stakeholders that we will continue to work for the common good, and we therefore reiterate our commitment to incorporating sustainability as a core strategic priority in our business. I personally am confident that the strategic alliances we build today will be key in reaching our common goals.

This report is a result of the efforts of all our employees, and I would like to express my gratitude and appreciation for all of them. I would also like to thank our clients, investors, allies, the communities we serve, and all our stakeholders for their contributions in making this a fruitful year for ASUR.

To conclude, as we progress with enthusiasm and lessons learned toward the year 2024, I would like to extend a broad invitation for all of us to continue to work together to build a future with sustainability and solidarity. The global environmental, social, and economic challenges we face may only be overcome through collective action and cooperation.

ADOLFO CASTRO RIVAS
CHIEF EXECUTIVE OFFICER



AEROPUERTOS DEL SURESTE

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1.3 REPORT PARAMETERS

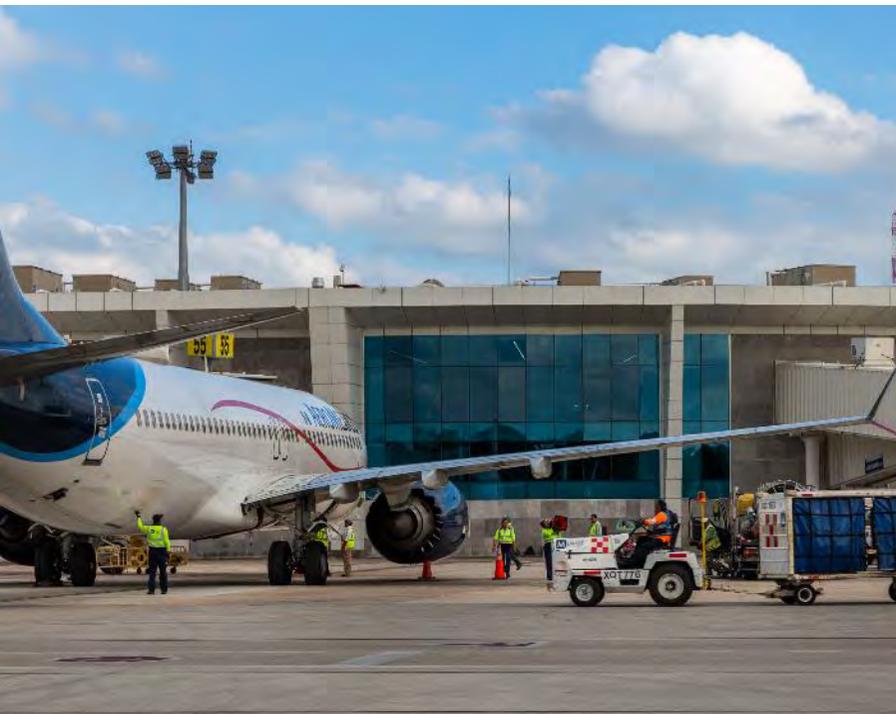
ASUR prepares and publishes sustainability reports on a yearly basis. They are available for consultation at www.asur.com.mx.

The 2023 Annual Sustainability Report relates to the company's operations in the period between the 1st of January and the 31st of December 2023, and follows on from ASUR's 2022 Annual Sustainability Report.



SIGNIFICANT CHANGES IN OPERATIONS DURING REPORTING PERIOD

In 2023, there were no significant changes in the operations of the company. No major expansion projects were carried out in the airports in Mexico, Puerto Rico, or Colombia during the period in question, and no new airports were added to the company's portfolio.



SCOPE AND LIMITATIONS

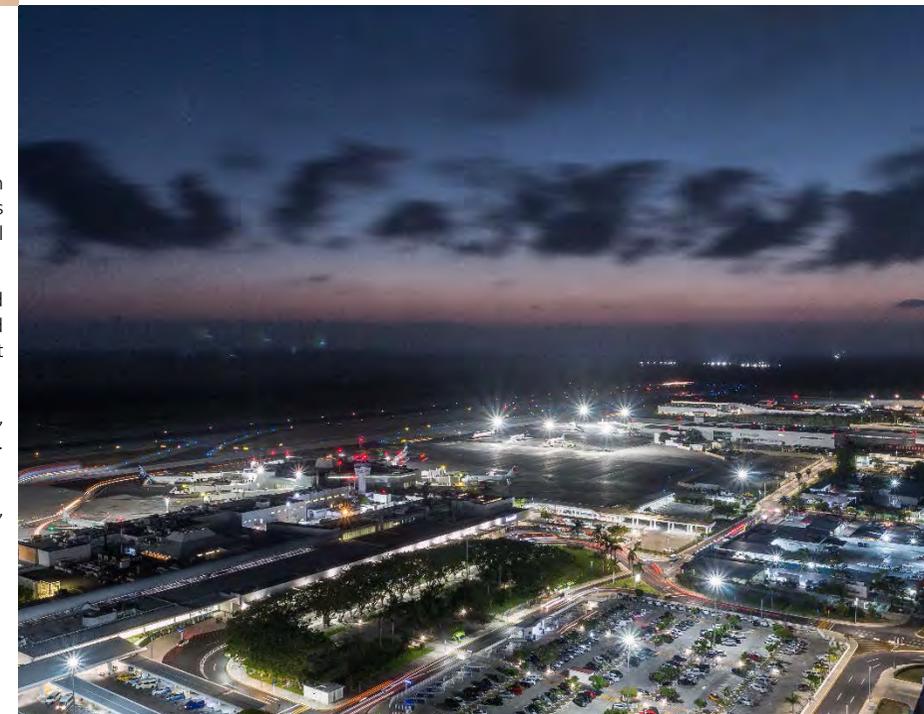
This report is intended to complement ASUR's Annual Financial Statements, which contain in-depth information on the financial performance of ASUR during the period in question. It will therefore focus in particular on environmental, social and governance (ESG) issues without including detailed financial data, except insofar as they relate to standard disclosures.

Unless otherwise stated, all figures and performance indicators refer to all 16 of the airports operated by the Group: the nine Mexican airports, the Luis Muñoz Marín Airport in San Juan, Puerto Rico, and the six airports in Colombia. The report covers operations performed directly by the companies that form part of the ASUR business group.

We are currently working towards including our value chain, that is clients, suppliers and contractors, in certain key indicators such as scope-3 carbon emissions and contractor occupational safety data. We expect to have this process complete by 2025.

The report has been prepared on a consistent basis with ASUR's Annual Sustainability Report for 2022, and contains no restatements or reinterpretations of data contained in that report.

At this time, it is not company policy to seek external assurance of our Annual Sustainability Report.





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1.4 ABOUT ASUR

Headquartered in Mexico City, Grupo Aeroportuario del Sureste, S.A.B. de C.V. is a leading international airport operator, with a portfolio of concessions to operate, maintain, and develop 16 airports in the Americas: nine in Mexico, six in Colombia and one in Puerto Rico.

According to the Sustainable Industry Classification System of the Sustainability Accounting Standards Board (SASB), ASUR belongs to the professional and commercial services sector.



COMPANY HISTORY AND ORGANIZATIONAL STRUCTURE

ASUR’s nine Mexican airports are operated under concessions that were granted to the company in 1998, as part of the Mexican government’s plan to open up the country’s state-owned airport sector to private investment.

Under the privatization scheme, an initial stake of 15% in the company’s capital stock (the BB series shares) was sold to a strategic partner, Inversiones y Técnicas Aeroportuarias, S.A.P.I. de C.V. (ITA), with expertise in Mexican business operations and in the international airport industry. The remaining 85% of the company’s shares (the B series) began trading on the stock exchanges of Mexico City and New York in an initial public offer in September 2000.

In June 2007, the strategic partner ITA reduced its shareholding in the company from 15% to 7.65%. The 92.35% of ASUR’s shares that are not held by ITA are traded on the New York Stock Exchange (NYSE: ASR) and the Mexico City Bolsa (BMV: ASUR).

In February of 2013, the concession for the operation of Luis Muñoz Marín International Airport in San Juan, Puerto Rico, was granted to Aerostar Airport Holdings, LLC, a company in which ASUR originally held at 50% stake. In 2017, ASUR increased its interest in Aerostar Airport Holdings to 60%. Between October 2017 and May 2018, ASUR acquired 100% of the shares in Sociedad Operadora de Aeropuertos Centro Norte, S.A. (which operates under the name Airplan), the company that holds the concessions to operate a group of six airports in northern Colombia.

As of the 31st of December 2023, our organizational structure may be summarized as follows: the concession for each of the nine Mexican airports of ASUR is held by an individual subsidiary of the holding company, Grupo Aeroportuario del Sureste, S.A.B. de C.V. The subsidiary Aeropuerto de Cancún, S.A. de C.V. holds a 60% stake in Aerostar, the operator of the main airport on the island of Puerto Rico, as well as a 100% stake in Airplan, which operates the six airports in Colombia. In addition, there are three other subsidiaries that provide freight-handling and commercial services.

Figure 1: STRUCTURE, HOLDING COMPANY AND SUBSIDIARIES



PROFILE AND LOCATIONS OF OPERATIONS

Under the brand name ASUR, the company operates nine airports in southeast Mexico, located in the cities of Cancún, Cozumel, Huatulco, Mérida, Minatitlán, Oaxaca, Tapachula, Veracruz, and Villahermosa. Cancún Airport is the airport with the highest number of international in Latin America.

Via the wholly owned subsidiary Airplan, we also operate six airports in northern Colombia: the two airports that serve Medellín—José María Córdova Airport in Rionegro and Enrique Olaya Herrera Airport—as well as Montería, Carepa, Quibdó, and Corozal. The international airport at Medellín Rionegro is the second busiest in Colombia.

Finally, ASUR is also a 60% joint-venture partner in Aerostar Airport Holdings, LLC, operator of the Luis Muñoz Marín International Airport serving San Juan, the capital of Puerto Rico. San Juan’s Airport is the island’s primary gateway for international and mainland-US destinations and was one of the first, and is currently the only major airport in the US to have successfully completed a public-private partnership under the FAA Pilot Program.

BUSINESS ACTIVITIES

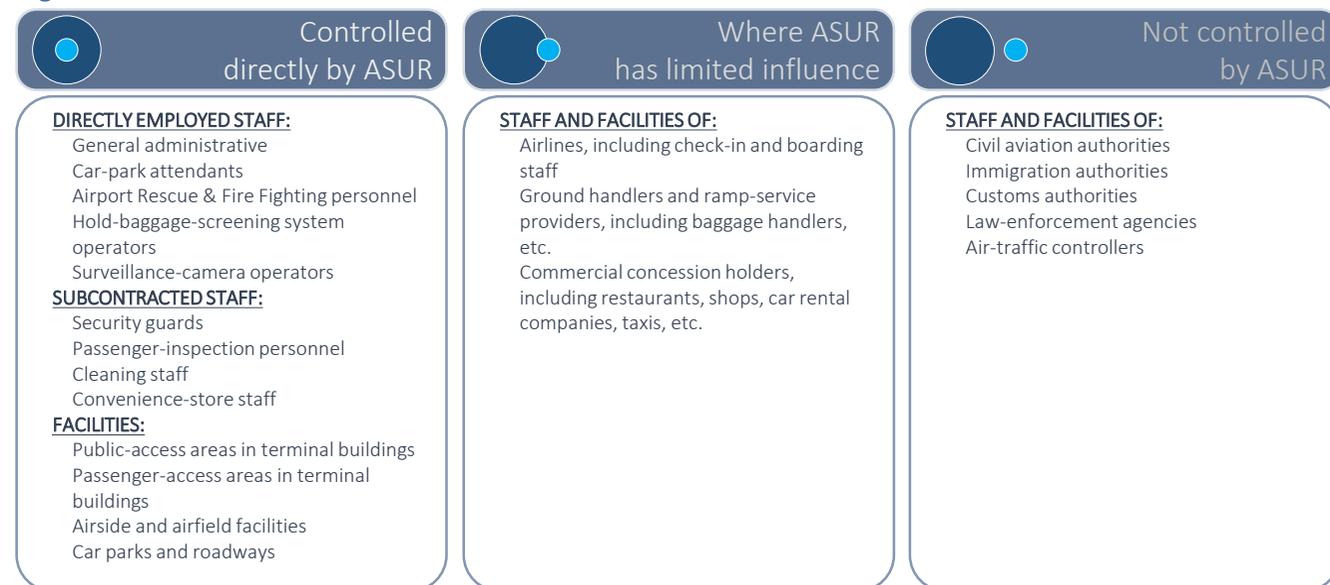
The company's core activity is to manage, maintain, and develop the infrastructure of its airports to ensure sufficient capacity for safe, efficient operations and a high standard of service.

Basic infrastructure includes that required for aircraft takeoff and landing operations and for arriving and departing passenger flows, as well as facilities for the authorities involved in airport operations (air-traffic controllers, customs, immigration, and so on).

In addition to the above, the company enters into agreements with external providers for a range of additional services, which may include complementary services for aircraft (such as baggage handling and ramp services) and commercial services for passengers (such as restaurants, shops and car rental, among other business lines).

The company's aeronautical, complementary and commercial activities represent its three revenue streams. Consequently, there are facilities and personnel that, while located at ASUR's airports, are not under the direct operational control of the company. These include all those corresponding to government agencies, complementary service providers and commercial concession holders mentioned above, as well as the facilities and staff members of the various airlines that operate out of the company's airports.

Figure 2: SUMMARY OF OPERATIONAL LIMITS





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SERVICE QUALITY

One of the pillars of our sustainability strategy is innovation and customer focus. This includes fulfilling our responsibilities toward our clients and satisfying their expectations, which we achieve through a model of continuous improvement in the services we provide, innovation to offer more sustainable services, the communication of accurate and precise information relating to our services, and the minimization of the risks inherent to our operations.

To achieve a better understanding of our users' perceptions and identify areas for improvement, we regularly carry out satisfaction surveys among the passengers that travel through our airports. These surveys measure service quality and the user experience. The results are independently analyzed, and historically we have achieved excellent scores. In 2023, 75% of the passengers travelling through our Mexican airports participated in the survey program.

In addition, one of our short-term objectives is to upgrade our mechanisms for complaint management. Although we already have several channels where customers may send their feedback, our aim is to generate quantitative information to gain a better understanding of where to focus our improvement efforts.



2023 OPERATING DATA

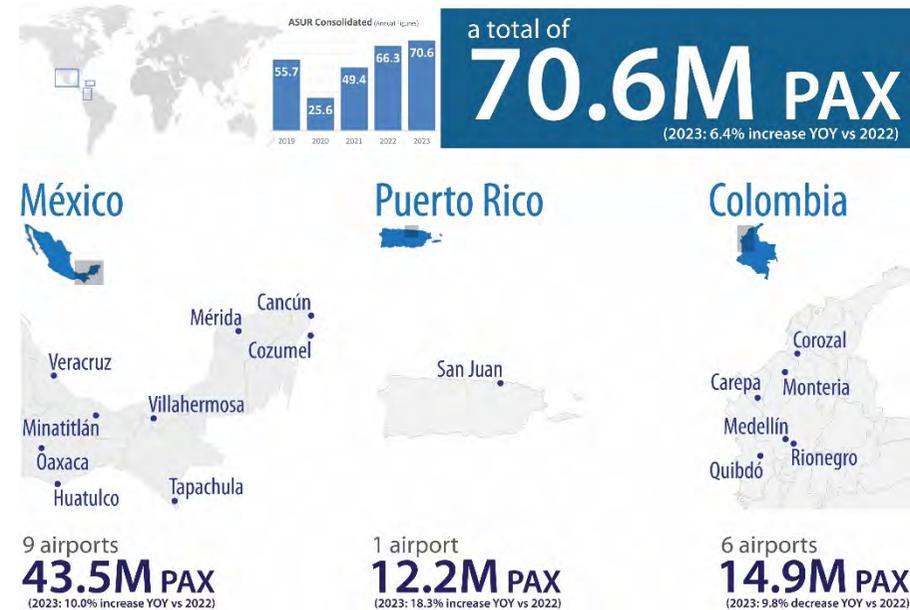
Our operating data for 2023 represent all-time record levels of passenger traffic for the company. Compared to 2022, total passenger numbers increased by 6.4%, and compared to pre-pandemic figures (2019) there was an increase of 26.8%.

In the reporting year, 70,561,246 passengers (not including private aviation and transit passengers) traveled through ASUR's airports in México, Puerto Rico and Colombia. Of this total number, 44,112,540 were domestic passengers and 26,448,706 were international passengers.

In 2023, Mexico represented 62% of total passenger traffic, Puerto Rico 17%, and Colombia 21%.

	Domestic	International	Total passenger numbers
México	21,272,863	22,195,121	43,467,984
Puerto Rico	10,919,299	1,278,254	12,197,553
Colombia	11,920,378	2,975,331	14,895,709
ASUR	44,112,540	26,448,706	70,561,246

Figure 3: 2023 OPERATING DATA





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2.0 COMMITMENT TO SUSTAINABILITY





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OUR COMMITMENT

To create value for our stakeholders and for society at large through economic development based on sustainability, as well as ethical, mindful and transparent conduct, and accountability. Our contribution to sustainable development will be reflected in our day-to-day operations, in a process of evolution, continuous improvement and deliberation.

SUSTAINABILITY GOVERNANCE

In 2022 our Sustainability Committee was created. This body supervises, assesses, and approves sustainability strategy, as well as monitoring and providing feedback on the progress toward the established goals. The Sustainability Committee reports directly to the Board of Directors, whose commitment to sustainability is formally stated in our Sustainable Development Policy. The latter policy was implemented this year and contains the company's principles and guidelines for action with regard to environmental protection, social justice, and economic prosperity.

The Chairwoman of the Sustainability Committee is a member of our Board of Directors, and at the operational level sustainability and social responsibility activities are the responsibility of the Strategic Planning and Corporate Governance Department.

STRATEGY

Our sustainability strategy is aligned with the 2030 Agenda of the United Nations, and covers the Sustainable Development Goals where our material issues have an impact. Our focus is on creating the maximum possible value for our stakeholders and on generating positive effects for our communities.

The strategy was approved by the Board of Directors in 2022 and includes seven key pillars, depending on which are a series of strategic principles and objectives.

At ASUR, we recognize the importance of focusing our strategic objectives and operations on economic growth that is environmentally sustainable and socially just. Similarly, we recognize our responsibility to develop and incorporate new measures, initiatives and services that not only reduce our environmental footprint, but also contribute to the restoration of natural resources, promote social welfare, and respond to new worldwide challenges.

This year, we have taken important steps to strengthen and implement our sustainability strategy. This strategy is established by the company's Board of Directors and is based on an analysis and understanding of the context in which our business operates and our stakeholders, with guidelines taken from the United Nations Sustainable Development Goals. In 2023, we implemented the Group's Sustainable Development Policy, further developed our climate strategy, and formally committed to the Science Based Targets initiative with emissions objectives for net zero.

We are aware that we are still in the process of transitioning to a sustainable business model. Our commitment to sustainability is nonetheless one of the key criteria in strategic decision making in the Group, and we will therefore be communicating our progress in this transition through our sustainability reports.





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REPORTING AND GLOBAL COMMITMENTS TO SUSTAINABLE DEVELOPMENT

We seek to participate in local and global frameworks, objectives and initiatives that go beyond our operations, and which allow us to consolidate our commitment to sustainable economic growth.



As part of our commitment to transparency, every year we provide information on our ESG performance and we are assessed by different international organizations. This allows us to identify areas of opportunity and, if necessary, shift our focus to new areas.





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STAKEHOLDERS

ASUR maintains a relationship of mutual trust and reciprocity with the company's stakeholders. An awareness of stakeholders' interests, needs and expectations is a fundamental part of our business strategy, and we maintain effective communication via a number of channels. On the basis of the information we receive, we strive to ensure that we create value for each of our stakeholder groups.

With regard to the airports in Mexico, and in accordance local law, each airport participates in a Local Consultation Committee that exists to provide community input on the airports' operations and how they affect local residents, businesses and the environment. Committees usually hold sessions on a yearly basis, and are made up of representatives of the airport operator, state and municipal governments, and various other stakeholders from the local communities.

Each airport in Mexico has a Master Development Program that is formalized every five years and sets out all the major infrastructure projects to be undertaken in that period, including construction of new facilities and upgrades and extensions to existing facilities. Once this Master Development Program is approved by the Mexican aviation authorities, it becomes binding for ASUR and the company must comply with the investment obligations established. Before presenting the Master Development Program to the authorities, each airport submits it for the opinion of by the Local Operations and Slots Committee, and stakeholders therefore have a period of six months once every five years in which to request changes or express concerns about the airports' development plans.

In the airports in Colombia, all the major infrastructure expansion projects have already been concluded. Major works in Luis Muñoz Marín Airport in Puerto Rico are presented to the federal authorities of the United States of America for authorization.

Airports also participate in a series of additional committees, such as the Local Safety Committee, which exists to coordinate safety and emergency plans and procedures with local agencies, and the Operation and Slots Committee, which brings together representatives of the airlines and airport authorities to provide more focused input on airport operating matters

Stakeholder	Description	Principal means of dialog	Material topics
STOCKHOLDERS, ANALYSTS AND INVESTORS	<ul style="list-style-type: none"> • Investors on the stock markets of Mexico City (BMV) and New York (NYSE) 	<ul style="list-style-type: none"> • Shareholders' meetings • Telephone conferences • Email communications • Telephone communications • Website • Annual reports • Ratings agency reports 	<ul style="list-style-type: none"> • Financial, social, environmental and corporate governance performance • Business stability • Risk management • Business ethics and transparency
CLIENTS	<ul style="list-style-type: none"> • Airlines • Passengers • Concession holders of businesses operating in airports 	<ul style="list-style-type: none"> • Email communications • Airport service quality surveys • Local committees • Complaint and suggestion boxes • Website 	<ul style="list-style-type: none"> • Safety and reliability • Service quality • Contracts and negotiations
EMPLOYEES	<ul style="list-style-type: none"> • Internal ASUR employees, hired directly by the company 	<ul style="list-style-type: none"> • Open doors policy • Regular internal communications and campaigns • Internal reporting system • Human resources helpline • Email communications 	<ul style="list-style-type: none"> • Suggestions, resolution of grievances, reports, feedback • Pay and benefits • Personal and professional development • Occupational health and safety • Human and individual rights • Freedom of association
EXTERNAL SUPPLIERS	<ul style="list-style-type: none"> • Contractors • Consultants • General service providers 	<ul style="list-style-type: none"> • Email communications • Site inspections and audits • Training and educational workshops 	<ul style="list-style-type: none"> • Contracts and negotiations • Organizational performance • Performance indicators • Services rendered • Workplace and working hours
COMMUNITY	<ul style="list-style-type: none"> • Immediate neighbors • Local communities 	<ul style="list-style-type: none"> • Consultation committees • Email communications • Media monitoring • Annual reports • External communications and press releases 	<ul style="list-style-type: none"> • Integral community development • Conservation and management of natural resources • Respect and promotion of local culture • Site visits, social events, workshops and training
GOVERNMENT	<ul style="list-style-type: none"> • Government aviation authorities • Customs, immigration, law enforcement, and tourism authorities • Environmental authorities 	<ul style="list-style-type: none"> • Periodical reports • Local committees • Dedicated contacts for permanent information flow Email communications • Telephone communications 	<ul style="list-style-type: none"> • Legal compliance • Compliance with airport functions relating to immigration, customs, safety, environment, etc. • Support for authorities in fulfilling their functions • Reporting of statistics • Certifications
ALLIES	<ul style="list-style-type: none"> • Civil society organizations • Private organizations • International humanitarian organizations 	<ul style="list-style-type: none"> • Email communications • Telephone communications • Annual reports • Site visits 	<ul style="list-style-type: none"> • Creation of alliances • Follow-up on projects • Consultations • Reporting of results • Site visits



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MATERIALITY: PRIORITY MATTERS AND FOCUS AREAS

Understanding the local contexts of our organization, as well as changing global circumstances and new normalities, is a key part of developing and strengthening our sustainability strategy.

To ensure we focus on the matters where we can have the highest impact, we have prepared and present the material aspects we have identified in an overall sector study, and then in relation to the specific characteristics of our business.

Based on an internal materiality evaluation and an analysis of industry trends, we have identified 15 material topics in the economic, social and environmental dimensions.

ENVIRONMENTAL SUSTAINABILITY

- Regulatory compliance
- Climate change
- Energy efficiency and emissions
- Water
- Waste management
- Biodiversity

SOCIAL SUSTAINABILITY

- Safety, security and wellbeing for our people (training and education, diversity, value chain)
- Our community (training and development, eradicate poverty)
- Human rights (rights of indigenous peoples)

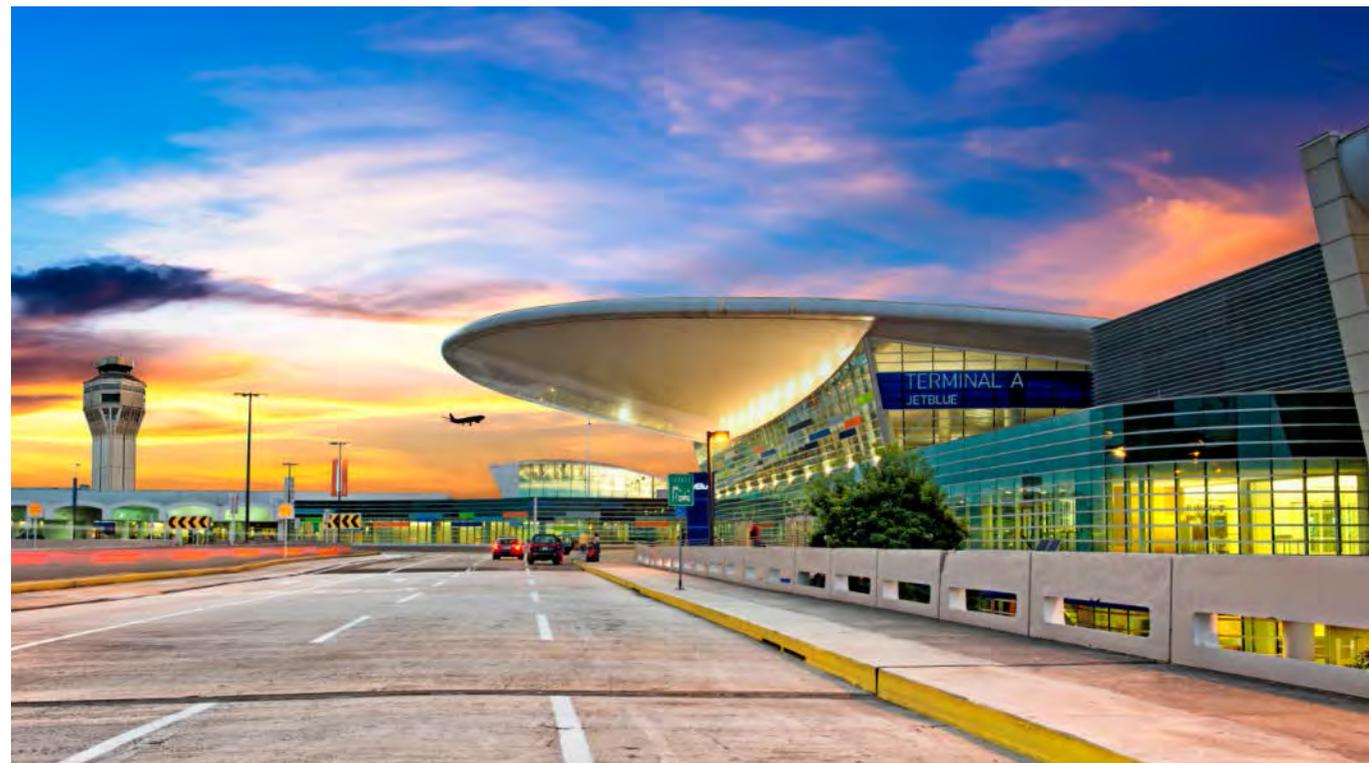
GOVERNANCE SUSTAINABILITY

- Governance
- Risk management
- Business ethics, compliance and transparency (anticorruption)
- Services quality, innovation and reliability
- Value chain

To keep our sustainability strategy up to date, in 2023 we began a new materiality analysis with the support of an external consulting firm. Taking ASUR's current context as a base, we have identified and ranked our stakeholders according to the impact and influence they have in the organization; we have also analyzed the areas where we have the most significant environmental, social, and financial impacts. The materiality analysis will be concluded in 2024, and will be updated regularly to ensure the relevance, feasibility, and suitability of our sustainability strategy.

SUSTAINABILITY ALLIANCES

We are confident that intersectorial alliances are key to achieving our strategic goals. For this reason, this year we have continued with our long-term alliances with organizations such as UNICEF and Pronatura PPY, A.C. (under our program of sustainable social investment). In 2023 we continued to build new alliances with research institutions that have projects to promote biodiversity and conserve our natural resources, protect human rights, provide employment opportunities for young people, and tackle other issues that have been identified as material for the Group.





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STRATEGIC OBJECTIVES

Below is a list of our strategic objectives, referenced to the section in this report where information can be found on initiatives and progress.

The objectives are presented for each pillar or our sustainability strategy.



ENVIRONMENT

ISSUE AND SDG	GENERAL OBJECTIVE	SPECIFIC OBJECTIVES	TIMELINE	KEY INDICATOR	STRATEGY (see section)
Energy & Climate Change 	To be an airport group with net zero total emissions	Definition of our strategy to adapt to and mitigate climate change in the long term	2023	Strategy	Section 5: Energy Management and Climate Change
		Achieve carbon neutrality in all airports operated by ASUR	2030	CO2e emissions	Section 5: Energy Management and Climate Change
		Obtain 95% of energy from clean, renewable sources	2030	kWh consumed from clean sources	Section 5: Energy Management and Climate Change
		Operate with net zero emissions, including our value chain (reduce emission by at least 90% and neutralize residual emissions)	2050	CO2e emissions	Section 5: Energy Management and Climate Change
Natural resources and biodiversity 	To be a company that participates actively in the recognition, protection and restoration of natural resources in the areas where we operate	Definition of our strategy for long-term environmental conservation and restoration	2024	Strategy	Section 5: Environmental Management
		Water resources: Implement initiatives to capture and use rainwater, to minimize use of water from wells or other supplies	2030	Number of systems installed / volume of water treated	Section 5: Water
		Increase volume of water treated, recycled and discharged into bodies of water			
		Waste: implement recycling projects based on principles of circular economy with the long-term aim of sending no refuse to landfills	Permanent	% of refuse recycled	Section 5: Waste
		Noise: calculate noise map at least once every five years	Permanent		Section 5: Noise
		Restoration of ecosystems and conservation programs in areas where we operate, in alliance with specialist organizations	Permanent	Hectares restored / number of initiatives	Section 5: Commitment to Biodiversity
		Support research, education, promotion and awareness campaigns for environmental protection within and outside the organization	Permanent	Number of initiatives/ people benefitted	Section 5: Commitment to Biodiversity



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SOCIAL

ISSUE AND SDG	GENERAL OBJECTIVE	SPECIFIC OBJECTIVES	TIMELINE	KEY INDICATOR	STRATEGY (see section)
Wellbeing of internal and external workers    	To be an organization that provides a safe, reliable source of employment, in which all employees can grow and develop professionally, and in which they have a quality of life that allows them to attain their goals and personal aspirations	Develop and implement opportunities for training and schooling among employees, gradually increasing the number of training hours	Permanent	Training hours	Section 4: Training Programs
		Develop mechanisms that allow women to access management and STEM positions Increase the number of women in our workforce	Permanent	Number of women in leadership and STEM positions in the workforce	Section 4: Description of Workforce
		Establish mechanisms to monitor our value chain in ESG matters	2025	Indicators reported by value chain	Section 4: Value Chain
		Implement mechanisms to reinforce the culture of safety and security for all in the organization's facilities	Permanent	Health and safety indicators / number of related events	Section 4: Safety and Security for All
		Develop and systematize programs that strengthen emotional and physical health of employees	Permanent	Number of campaign events per year	Section 4: Occupational Health Management System
		Implement employee satisfaction surveys to assess needs and expectations for employees	2026	% satisfaction	Section 4: Communication with Our Employees
		Develop mechanisms to increase diversity and inclusion among internal and external employees	Permanent	# of people from vulnerable groups in the workforce	Section 4: Diversity and Gender
		Active participation in community development     	To be a company with a close relationship with the communities where we are present, participating actively in creating value at the local levels	Definition of our long-term social investment strategy	2023
Implement initiatives to promote sustainable economic development in the communities where we operate, based on social analysis of the needs of these areas	Permanent			Number of community members benefitted	Section 4: Involvement with Our Communities
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	2030			% of EBITDA	Section 4: Economic Value Distributed in the Community
Promotion of human rights    	To be a company that is recognized for its commitment to and active participation in respecting and promoting universal human rights	Creation of alliances with private and humanitarian organizations to promote human rights within and outside the company	2025	Number of initiatives that ASUR participated in	Section 4: Commitment to Human Rights
		Implement research, promotion and awareness initiatives	Permanent	Number of initiatives / people benefitted	Section 4: Commitment to Human Rights
		Mitigate company's human rights risks and ensure the timely remediation of negative impacts, if applicable	Permanent	Mitigation and remediation mechanisms	Section 4: Cases Identified Involving Human Rights Violations and Remediation Mechanisms



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STRATEGIC OBJECTIVES

Below is a list of our strategic objectives, referenced to the section in this report where information can be found on initiatives and progress.

The objectives are presented for each pillar or our sustainability strategy.



CORPORATE GOVERNANCE

ISSUE AND SDG	GENERAL OBJECTIVE	SPECIFIC OBJECTIVES	TIMELINE	KEY INDICATOR	STRATEGY (see section)
Good corporate governance and fair business practice 	To be a company that is recognized globally for acting on the basis of the highest corporate governance standards, with a strong commitment to business ethics, transparency and accountability	Incorporate sustainability into the formal mission and vision of the organization	2024	Mission, vision and values	Section 3: Ethics and Governance
		Develop and implement the following policies: Sustainable Development Policy; Equality, Diversity and Inclusion Policy	2023	Policies	Section 3: Ethics and Governance
		Transparency and accountability: establish mechanisms for the regular, responsible disclosure of all ESG information that might affect shareholders	Permanent	New mechanisms implemented	Section 3: Ethics and Governance
		Implement measures to promote diversity on Board of Directors	Permanent	% of board members belonging to diverse groups	Section 3: Composition of Corporate Governance Bodies
Innovation and client focus 	To be a company that creates a bond with its clients that goes beyond just a transaction, establishing long-term relationships based on trust and service excellence	Develop and implement mechanism to monitor clients' satisfaction with our services on a regular basis	Permanent	Satisfaction level	Section 1: Service Quality
		Implement complaint management mechanisms that generate quantitative data	2025	Mechanisms implemented / number of complaints resolved	Section 4: Complaint Management

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ETHICS AND GOVERNANCE



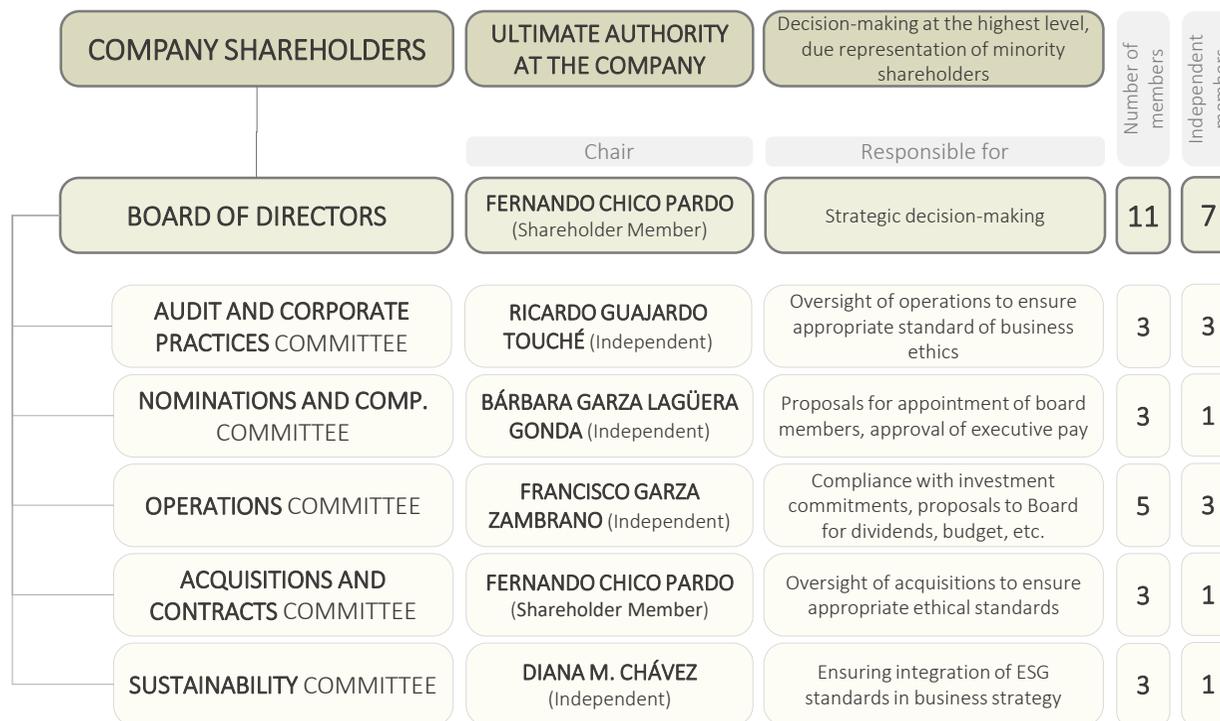


CORPORATE GOVERNANCE

As a company that is publicly traded on the stock markets of both Mexico City and New York, ASUR adheres to a strict set of regulations in its corporate-governance practices. The information disclosed in this section of the Annual Sustainability Report is in accordance with the Global Reporting Initiative framework, GRI Reporting Standards 2-9 through 2-20.

Our Board of Directors is made up of a majority of independent members, our Audit Committee is made up entirely of independent members and our other corporate-governance bodies all have varying degrees of independent oversight. The term “independent” is defined in accordance with the Mexican Securities Market Law, and excludes any persons who are executive or non-executive employees of the company or its subsidiaries; shareholders that own a controlling share in the company; the company’s clients, service providers, suppliers, debtors, creditors and business partners, and their board members or employees; in general, any individuals who exert influence or authority over the company; and the relations by blood or marriage of any of the above.

Figure 4: SUMMARY OF CORPORATE GOVERNANCE STRUCTURE OF ASUR



STOCKHOLDERS’ RIGHTS

In accordance with Mexican law, ASUR’s shareholders represent the highest authority in the company.

Shareholders’ meetings are held on at least an annual basis, in order to vote on the most important issues such as dividend payments and other matters that require shareholder approval by law. The company adheres to the provisions of the Mexican Securities Market Law in all matters concerning calls to assembly, the required quorum for shareholders’ meetings to be held, and the matters to be discussed at ordinary and extraordinary meetings, as applicable.

The company’s shares are divided into two classes: the B Series shares (92.35% of total capital stock), which are publicly traded on the stock markets of Mexico City and, in the form of American Depositary Shares, or ADSs, New York, and the BB Series shares (7.65% of total capital stock), which are held by ITA, the company’s strategic partner. Under the privatization scheme established by the federal government in 1998, ITA is required to provide technical assistance to the company based on specialized knowledge of airport operations, in areas such as infrastructure planning, operational capacity planning, and passenger forecasting, among others.

In accordance with the company’s bylaws, all B Series and BB Series shares represent one vote at shareholders’ meetings. There are no non-voting shares. Any shareholder or group of shareholders representing at least 10% of the company’s capital stock has the right to convene a shareholders’ meeting at any time, irrespective of share class, and may also postpone voting on any matter that they consider themselves insufficiently informed on. Shareholders representing 20% of the company’s capital stock may also take legal action to contest the resolutions of shareholders’ meetings.

The BB Series shares confer a series of special rights on the strategic partner, including the right to propose candidates to the Board of Directors for the position of Chief Executive Officer, as well as to appoint other members of the company’s management and corporate governance team, and to exercise a veto right on certain matters such as the dissolution of the company and increases or decreases in capital stock, among others.

The company takes steps to ensure that the participation of minority shareholders in shareholders’ meetings is facilitated, mainly by issuing proxy forms to financial institutions that are used to obtain the voting instructions of shareholders that may not be able to attend the meetings in person.

At ASUR, ethical and transparent conduct is the foundation for the growth of our business and the trust we have built together with our stakeholders. It is also a key factor in the development of our sustainability strategy. We therefore place special emphasis on good corporate governance practices, which are based on broad policies and our corporate governance structure. The latter includes our newly established Sustainability Committee, which was approved and created in 2022.

During 2022, in line with our short-term strategic objectives for corporate governance, a succession plan was established for the company’s board members and executive officers. The plan is intended to ensure continuity in the company and normal operations, with no interruptions or irregularities, in the event that one of the key members or our team leaves their position for whatever reason.

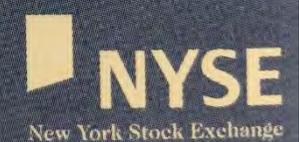
Similarly, in accordance with the objectives established, in 2023 we implemented our Sustainable Development Policy, and our Equality, Diversity, and Inclusion Policy. We have also incorporated sustainable development principles into the mission, vision and values of the company.



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ASUR becomes the first airport group ever to list shares on both the New York and Mexico Stock Exchanges


BOARD OF DIRECTORS

Our long-term strategic objectives for the Board of Directors are to increase diversity, with women representing 35% of members; reduce overboarding, limiting the participation of members in the boards of other companies; and promote the renewal of the Board.

The Board of Directors reports to the company's shareholders, and is in turn reported to by five different committees: the Audit and Corporate Practices Committee, the Nominations and Compensations Committee, the Operations Committee, the Acquisitions and Contracts Committee, and the Sustainability Committee.

The Board of Directors is responsible for making strategic decisions regarding the company's business operations. To do so, it receives reports from the company's top management and corporate governance committees regarding such matters as the company's financial performance, passenger figures, operations, compliance with investment commitments, and other important matters.

On a yearly basis, the Board submits a report regarding its own activities and performance for the evaluation of the company shareholders.

BOARD MEMBER PROFILES

FERNANDO CHICO PARDO

Shareholder Board Member

Fernando Chico was appointed Chairman of ASUR's Board of Directors in 2005. He has a background in business and finance, having held positions at Grupo Financiero Inbursa, S.A. de C.V. (Mexico) and Standard Chartered Bank (UK). As the founder and President of the private investment banking enterprise Promecap, S.C., he has a broad knowledge of different businesses in Mexico and abroad, and he is the Co-President of the port and rail operator Carrix, Inc. (USA). Mr. Chico Pardo has also been a member of the United Nations Joint Staff Pension Fund Standing Committee, a member of the Board of the United Nations Global Compact, and President of the Iberoamericana University Endowment Fund.

JOSÉ ANTONIO PÉREZ ANTÓN

Shareholder Board Member

José Antonio Pérez has been a member of our Board of Directors since 2012. As the Chief Executive Officer of Grupo ADO, one of Mexico's largest intercity bus companies, he has extensive experience in the Mexican transport industry. Mr Pérez Antón has also held leadership roles at CANAPAT (Mexico's National Chamber of Intercity and Tourism Transportation), and at ITI (Intermodal Transportation Institute, based in Denver). He is a member of the Mexican Business Council.

PABLO CHICO HERNÁNDEZ

Shareholder Board Member

Pablo Chico has been a member of our Board of Directors since 2021. His background is in business administration, finance and entrepreneurship, and he currently works at SSA Marine, a sea and rail transport logistics company based in Seattle, WA.

AURELIO PÉREZ ALONSO

Shareholder Board Member

Aurelio Pérez has been a member of our Board of Directors since 2012. He is the Deputy Chief Executive Officer of Grupo ADO, with in-depth knowledge of the Mexican transport industry, and has also worked as 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).

BÁRBARA GARZA LAGÜERA GONDA

Independent Board Member
Specializing in Commercial Operations

Bárbara Garza Lagüera has been a member of our Board of Directors since 2020. She has a broad business background: she is on the board of FEMSA, a bottling company that manufactures Coca-Cola products for Mexico and other countries in Latin America, as well as the Vice-Chair of the board of directors of ITESM Campus Mexico City, one of the city's most important universities. Among other roles, she also devotes her time to social and cultural activities, as a councilor for Fondo para la Paz, I.A.P. the Franz Mayer Museum in Mexico City, and National Fund for Culture and the Arts (FONCA).

HELIANE STEDEN

Independent Board Member
Specializing in U.S. Regulatory Framework

Heliane Steden was appointed to our Board of Directors in 2021. She has extensive experience in international finance. She is a managing director at Merrill Lynch and a member of the company's flagship New York International Office. She previously worked for Bankers Trust and Deutsche Bank. A former professional tennis player, her endowed scholarship for the Women of Troy tennis program primarily goes to an international student-athlete.



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BOARD MEMBER PROFILES

DIANA M. CHÁVEZ

Independent Board Member
Specializing in ESG and International Relations

Diana Chávez was appointed to our Board of Directors in 2021. She was the first female chair of the United Nations Forum on Business and Human Rights. She is on several advisory boards, including the UNITAR Advisory Board in Geneva and the Centre for Sport and Human Rights in London. She is currently the Executive Director of the Private Sector Regional Centre in support of the United Nations Sustainable Development Goals, and was the Director of the Global Compact for Latin America and the Caribbean. Her career includes experience in sustainability, corporate matters, multilateral processes and diplomacy. She has a degree in English literature, and has completed studies in national security and alternative conflict solution, as well as Master's degrees in international relations and business administration.

RASMUS CHRISTIANSEN

Independent Board Member
Specializing in Airport Operations

Ramus Christiansen has been a member of our Board of Directors since 2007. Mr Christiansen has many years of experience in the airport industry, having previously served as Chief Executive Officer, Vice President, and Director of Development & Acquisitions at Copenhagen Airports International A/S, the operator of Denmark's biggest airport. He has also acted as Chairman of the Danish Schou Foundation.

FRANCISCO GARZA ZAMBRANO

Independent Board Member
Specializing in Infrastructure Construction

Francisco Garza has been a member of our Board of Directors since 2001. His background is in Cementos Mexicanos (CEMEX), a producer of building materials and one of Mexico's largest companies, where he held the positions of President for Mexico, the United States, and Central and South America and the Caribbean. He is on the executive boards of the University of Monterrey, the Roberto Garza Sada Centre for Art, Architecture and Design, and the FIDECULTURAL Technical Committee.

RICARDO GUAJARDO TOUCHÉ

Independent Board Member
Specializing in Banking and Financing

Ricardo Guajardo has been a member of our Board of Directors since 2001. He has many years of experience in the banking and finance industry, having served as President and Chief Executive Officer of Mexico's largest commercial bank, Grupo Financiero BBVA Bancomer, S.A. He has also served on the boards of some of Mexico's most significant companies and educational institutions, including Instituto Tecnológico y de Estudios Superiores de Monterrey ("ITESM"), Grupo Industrial Alfa, Fomento Económico Mexicano (FEMSA), Coca Cola Femsa (KOF), and Grupo Bimbo.

GUILLERMO ORTIZ MARTÍNEZ

Independent Board Member
Specializing in Economics and Financial Expert

Guillermo Ortiz has been a member of our Board of Directors since 2010. He has extensive experience in finance and politics. He was Mexico's Public Finance Minister from 1994 to 1997, and subsequently served two terms as the Governor of the Bank of Mexico, from 1998 to 2003 and from 2004 to 2009. More recently he has been the Chair of the Board of Directors of Grupo Financiero Banorte, one of Mexico's major banks, and President of investment fund BTG Pactual Latinoamérica. He has also worked as the Executive Director of the International Monetary Fund (IMF), and as Chairman of the Bank for International Settlements based in Basel, Switzerland. In accordance with the applicable legislation, Mr. Ortiz is the financial expert on our Audit Committee.

CORPORATE GOVERNANCE COMMITTEES

AUDIT AND CORPORATE PRACTICES COMMITTEE

CHAIR: RICARDO GUAJARDO TOUCHÉ (Independent)

The Audit and Corporate Practices Committee (“Audit Committee”) is responsible for verifying that the company has sufficient internal controls to ensure accurate financial reporting. It also performs the function of a Risk Committee, tasked with assessing and managing the risks to which the Company is exposed. This is done on the basis of regular risk-mapping activities, covering aspects such as financial information, areas of the company that may be vulnerable to fraud or other acts of corruption, information technology, and environmental and social issues, including climate-related risks and opportunities, among others. Once the company’s risks have been mapped in detail, courses of action are determined for them to be managed and the information is presented to the Audit Committee for discussion.

The Audit Committee is also responsible for oversight of ASUR’s Code of Ethics. Pursuant to the Code of Ethics, ASUR has an internal reporting system that may be used by anyone to flag instances of abuse or corruption, or to report grievances relating to workplace matters. The system’s users have the option to submit reports anonymously or to confirm their identity. All such reports are completely confidential and are received directly by the Internal Auditing Department, which has the duty to investigate them and to report to the Audit Committee. The Audit Committee ultimately reports to the Board of Directors and the company shareholders regarding the reports received and how the matters raised were resolved.

ACQUISITIONS AND CONTRACTS COMMITTEE

CHAIR: FERNANDO CHICO PARDO (Shareholder Member)

The Acquisitions and Contracts Committee is responsible for ensuring that appropriate standards are adhered to in the process of acquiring the goods and services that the company needs to carry out its operations. Specifically, approval is required from the Committee for any acquisition or contract with a total value in excess of 400,000 US dollars, in one or more years; for extensions to existing contracts that represent an increase of more than 25% of the originally agreed timeframe or value; when a contract is put up for tender and a single bid is received, or when a contract is assigned directly and without tender to a given supplier, regardless of the contract value; and in cases when a contract is renewed with the same supplier on expiry.

NOMINATIONS AND COMPENSATIONS COMMITTEE

CHAIR: BÁRBARA GARZA LAGÜERA GONDA (Independent)

The Nominations and Compensations Committee is mainly responsible for the appointment of new Board and Committee members, as well as new executive officers in the top level of management in the company, or for presenting the corresponding proposals to the Company shareholders, as applicable. It also determines the level of compensation to be paid at these levels, based on performance assessments and market rates, and approves the performance parameters that will be used as the basis for assessment in the subsequent 12-month period.

OPERATIONS COMMITTEE

CHAIR: FRANCISCO GARZA ZAMBRANO (Independent)

The Operations Committee oversees key aspects of ASUR’s day-to-day business activities, including compliance with the investments that the company is required to make under its Master Development Programs. It also issues proposals and recommendations to the Board of Directors in relation to such matters as the company’s budget, and dividends, among others.

SUSTAINABILITY COMMITTEE

CHAIR: DIANA CHÁVEZ VARELA (Independent)

The Sustainability Committee is the most recently created of ASUR’s governance bodies. It was established to respond to the need to address global challenges in economic, environmental and social matters, and to accelerate the reinforcement of a culture of sustainability at the highest levels of corporate governance in the company, in order to achieve sustained economic growth.

The main duty of the Sustainability Committee is to support the Board of Directors and the organization in general in integrating sustainability and corporate social responsibility into the company’s long-term strategy. In general terms, its goal is to promote a balance between the financial performance of the organization and its contribution to sustainable development, defining sustainability strategy and how it is to be implemented; encouraging dialog and assessing the expectations of stakeholders; and evaluating the organization’s environmental, social and governance performance. The Chairwoman of our Sustainability Committee is also a member of the Board of Directors.





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COMPOSITION OF CORPORATE GOVERNANCE BODIES

Board and Committee members are appointed in accordance with proposals presented by the Nominations and Compensations Committee, whose job it is to identify potential candidates, analyze their qualifications and expertise in the relevant strategic areas, and verify that they do not have any conflicts of interest with the company.

Once a possible candidate has been identified for each vacant position, and this person has expressed his or her agreement to be appointed, the proposal is submitted for approval by either the company shareholders or the Board of Directors, as applicable.

As of the date of publication of this report, the company's Board of Directors is made up of 11 members, of whom three are women. The chairs of the Nominations and Compensations Committee and the Sustainability Committee are also female. By 2030, the company has set itself the objectives of increasing female representation on the Board of Directors to 35%; ensuring that board members do not participate in the boards of directors of more than four other companies; and imposing a maximum seniority of 10 years on the Board of Directors of ASUR.

In Mexico only, Board and Committee members are paid a fixed fee for each session they attend, which is proposed each year by the Nominations and Compensations Committee in line with market standards and is submitted for approval at the Annual General Meeting of the company shareholders. If approved by the shareholders, the corresponding fees are published along with the rest of the shareholders' resolutions.

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 amounted to 10.3 million pesos in the year 2023. As of yearend 2022, the members of each corporate governance body received the following fees in Mexican pesos:

Board of Directors	\$85,000.00
Operations Committee	\$85,000.00
Nominations and Comp. Committee	\$85,000.00
Audit and Corporate Practices Committee	\$120,000.00
Acquisitions and Contract Committee	\$28,000.00
Sustainability Committee	\$28,000.00

FREQUENCY OF SESSIONS AND ATTENDANCE RATE

As mentioned above, shareholders' meetings are held on at least an annual basis. The Board of Directors, the Operations Committee and the Acquisitions and Contracts Committee hold four ordinary sessions per year, the Audit Committee holds five, the Nominations and Compensations Committee holds two, and the Sustainability Committee also holds two. The Board and committees may also hold an extraordinary sessions that are needed.

In 2023, the Company's Board of Directors held four sessions, the Audit Committee held five sessions, the Operations Committee held four sessions, the Acquisitions and Contracts Committee held four sessions, the Nominations and Compensations Committee held two sessions, and the Sustainability Committee held two sessions. There was a 94% attendance rate at these meetings.

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 Pardo	100%		100%	100%	100%		100%
Pablo Chico Hernández	100%						100%
José Antonio Pérez Antón	100%		100%	100%			100%
Aurelio Pérez Alonso	100%				100%		100%
Diana M. Chávez	100%					100%	100%
Rasmus Christiansen	100%			100%	100%		100%
Bárbara Garza Lagüera G.	80%		100%				86%
Francisco Garza Z.	100%	100%		100%			100%
Ricardo Guajardo T.	60%	60%		100%			71%
Guillermo Ortiz M.	100%	100%					100%
Heliane Steden	80%						80%
TOTAL	93%	87%	100%	100%	100%	100%	95%





CODE OF ETHICS AND ANTICORRUPTION MEASURES

All of ASUR's operations are founded on a series of core values: safety, honesty, respect, responsibility, quality and excellence, teamwork, commitment and confidentiality.

ASUR has a written Code of Ethics that sets forth the company's ethical standards intended to uphold these values. The Code of Ethics covers the general obligations of the company itself; the obligations of the company to its employees; the obligations of employees, executives and corporate governance officials to the company; the obligations of employees, executives and corporate governance officials to third parties; and the standards that ASUR expects from all parties in the value chain, including suppliers, clients, and contractors.

The Code of Ethics was most recently updated in November of 2020 to include provisions relating to employment protections for staff members who contract the Covid-19 coronavirus.

The company also has a series of written policies available to all staff members that are intended to ensure that its values are upheld, including policies on honesty and ethical conduct, as well as a policy against corruption and bribery that is based on the standards of the U.S. Foreign Corrupt Practices Act. The Code of Ethics is subject to a review process by the Audit Committee at least once per year.

Code of Ethics

A written copy of the company's Code of Ethics is provided to each new employee as part of the company's induction procedures.

During 2023, 100% of the company's employees were provided with training relating to the Code of Ethics. Once a year, the company's Human Resources Department carries out an awareness campaign for all employees, whereby they are asked to complete and submit a questionnaire to demonstrate their knowledge of the company's ethical standards. Those employees with 100% of their answers correct are entered into a prize draw. Also on an annual basis, company employees together with the members of the company's Board of Directors and corporate governance committees are required to certify in writing that they are familiar with the terms and have not incurred any violations of the Code of Ethics.

Anticorruption Measures

As established in the Code of Ethics, the company has an internal reporting system through which reports or complaints may be submitted directly to the Internal Auditing Department for investigation, by email or voicemail. Employees and other stakeholders are encouraged to use this system to report instances of corruption or abuse, and they may choose to submit reports anonymously or not.

In the event that they do confirm their identity, it is guaranteed that they will not be penalized in any way, even if the reports submitted prove to be baseless. Any dismissal proceedings relating to any person that has submitted a report via the internal system must necessarily be reviewed by the Internal Auditing Department and the company's independent Audit Committee to ensure that they are not retaliatory in nature, and reporters are encouraged to submit additional reports in the event that they suffer from any subsequent harassment in the workplace.

The Internal Auditing Department reports directly to the Audit Committee, which is composed entirely of independent members (as defined by the relevant Mexican legislation). As well as investigating all reports received, the Internal Auditing Department establishes a quarterly program of audits to be carried out in different business units.

The Audit Committee approves the work program of the Internal Auditing Department and is informed of the results of the audits performed.

Among other essential roles performed by the Internal Auditing Department is the assessment of the risks inherent in the company's operations, which are prioritized according to their potential impact and the likelihood that they will occur. The Department then establishes measures, such as increased frequency of internal audits, to focus on those operations where a higher risk of corruption or fraud has been identified, and reports all findings to the Audit Committee.

In 2023, ASUR's Internal Auditing Department carried out audits in all nine Mexican airports in the Group, as well as the airports located in San Juan, Puerto Rico, and Colombia, and several commercial concession holders operating at the airports. These audits resulted in a total of 15 relevant observations, out of a total of 238. A total of 46 reports were submitted via the internal reporting system during the year, of which 14 were considered to be significant, 24 were of medium importance and 8 were of minor importance. All reports were duly investigated and resolved.

Of the relevant matters that came to the attention of the Internal Auditing Department during the year, most were related to internal procedural concerns. In these cases, the necessary remedial measures were implemented but no disciplinary action was taken. However, one staff member was disciplined and two staff members were dismissed for failure to adhere to the company's policies on ethical conduct. The company incurred no fines or penalties in relation to instances of corruption.

EXECUTIVE COMPENSATION

The compensation payable to the company's executive officers is subject to approval by the Nominations and Compensation Committee, and is reported to the independent Audit Committee.

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. Every executive officer has environmental, social and/or governance metrics that represent a percentage of variable compensation; the percentage and the specific metrics vary by position.

Fixed compensation generally represents 70% of total compensation, while variable compensation represents 30%. The performance parameters for variable executive compensation are determined annually by the relevant corporate governance body. The aggregate sum paid out in compensation to the company's 29 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 171.6 million pesos in the year 2023.



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RISK MANAGEMENT

Risk management is a crucial factor for the continued growth of the company and the continuity of operations in the short, medium and long terms. Identifying and managing the risks inherent to our operations not only helps mitigate any disruption in our business, it also helps us to prepare to face future challenges and to achieve our strategic objectives in a context of significant changes at local and global levels.

ASUR's risk analysis is based on the methodology contained in the ISO 31000 Standard. In its most recent analysis, the company has identified 48 risks in six categories—strategic, operational, financial, legal, sustainability-related, and emerging—each of which is mapped according to probability and potential impact or severity, in all seven of the dimensions mentioned below. These risks are managed by the Audit Committee, which acts as the company's Risk Committee. The reports published by ASUR with the stock market authorities of Mexico and the United States contain more specific details on ASUR's risk assessments, which cover both the risks for the company itself and those that might potentially have a negative impact on our stakeholders.

Based on the most recent internal assessment, we have identified six categories of risks that the company may potentially be exposed to

Strategic Risks	Governance of the organization New business opportunities Investor relations
Operational Risks	Workforce Activities of our key clients Operating safety Local and global political circumstances Health emergencies and international disasters Environmental Technological Crime and insecurity Competition
Financial Risks	Variable interest rates Inflation Economic conditions locally and in our main markets Economic instability Exchange rates Taxation matters
Legal Risks	Changes to laws and regulations Airport concessions Legal and regulatory compliance
Sustainability-Related Risks	Climate change Environmental disasters, shortage of resources and loss of biodiversity Company reputation Stakeholder expectations Compliance with strategic objectives
Emerging Risks	Climate change and effects on future scenarios Environmental disasters and loss of biodiversity Epidemics Changes in client perspectives Technology and cyber crime Crime and insecurity

Each of these risks is assessed in seven dimensions

- **HUMAN:** the consequences of an event on the health and safety of people
- **ECONOMIC:** the consequences of an event on the generation of direct, non-recoverable financial losses
- **OPERATIONAL:** the consequences of an event for the company's operations, including reduced operating volumes or the total or partial interruption of operations
- **ENVIRONMENTAL:** the consequences of an event on the environment, including the event duration and the possibility of remedial measures
- **REPUTATIONAL:** the consequences of an event for the organization's standing and good name, including adverse publicity and the creation of unfavorable opinions
- **SOCIAL:** the consequences of an event on the community, its interests and values, and its relations with the company
- **COMMERCIAL:** the consequences of an event for the commercial strength of the organization, including the loss of clients or of market shares

A classification of each risk is then made according to the severity of its potential effects and the probability that it might occur. To manage the material risks identified, the company has implemented internal controls and mechanisms to assess, monitor, control, respond to and mitigate these impacts, as well as to assign roles and responsibilities.

TECHNOLOGY AND CYBERSECURITY

To maintain the trust of our stakeholders, we manage the security of our information very carefully through company-wide procedures and policies. We adopt a preventive approach to guarantee the integrity and, if applicable, confidentiality of the information relating to clients, employees, our value chain, and airport users in general.

In line with our policies, we have stringent plans to respond to cybersecurity incidents. The most recent update to this plan was in 2023, and given the nature of its content, this is not public information.

Among the methods we employ, we have procedures for carrying out activities to monitor systems security. 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 period, we did not detect any data leaks or breaches in information security.

DATA PROTECTION

Our stakeholders' data are managed in accordance with Mexican regulations and our privacy policy. It is important to note that, as an airport operating company, we do not have access to the personal data of any of the passengers that travel through our airports. This information is exclusively handled by third parties operating at the airports, such as airlines and federal authorities.



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SOCIAL RESPONSIBILITY

A photograph of a white ASUR taxi driver, a woman wearing sunglasses and a uniform, smiling from the driver's seat. The taxi has a "JetStream" sign on the roof and the ASUR logo on the side. The background shows an airport terminal and palm trees under a cloudy sky.

ASUR
AEROPUERTOS DEL SURESTE

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Our fundamental responsibility and commitment to society is to create as much value as possible for all those parties that we impact direct or indirectly. ASUR's contribution to social development and wellbeing can be seen in our creation of decent employment; in our promotion of safety and security for all; in our commitment to human rights; and in the promotion of sustainable projects with the goal of achieving economic and social integration in our communities, based on the recognition and celebration of diversity and the enormous cultural value present in the regions where we operate. We are pleased to report that in 2023, we have begun to measure and report on the results of our sustainable social investment program, which responds to the realities and strategic needs of the communities where we operate with the goal of improving quality of life through sustainable economic activity.

OUR PEOPLE

At ASUR, we recognize that our human capital is the driving force that maintains our business and makes it grow. One of our permanent goals is for our airports to constitute a reliable source of safe and stable employment, where everyone has the opportunity for growth and professional development, and can attain a quality of life that allows them to realize their personal goals and aspirations.

As a fundamental part of ASUR's duty of care toward its employees, we aim to provide decent working conditions in all the subsidiaries that form part of the Group, as well as the company's value chain. ASUR has a series of written policies covering different aspects that relate to its human resources, such as recruitment practices, holiday entitlements, work-life balance, and occupational health and safety. Additionally, company policy mandates the protection of employees' human rights, such as the right to equal opportunity and non-discrimination, the right to personal and physical integrity, and the right to exercise fundamental liberties, including freedom of association. Regular internal campaigns are carried out to ensure that all company employees are aware of these policies, as well as the provisions of ASUR's Code of Ethics, which include information on the internal reporting systems for grievances.

Grievances may be submitted via two independent internal reporting systems: either to the Human Resources Department, or directly to the Internal Auditing Department. In all cases, reports are registered, duly investigated, and resolved. Reporters may choose to remain anonymous and the company is committed to protecting them from reprisals or workplace harassment, even if the matter reported is found to be baseless.

On a day-to-day basis, labor issues within the organization are the responsibility of the company's Human Resources Manager, who is based at the company's offices in Cancún and oversees the human resources team in each of the airports. Certain labor relations issues, such as the renegotiation of the collective bargaining agreement with the union, are handled directly by the Chief Executive Officer.





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DESCRIPTION OF WORKFORCE

	Total	Unionized	%	No-unionized	%
ASUR (México)	1,369	391	29%	978	71%
Cancún	792	173	22%	619	78%
Mérida	122	45	37%	77	63%
Cozumel	73	36	49%	37	51%
Veracruz	70	27	39%	43	61%
Villahermosa	73	27	37%	46	63%
Tapachula	49	24	49%	25	51%
Ciudad de México	49	0	0%	49	100%
Oaxaca	58	23	40%	35	60%
Huatulco	49	20	41%	29	59%
Minatitlán	34	16	47%	18	53%
Aerostar (Puerto Rico)	340	19	6%	321	94%
San Juan	340	19	6%	321	94%
Airplan (Colombia)	392	0	0%	392	100%
Rionegro	219	0	0%	219	100%
Medellín	46	0	0%	46	100%
Montería	43	0	0%	43	100%
Carepa	29	0	0%	29	100%
Quibdó	37	0	0%	37	100%
Corozal	18	0	0%	18	100%
GRAND TOTAL	2,101	410	20%	1,691	80%

The total number of employees in the Group went from 2,001 in 2022 to 2,101 in 2023. This represents an overall increase of 5.0% in comparison with the previous year.

As of December 31st, 2023, 29% of ASUR’s employees in Mexico are unionized. The airport located in San Juan, Puerto Rico—where ASUR holds a majority stake of 60%—has 6% of unionized employees, whereas there are no unionized employees in Colombia.

There are no subcontracted employees in Mexico or Colombia. The airport in Puerto Rico has 84 subcontracted employees. Consequently, of the grand total of 2,185 employees in all 16 airports, 2,101 (96%) are full-time employees under contract with the companies in the Group, and 4% are subcontracted. All of the airports also enter into a variety of contracts for services such as cleaning and security.

Of the 2,101 employees directly contracted in the Group, 1,337 are men (64%) and 764 are women (36%). Of the 15 executive officers in the company, 14 are men (93%) and one is a woman (7%). Of the 113 employees in management positions, 85 are men (75%) and 28 are women (25%). Among the 1,973 remaining employees, 1,238 are men (63%) and 735 are women (37%).

BENEFITS AND COMPENSATION

As a key part of ensuring the wellbeing of our employees, we offer a range of benefits for them and their families greater than those required by law in Mexico, Puerto Rico and Colombia, as well as other services that facilitate a decent standard of living.

Compensation packages vary depending on the nature of our employees’ contracts, but in general include the following:

- 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 Code of Ethics and company policies; this information is provided to new hires in the induction process and is reinforced on a yearly basis with information campaigns.



WORK-LIFE BALANCE

ASUR recognizes that a positive work-life balance is essential for promoting employee wellbeing and productivity. The company’s commitment to achieving this is established in its written human resources policies.

Due to the nature of airport operations, it is necessary to ensure certain staffing levels all day long, and all year round. However, as a general principle, whenever an employee’s activities allow it, they are provided with the greatest degree of flexibility possible, whether for educational purposes, family matters, compassionate leave, and so on. As one of the takeaways from the Covid19 pandemic, we are also analyzing occasional working-from-home schemes, depending on the specific circumstances of each employee.

EMPLOYMENT STABILITY

The company's human resources policies clearly state that employees shall not be subject to arbitrary dismissal. In the event that circumstances dictate that austerity measures must be taken to reduce expenses, staff redundancies are always the last resort once savings have been made wherever possible in other areas. During the two most recent downturns for the company—the 2020 Covid-19 pandemic and the swine flu outbreak and economic recession of 2008-2009—no compulsory redundancies were implemented among the workforce.

If a reduction in the workforce were necessary, company policy requires that certain steps be followed: the company must initially offer voluntary redundancy to any employee that decides to accept it; the company may then move on to involuntary redundancies on a case-by-case basis, and shall attempt to ensure that these measures have the least impact on the most vulnerable employees, taking into consideration such matters as age, economic dependents, and so on.

The company is also committed to paying out the required severance pay under local legislation, and will assist the former employee in to the extent practicable in finding alternative employment.



COMMUNICATION WITH OUR EMPLOYEES

The company has a written “open-doors” communication policy, according to which all staff members are free to approach any member of management with consultations, suggestions or complaints at any time. Employees are also given the option of submitting any grievances they have via the internal reporting systems of the Human Resources Department or the Internal Auditing Department; these reports are investigated confidentially to identify any instances of inappropriate behavior on the part of those involved and to reach amicable solutions whenever possible. Employees are encouraged to use these communication channels on a frequent basis.

Via the Internal Communication Department, the company also monitors the press on a daily basis for stories relevant to ASUR and the airport sector, which are shared with company employees to keep them apprised of current events.

One of our short-term objectives is to begin applying satisfaction surveys among employees to gain a better understanding of the needs and expectations, as well as their commitment to the Group. We will begin reporting this information in subsequent communications.

TRAINING PROGRAMS

For ASUR, the professional development and growth of our employees is essential. Consequently, in all airports and throughout the year, education and training programs are implemented that allow our staff to acquire new skills and knowledge and to achieve their professional goals.

As part of our commitment to training our workforce, in 2023 we rolled out the “Campus ASUR” tool, a platform containing virtual courses on technical and regulatory aspects, as well as general training, that employees can access as and when they wish to facilitate their development. Course content also covers subjects such as human development and financial education, to support not just technical and operational development relating to professional activities, but also personal growth. Our goal with this platform is to increase training hours among our employees and participate in improving their quality of life.

As well as the Campus ASUR application, the company has permanent training programs for employees in all locations where we have operations. Much of this is mandatory training relating to specific airport procedures or safety and security measures, and is a requirement for all airport employees, including the airport communities at large. Special training is provided on a constant basis for the airport rescue and firefighting teams.

Finally, a company-wide training program has also been established for airport employees, administrative positions, contractors, and other key workers in the airport communities. This is based on an assessment of strategic training needs, and includes specialized courses for future leaders. The assessment is carried out by each department individually with the support of the Human Resources Department. The program covers from technical and operational matters to strategic training and languages, as the aim is to respond to the specific needs of each area and each employee. The company also provides ad hoc support for individuals to take the necessary courses or seminars to complement their professional activities, or to complete any required level of their education from basic schooling up to post-graduate degrees.

During 2023, the following total number of man hours of training (calculated on the basis of the total duration of training courses, multiplied by the number of trainees) were provided to the company's employees and airport communities: 82,157 hours in Mexico, 2,689 hours in Puerto Rico, and 18,055 hours in Colombia, for a total of 102,901 man hours in all locations. This represents an increase of 10% compared to the total of 93,724 training man hours in 2022, and reflects the complete recovery of in-person training following the Covid19 pandemic. The hours of training corresponding to the Campus ASUR platform were 752 in the year, and are included in the figures mentioned.



EMPLOYEE ATTRACTION AND RETENTION

At ASUR, we have talent recruitment and selection processes which aim to ensure that every employee that joins the company not only has the necessary skills and experience, but also shares our institutional values and ethical principles. For our part, we guarantee that all selection processes are conducted in accordance with the principles of non-discrimination, gender equality and promotion of diversity in the workforce.

With regard to talent retention, as we have mentioned in previous sections of this report, our aim is to offer the best option for our employees based on employment security and stability, skill development and professional growth. For example, it is essential for ASUR that our existing staff members are considered first and foremost when there is a new position in the company to be filled, which promotes a culture of internal growth.

Thanks to this, we are happy to note that during the reporting period, the company achieved a staff turnover rate of just 5.26% in our airports in Mexico. This figure is calculated on the basis of all voluntary resignations and involuntary dismissals; it does not include employees of the company subsidiary Cancún Airport Services, S.A. de C.V. and does not include employees of retirement age (61 years and older).



VALUE CHAIN

In addition to the permanent employees that work at the company's airports, there are significant numbers of workers who are not directly employed by the company. They may be broken down into a number of different categories, including: government employees, such as those working for the air traffic control, immigration and customs services; the employees of commercial concession holders, such as food and beverage or retail outlets and car rental offices; the employees of other businesses with a permanent base at the airport, such as ramp service providers and the airlines; and the employees of those companies contracted directly by ASUR to provide specific services in the airports.

The vast majority of the companies in ASUR's direct value chain are locally based, with the notable exception of some suppliers of airport-specific equipment such as boarding bridges, specialized vehicles, and baggage-handling equipment. The most significant services directly contracted by ASUR in all of its airports are cleaning services for terminal buildings, administrative offices, and so on; security services, including general surveillance staff and the personnel manning security filters and passenger inspection points; and construction services for extensions and upgrades to airport infrastructure.

These three different contractor types represent the top tier of ASUR's supply chain. During 2023, of the 20 contracts with the most significant sums entered into for goods and services in the company's Mexican airports, four were for construction services, five were for the acquisition or maintenance of equipment, nine were for other services (security

services, cleaning services and maintenance, among others), one was for insurance, and one was for the renewal of software licenses relating to the company's cybersecurity systems.

In Mexico, all of the contracts entered into for these direct services expressly stipulate that workers must be registered with the Mexican social security institute, which ensures that the work they do is formal and remunerated, and the corresponding social security contributions are paid in full. Failure to register workers or to pay contributions is ground for immediate rescission of any contract. Contractor audits are carried out by the Internal Auditing Department in accordance with a quarterly program approved by the Audit Committee. Reports may also be submitted by any supply-chain employee via our Internal Reporting System. Any and all audit observations identified and internal reports received are logged, and their resolution is followed up on by the Audit Committee.

Due to the fact that airports have restricted areas for security reasons, under the terms of their contracts all service providers and contractors must register 100% of their employees on site with the airport, in order for them to be issued with an official airport identification card. The identification card must be worn in a visible place at all times, and is checked by security personnel at staff access and exit points.

As per the terms of our policies on human rights and our Code of Ethics, the same protections enjoyed by our direct employees are applicable to all workers of service providers and contractors. This includes a prohibition on

child labor, as defined in the Minimum Age Convention, 1973 (No. 138) of the International Labor Organization; a prohibition on forced labor, as defined in the Forced Labor Convention, 1930 (No. 29) and the Abolition of Forced Labor Convention, 1957 (No. 105) of the International Labor Organization; a prohibition on discrimination and harassment on the basis of ethnicity, nationality, gender, gender identity, sexual orientation, marital status, age, physical capacity, social standing, religious beliefs, or political affiliation, as set forth in our Code of Ethics; as well as all the additional provisions of our Code of Ethics relating to fair treatment, safety and hygiene, cultural context, and so on. ASUR has also assumed the commitment to reduce or, insofar as possible, eliminate informal employment throughout our value chain.

In all contracts entered into, the company sets forth the relevant occupational health and safety standards that contractors are required to implement. The company is working on implementing a system to integrate data from our top tier supply chain contractors into our ESG standards. As a first step, we aim to receive health and safety information, such as accident rates among contractors' employees. Our objective is to begin receiving these data by 2025.

DIVERSITY AND GENDER

Although aspects relating to discrimination and equal opportunities are covered by both our Code of Ethics and our Human Rights Policy, as part of our short-term strategic objectives in 2023 we implemented the Equality, Diversity and Inclusion Policy of the Group, which recognizes the right of all of our stakeholders, both within and outside the organization, to live in an environment of respect and inclusion that guarantees equal opportunities and is free from violence, discrimination and harassment of any kind.

This policy also serves to communicate our commitment, responsibility and active efforts to create welcoming spaces and favorable environments where each individual can develop and in which respect for human dignity prevails. The company has also assumed the commitment to promoting diversity in our workforce, in recognition of the value that this brings to the collective.

Among our objectives regarding gender and diversity, in the short term we aim to develop strategies to increase the number of women in our workforce, especially in leadership and STEM (science, technology, engineering and mathematics) positions; and to increase diversity and the numbers of people from minority groups on our staff. A first step toward this objective is the implementation of the Equality, Diversity and Inclusion Policy. We will go on to produce information on the representation of indigenous groups, people with disabilities, and vulnerable groups within our workforce, and will begin publishing this information in subsequent reports.

During 2023, we received eight reports of workplace harassment via the internal reporting systems that the company has, all of which were resolved to the satisfaction of the parties involved. We also became aware of two cases in which employees failed to uphold the ethical standards required by the company, leading to their dismissal.

The number of women on our Board of Directors currently stands at three, out of a total of eleven (27%). We have established the strategic objective of increasing this figure to 35% by 2030. Meanwhile, the percentage of women in management positions has also remained stable at 25%.

Finally, we explicitly state that ASUR does not tolerate acts of discrimination or harassment of any nature. In the event of any grievance or formal complaint referring specifically to discrimination and harassment, we remind our employees of the different channels of communication that are open to them, directly to either the Human Resources Department or the Internal Auditing Department. As a company, it is our commitment to attend to any such matters by investigating them fully and taking the necessary remedial action, with a victim-centered approach.





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COMMITMENT TO HUMAN RIGHTS

The goal of ASUR’s management in relation to human rights is to ensure that the company and its employees do not incur any human rights violations, and that in those cases where possible abuses are detected, the corresponding steps are taken to resolve them quickly, efficiently and transparently.

Since 2007, ASUR has a written policy in which the company formally sets forth its commitment to upholding and promoting human rights. Since 2005, we have been a signatory of the United Nations Global Compact, whose principles focus largely on the protection of human rights. The company also has a detailed Code of Ethics approved by our Audit Committee and Board of Directors that establishes the obligations of the company both internally to its employees, and externally to its supply chain and local communities at large.

Among our permanent human rights objectives, we seek to expand our sphere of influence to contribute to the protection and dissemination of human rights. To achieve this, in 2023 we have begun building different sectorial and intersectorial alliances involving projects to safeguard and promote human rights, with particular focus on the most vulnerable groups. This includes research, campaigns, and active participation. We also intend to promote training for our own staff and for those in our value chain to prevent human rights violations and to promote remedial mechanisms both within and outside the workplace. We will begin reporting these date in subsequent communications.

DUE DILIGENCE PROCEDURE

On a regular basis, ASUR conducts analyses of any potential human rights issues that may arise as a result of or in connection with the company’s operations.

In the most recent analysis for 2023, the following issues were covered:

- Forced labor
- Child labor
- Human trafficking
- Freedom of association
- Right to collective bargaining
- Discrimination
- Equal remuneration
- Others

The groups that were assessed for potential vulnerabilities in relation to these issues were as follows:

- The company’s own employees
- Women
- Children
- Indigenous people
- Migrant workers
- Third-party contracted labor
- Local communities
- Others

As previously mentioned, all newly hired staff members are provided with the text of the Code of Ethics as part of the employee induction process, and are required to certify their knowledge of and adherence to the Code of Ethics on a yearly basis.

The Code of Ethics is publicly available on the company’s website and includes instructions on how employees and other members of the community may report potential violations of the company’s ethical standards.

Any such reports are received directly by the company’s Internal Auditor, who reports directly to the Audit Committee made up entirely of independent members, and are duly investigated. The Internal Auditor also implements a program of inspections intended to detect any irregularities in the company’s internal operations, as well as those of third parties such as concession holders, service providers, and contractors.

The companies within tier 1 of our supply chain provide airport security services (which we are required by law to subcontract with authorized security companies), airport cleaning services, and construction services for upgrades or extensions in airport infrastructure. Given the nature of our business, and the fact that we and our major suppliers are all mostly service providers, our supply chains are short. We have no significant standing orders or permanent contracts for the acquisition of supplies, for example.

Third parties are contractually required to uphold ASUR’s human rights standards in areas such as formal employment, forced or child labor, freedom of association, the right to collective bargaining and non-discrimination, among others. Any violations of these standards must be remedied, and may ultimately result in the rescission of the contracts in question. The Internal Auditor reports on the detection, follow-up, and resolution of human rights or ethical violations to the company’s independent Audit Committee.



POLICY ON FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The company’s written policies expressly state that we will guarantee our employees and third-party contracted labor the right to freedom of association. The company management and the airport workers’ union adhere to a collective bargaining procedure once every two years to establish employment conditions and benefits for unionized employees. Currently 20% of the company’s full-time employees are unionized.

The right to freedom of association and collective bargaining is clearly stated in the Code of Ethics and our internal policy on human rights. Both of these documents are freely available to every employee on the company’s internal information systems.

Any complaints relating to these rights may be formally submitted directly to the company’s Internal Auditor via the internal reporting system or to the Human Resources Department via the internal grievance reporting system. During 2023 no threats were identified to the freedom of association or collective bargaining rights of the company’s employees.





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CASES IDENTIFIED INVOLVING HUMAN RIGHTS VIOLATIONS AND REMEDIATION MECHANISMS

During 2023, a total of six cases were identified involving potential human rights violations. All of these cases were investigated by the Internal Auditing Department. In two cases, the reports were found to be unwarranted. The remaining cases included two of workplace harassment, and another two of discrimination. In all cases, the complaints were appropriately investigated and the necessary disciplinary or remedial measures were implemented.

POLICY ON NON-DISCRIMINATION

The company guarantees equal opportunities for all in hirings, promotions, salary levels, training and day-to-day treatment. Discrimination on the basis of ethnicity, nationality, gender, sexual orientation, gender identity, marital status, age, physical ability, social circumstances, religious beliefs or political affiliation is expressly prohibited in the Code of Ethics and the company policy on human rights. The company also expressly states that it will not discriminate unfairly against persons infected with the HIV and Covid19 viruses, or persons who are pregnant.

We are currently in the process of reviewing and approving new policies on gender, diversity and inclusion, which will help to promote diversity in the upper levels of the company's management and increase the representation of women.

POLICY ON PERSONAL INTEGRITY

The company assumes the obligation to protect its employees' right to personal integrity, which means that workers may not be subjected to physical or verbal abuse of any nature, and that sexual harassment of any kind is strictly forbidden. ASUR does not use or benefit from forced labor or child labor of any kind. All working agreements are governed by consensual, written employment contracts, and the company's policy is not to employ anyone who is under 16 years of age.

Currently, no one under the age of 18 is employed by ASUR and no situations involving forced or migrant labor have been identified.

POLICY ON RESETTLEMENT AND COMPENSATION

Since ASUR received the concessions from the Mexican federal government to operate its airports in Mexico in 1998, there has been just one instance of expropriation of a piece of land required to expand Cancún Airport. None of the other Mexican airports have been involved in expropriation proceedings.

The expropriation is carried out by the federal government, since the Mexican nation is the owner of the federal land granted under concession to ASUR for the operation of its airports. Landowners are compensated by the federal government under the terms of the relevant expropriation decree, and ASUR may also offer to purchase land at commercial value, which is then donated to the nation as part of the airport premises.

The policy of ASUR is that any expropriation proceedings that are necessary should be carried out in accordance with principles of fair compensation for the owners of the land, insofar as this is enforceable by the company, and that free, prior and informed consent of any stakeholders that might be affected by potential resettlement agreements should be sought. The company will also endeavor to avoid complicity in forced evictions.

In the case of the only expropriation that has taken place while the airports are under concession to ASUR, in Cancún, there were no communities living on the land and it was not necessary to resettle anyone.



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SAFETY AND SECURITY FOR ALL

Due to the nature of our operations, optimal performance in safety and security matters is a governing principle, which is fundamental for the continuity of our business and essential to continue to build relationships of trust with our stakeholders. This material aspect has become more important still since the Covid-19 pandemic, and is one of the most critical factors in our materiality analysis and our risk management procedures.

For this reason, we have created a culture of safety and security based on prevention, and focused on maintaining the highest standards of operational safety to ensure the wellbeing of our users at all times.

USER SAFETY

The safety of the passengers travelling through our airports, as well as our own employees, the employees of other companies, agencies and authorities based at our airports, and other members of the public that have occasion to visit us, is one of the most fundamental priorities for our company.

The company has written manuals and procedures covering such aspects as overall safety and security, operational safety, occupational health and safety, emergency and contingency plans and drills, and public health emergencies.

Many of these procedures are required by law and are subject to approval by the relevant aviation authorities. All airports have public address systems, and a program of emergency drills is established to be implemented in the event of an evacuation due to fires, hurricanes, earthquakes, or other disasters. The company has a hurricane center based at Mérida Airport, which coordinates with local civil protection agencies and the National Hurricane Center based in Miami, Florida, whose mission it is to ensure that all ASUR airports and local communities are advised of and prepared for any approaching cyclones. The relevant earthquake warning and safety procedures are also established in those airports that are subject to this risk.

The appropriate mechanisms have been established to minimize operational hazards. These include the appropriate security systems to prevent acts of unlawful interference with aircraft, procedures to reduce the risk of birdstrikes, and the requisite fire detection and suppression systems, including permanent, on-site Airport Rescue and Fire Fighting teams.

We also have procedures in place to ensure the continuity of vital air transport services if an unfortunate incident of any kind occurs, or that operations are restarted as soon as possible, in the event of an unavoidable suspension of activities.

All airport infrastructure is also fully accessible for users with disabilities, as required by the relevant local standards. Disabled facilities include wheelchair ramps, designated parking spaces, tactile paving and guide strips for the blind, low-level check-in counters, appropriate bathroom installations, designated access points to security filters, designated seating in boarding lounges, elevators, and aircraft boarding equipment. In 2022, Cozumel Airport obtained official recognition from the Mexican tourism authorities that certifies the service provided to users with disabilities.

We are continually working to identify areas of opportunity and upgrade these facilities, based on feedback obtained from the airport communities.



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OCCUPATIONAL HEALTH MANAGEMENT SYSTEM

The right to physical integrity, and therefore a safe workplace that does not expose employees to unnecessary risks, is included in the company's written policies and is a guiding principle for our human resources management.

The company implements a series of internal procedures intended to ensure the safety and wellbeing of both staff and members of the public. These procedures are set forth in manuals that cover aspects such as operational safety, aviation security, and emergency procedures. The manuals include both preventive and corrective actions to promote a safe airport environment, and establish clear structures, responsibilities, and lines of command.

In Mexico, in accordance with local legislation, the company identifies the Official Mexican Standards (Normas Oficiales Mexicanas or NOM) published by the Labor Ministry in the area of occupational health and safety that are applicable for the types of workplace risk that employees may be exposed to in our airports. These risks include working in noisy environments, transportation of potentially hazardous materials, working with pressurized containers and high-temperature equipment, working at height with the consequent risk of falling and, most recently, psycho-emotional risks.

In all cases where potential risks are identified, measures are implemented to mitigate them. These range from the provision of the appropriate personal safety equipment, to maintenance procedures for critical items of equipment and training programs to help staff members recognize and avoid or neutralize potentially risky situations. On a scheduled basis, in compliance with our authorized security programs, training exercises such as emergency drills are performed with the participation of the entire airport community, including the staff members of ASUR and other companies based at the airports, the airport rescue and firefighting teams, and members of the public.

On a yearly basis, in compliance with official standard NOM-030-STPS-2009, the company carries out an analysis of all of the other occupational safety standards, to determine whether they are applicable to the working environment in ASUR airports, and whether there are sufficient programs or safety measures in place to minimize these risks. The findings of this analysis are then used to strengthen internal procedures where necessary, and are presented in writing to the health and safety authorities. They are subject to audits both internally, carried out by the Internal Auditing Department, and externally, carried out by the Labor Ministry.

During 2022, the 2,101 permanent employees of ASUR in Mexico, Puerto Rico, and Colombia worked a total of 4,420,797 hours, equivalent to 552,600 eight-hour shifts. In the period in question, the total recordable incident rate ("TRIR") was 1.40. In accordance with internationally accepted practice, this figure is calculated on the basis of the total number of incidents (workplace accidents, work-related illnesses, and accidents in transit to work) multiplied by 200,000, divided by the total number of hours worked.

	2021			2022			2023		
	No. incidents	Hours Worked	TRIR	No. incidents	Hours Worked	TRIR	No. incidents	Hours Worked	TRIR
México	16	2,382,685	1.34	14	2,388,306	1.17	14	2,491,600	1.12
Puerto Rico	9	608,146	2.96	8	628,712	2.54	7	757,685	1.85
Colombia	15	1,096,726	2.74	5	1,099,758	0.91	10	1,171,512	1.71
TOTAL	40	4,087,557	1.96	27	4,116,776	1.31	31	4,420,797	1.40

There were no instances of work-related deaths in any of the airports operated by ASUR in Mexico, Puerto Rico or Colombia, and we are therefore pleased to announce that our fatality rate was 0.

Operational Health and Safety Week 2023

One of the main events intended to promote health and safety in our Mexican airports is the annual Safety Week. In November 2023, this campaign was carried out in the nine Mexican airports with the slogan "Operational safety, a shared responsibility".

Working with national and international aviation bodies, authorities and organizations, a series of lectures, webinars and workshops were carried out, with didactic materials, site visits and drills, to raise awareness in the airport community of the importance of occupational safety and to continue to build a culture of prevention.

Some of the most relevant topics covered in the 2023 Safety Week were:

- Identification of risks
- Regulatory systems
- Operational safety reporting
- Incident investigation
- Emergency plans
- Foreign Object Debris (FOD) control and prevention in operating areas





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El Fondo de las Naciones Unidas para la Infancia otorga el presente agradecimiento a:



Ciudad de México, enero 2023



INVOLVEMENT WITH OUR COMMUNITIES

One of our short-term strategic objectives is to bring the company closer to the communities where we operate. This includes the strengthening of relations with our stakeholders and, of course, our active participation in promoting sustainable community development, which is a key goal of our sustainability strategy.

We think it is important to underline that we are aware of the enormous environmental and sociocultural 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. We therefore assume the responsibility to approach our communities from a position of absolute respect for their identity, with the goal of promoting participative initiatives that recognize their input and instill a sense of ownership.

Due to the locations and nature of our operations, involvement with our communities takes place under two distinct programs: the local airport initiative program and the centralized sustainable social investment program.

Local Airport Initiatives

Historically ASUR's airports have been involved in a wide range of community projects at the local level. The majority of these projects are chosen and managed by each airport individually, both to better respond to the specific needs of each location and to promote a sense of ownership.

In general terms, in 2023 social initiatives were classed under the following categories:

- **Philanthropic activities:** financial support for humanitarian and health groups, donation of goods and services to community organizations, charity marathons.
- **Cultural and educational activities:** site visits to the airports by different educational institutions, art exhibitions, seminars and trainings, environmental educational outreach in local schools.
- **Activities relating to health and wellbeing:** vaccination and preventive health campaigns, physical health campaigns, collaboration with UNICEF for child welfare.
- **Volunteering:** wildlife conservation activities, cleaning beaches and green areas

Centralized Sustainable Social Investment Program

This program is managed from the corporate headquarters of the company and has the general goal of investing in community projects that are sustainable, replicable and scalable, to create impacts that are long term and support more community members.

We began by identifying the critical social matters in the regions where we operate, focusing first on the southeast region of Mexico in a post-pandemic context. The most significant aspects here revolve around poverty and social exclusion. We have also worked to identify common ground between these social aspects and the nature of our operations through participative processes to evaluate the economic, environmental and social realities of our communities.

A key element in achieving our objectives has been the construction of long-term cross-sectoral alliances with organizations that have expertise in the field.

In 2022, we entered into a strategic alliance with Pronatura Península de Yucatán A.C., a Mexican civil association that works to promote the conservation of ecosystems and the integral development of communities in the southeast of Mexico. The overall objective of the alliance is to improve economic inclusion in communities in the southeast. An initial project has been launched to develop eco-tourism activities in a local community, based on the reinforcement of skills in the community to boost employability within the context of alternative models of tourism. This project is very much in line with ASUR's core operations, since most of the passengers that travel to our destinations do so for the purposes of tourism.

In consensus with the community and based on a participative approach, the project offers training and provides the necessary materials for local inhabitants to sell sustainable tourism services, which bring users into direct contact with the local culture and nature. The project focuses on respect for and conservation of natural resources. In this way, we are able to promote both local economic growth and the preservation of ecosystems in the southeast of the country, which is an area of high biodiversity.

This year we are happy to report on the first results of our centralized sustainable investment program. In 2023, training was provided for 49 tourist guides in the Mayan-speaking community of Chuburná, Yucatán. Among the most significant training subjects were education on ecotourism, familiarization with Protected Natural Areas, and the identification of different species of fauna. Training was complemented with the acquisition of basic equipment for ecotourism services, such as lifejackets, uniforms, and signage, and publicity and branding campaigns were carried out including the design of a logo, promotional photographs, and the creation of digital communication channels.

The 49 people trained under this program have approximately 100 economic dependents. Six community businesses were also involved in the program.

In subsequent stages of the project, along with continued support for this community until the ecotourism activities are self-sustaining, we plan to begin implementation of the program in new communities in the Yucatan Peninsula, in order to scale up the number of people involved. We will begin reporting the return on social investment in 2024.



AEROPUERTOS DEL SURESTE



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INDIGENOUS COMMUNITIES

In Mexico, ASUR operates in states recognized for having the highest populations of indigenous people in the country, especially Oaxaca, Chiapas, and Yucatán. Consequently, the wellbeing of indigenous communities is a material issue for the Group. In addition to our social investment program, we also provide support for indigenous communities through various artistic and cultural projects.

Since 2018, ASUR has provided support in the form of fiscal incentives for Cinemóvil Toto, an organization that brings mobile cinema screens and other cultural activities to marginalized communities in Mexico. The project is socially inclusive and environmentally sustainable, as the electrical energy needed to power the projectors for the films in each community is generated by solar cells and by pedaling bicycles, which all members of the community are invited to participate in.

ASUR specifically has supported the film tours carried out in the southeast region of Mexico. In 2023 alone, 6,440 people in the states of Oaxaca, Chiapas, Yucatan, and Quintana Roo attended film screenings, the majority of them women and children.

Support has also been provided for projects such as the documentary film CH'ULEL (Mexico, 2011), portraying everyday life in different communities in Chiapas. The documentary won awards in Chile, Guadalajara, Mexico City, and Los Angeles, and brought the cultures of these indigenous communities to a wider audience.

In addition to these programs and initiatives, the company's activities generate significant indirect benefits for the communities where we operate. Our airports play an important role in facilitating business for other businesses and individuals in the regions where they are located; they form a key part of local transport networks, and are therefore important for the promotion of regional economic development.

As a matter of policy, ASUR undertakes a series of activities intended to raise the profile of the destinations where we operate. We have a dedicated Route Development team, whose job it is to promote our destinations with the world's airlines. The goal of this is to bring in more flights to our destinations, and therefore increased revenues for local businesses as well as our airports. We also participate in networking conventions and congresses around the world relating to the airport and tourism industries, often in coordination with the Mexican federal and state tourism authorities and local business groups.

Economic Value Distributed in the Community

The table below provides a breakdown of the direct economic value generated, distributed and retained by ASUR in 2023, in all business activities carried out in Mexico, Puerto Rico and Colombia.

Economic value generated	
Total economic value generated	25,822
Economic value distributed	
Operating costs	9,119
Employee wages & benefits	1,455
Payments to providers of capital	8,491
Payments to governments	4,899
Community investments	4.3
Total economic value distributed	23,968
Economic value retained	
Total economic value retained	1,853

(Figures stated in millions of Mexican pesos)

The estimated total sum of ASUR's community investments in 2023 was \$4,263,998 (Mexican pesos). It is important to note that one of our strategic objectives is to increase this sum until it represents between 0.2% and 0.3% of EBITDA from the previous year.

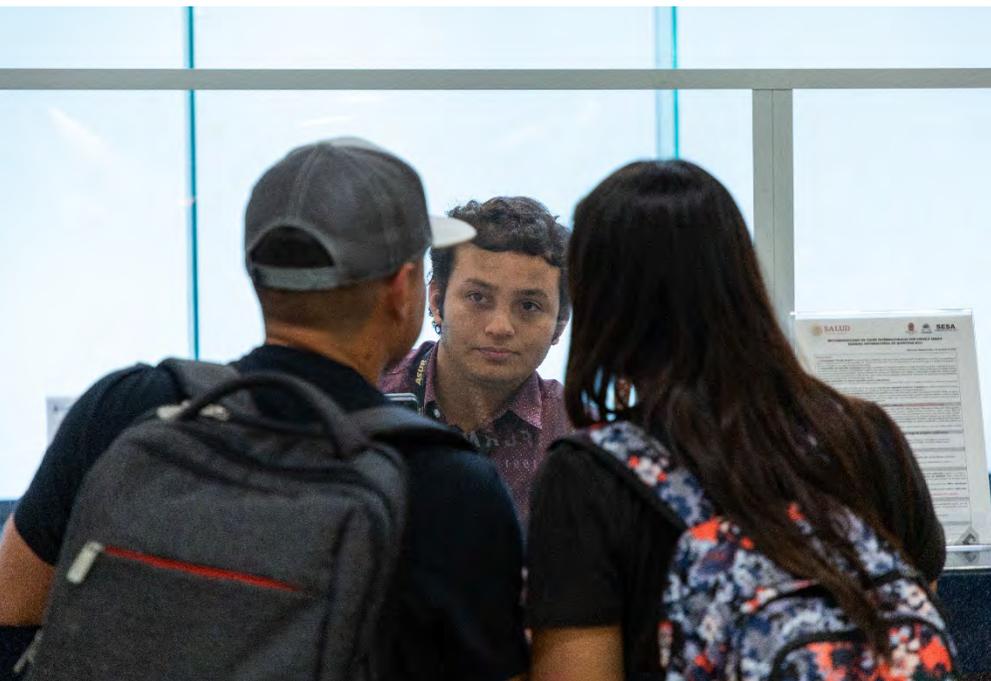
As per the methodology established in the Global Reporting Initiative's sustainability reporting guidelines, the figures in this table are based on ASUR's audited financial statements for the year 2022, which are prepared in accordance with the relevant financial reporting standards. The item "Total economic value generated" corresponds to the company's revenues. Under "Economic value distributed", the item of "Payments to providers of capital" includes interests on loans and dividends paid to shareholders. "Payments to governments" correspond to taxes, and the figure for community investments includes all cash donations, as well as the estimated values of donations in kind and man hours used for volunteer projects.

During the year 2023, ASUR did not receive any financial assistance from the Mexican government.





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COMPLAINT MANAGEMENT

ASUR is committed to handling any complaints it receives from customers or community members in a timely and efficient manner. Complaints may be submitted by a variety of means: they may be reported via the company website, or via the internal reporting system’s toll-free telephone line (01800-280-ASUR), or e-mail (cod_conducta@asur.com.mx). Airports also have suggestion boxes located in public check-in areas.

Depending on the nature of grievances, they may be forwarded for the appropriate action directly to the administrator of the airport in question, or to the relevant authority within the airport, if applicable, for example in the case of complaints relating to customs and immigration procedures. Any complaints received that allege any breach of the company’s ethical guidelines, including complaints of discrimination or any other infringement of human rights, are forwarded to the Internal Auditing Department. In 2022, the Internal Auditing Department investigated and resolved 100% of the complaints submitted by members of the public.

GOVERNMENT RELATIONS AND INFLUENCE ON PUBLIC POLICY

The company is committed not to incur any practices such as tax avoidance through transfer pricing or operations in tax jurisdictions that enable tax-base erosion or profit shifting. We retain an independent audit firm to produce the necessary transfer pricing studies in accordance with local legislation, and have no presence in tax havens of any kind.

It is also company policy not to make contributions of any kind, whether monetary or not, to any political party. Furthermore we do not carry out lobbying activities of any nature. Since the company was founded in 1998, no budget has been assigned for such activities.

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ENVIRONMENTAL RESPONSIBILITY



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In 2023, our commitment to the environment has not only continued but has strengthened, with an update to our Environmental Policy and the further development of the Group's climate strategy.

It is important to reiterate that we are aware of the great environmental value—locally, regionally, and globally—that the regions where we operate have. Consequently, we assume the responsibility to take an active role in caring for, protecting and, insofar as possible, restoring local ecosystems. This represents a moral and ethical duty, but it is also a commitment that we make to our stakeholders. We recognize that our company's future depends to a great extent on the conditions of the natural environment in the regions where our airports are located.

To strengthen our programs and reinforce our response to such relevant environmental challenges as climate change and the conservation of natural resources, this year we updated our Environmental Policy with the goal of adopting a more active role and widening our sphere of influence. We have also established objectives and alliances relating to energy management, the conservation of water resources, the reduction in the generation of waste, the management of our emissions, climate change, and the conservation of biodiversity.

Historically, our commitment to the environment has been a top priority for the Group. In 2015, ASUR signed a contract with the company Sunpower (now Prana) to receive up to 80 MWh per year of clean energy for the nine airports in Mexico through a solar power plant. Construction of the plant was concluded in 2022 and to date we are waiting for the Mexican federal government to issue the interconnection permits needed for us to receive this energy, which would be equivalent to approximately 67% of all the electricity consumed in the airport in Mexico.

In 2017, we inaugurated Terminal 4 at Cancún Airport, which was the first airport infrastructure in Mexico to have LEED Gold certification. This means that the building complies with a strict set of sustainability standards, and was designed and constructed with, for example, smart energy-use systems and high-efficiency air conditioning. Each year, our airports carry out projects intended to respond to the environmental challenges for each

location where we operate. These initiatives include:

- Reforestation projects
- Donations to environmental causes
- Beach cleaning initiatives
- Conservation
- Environmental education
- Awareness campaigns relating to environmental protection

Our airport in Huatulco was the first one in Latin America to obtain Earthcheck Platinum certification. Earthcheck is a global program of environmental and sustainability certifications for the tourism industry. The airport is also the only one in the world to be certified along with its tourist destination. Cozumel Airport has also achieved Silver certification under the same program.

ENVIRONMENTAL MANAGEMENT

ASUR has a written policy that expressly and formally sets forth the commitment of the company and its subsidiaries to take positive action in relation to the environment. This policy was updated in 2023, and sets forth the commitment assumed by the Group to manage its operations in a way that is ethical, sustainable, and environmentally responsible, with the permanent aim of going beyond regulatory compliance to minimize and, wherever possible, mitigate and compensate any negative environmental impacts of our business activities.

Each of ASUR's airports has an Environmental Management System that establishes guidelines and procedures for aspects such as training, monitoring, emergency response, and the environmental requirements for projects and contractors. The Environmental Management Systems of each of the Mexican airports are currently certified under the ISO 14001 program. In addition, ASUR's Mexican airports have consistently been awarded Environmental Quality Assurance certification, which represents official confirmation by the Mexican environmental authorities that the recipient has complied in full with all observations resulting from the audits conducted by the authorities to enforce Mexican environmental legislation.

To date, no administrative or judicial sanctions, including fines or non-monetary penalties, have been imposed on the company for failure to comply with national, international or local environmental laws or regulations.

All of the executive officers of the company have differing responsibilities relating to environmental issues. Strategic objectives for environmental, social and governance issues have been established for each of them, and depending on the activities of each executive, they represent between 15% and 5% of the performance bonus payable.

On a day-to-day basis, the main responsibility for environmental issues within the organization lies with the Chief Infrastructure and Compliance Officer. This position has responsibility for the oversight of infrastructure management (including infrastructure expansion), as well as all matters relating to the company's compliance with the various regulations it is subject to (including environmental regulations).

ASUR's Operational and Safety Compliance Manager works below the Chief Infrastructure and Compliance Officer and manages a team of environmental coordinators, with members based in each of the airports in the Group.

Within the company's overall strategic approach to environmental matters, each of the airports in the Group establishes its own specific goals in accordance with local condition and, at the Group level, there are strategic objectives that each business unit aligns with. An overview of the principal environmental, social and governance strategic objectives for the company is available in Appendix C. Appendix D contains the specific environmental objectives for each of the Mexican airports.

At present, and in accordance with our objectives, the company has environmental training programs. These are currently focused largely on climate change and the reduction of our emissions. In 2023, 288 man hours of training were provided to company employees relating to the measurement, reduction, mitigation and compensation of greenhouse gas emissions.



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ENVIRONMENTAL MANAGEMENT IN THE SUPPLY CHAIN

Based on an evaluation of the potential environment risks involved in their operations, the members of our supply chain considered to be the top priority for ASUR are the construction contractors that provide building and remodeling services when our airport facilities are expanded or upgraded.

Construction and maintenance companies are contractually obliged to adhere to the specifications of our environmental management system. The system establishes a series of requirements that contractors must meet, based on an assessment of environmental training needs. The compliance of contractors with these requirements is subject to audits carried out by our Internal Auditing Department. Any instances of non-compliance must be remedied according to the terms and within the timeframe established by the airport, and any failure to do so may constitute grounds for the rescission of the contract in question and the realization of any guarantees.

We also aim to involve our clients in environmental objectives. To achieve this, ASUR's goal is to assist its airline clients in reducing their carbon emissions wherever we can. One of the principal means that we have at our disposal to achieve this is by ensuring fast and efficient taxiing procedures for aircraft after landing and prior to takeoff.

This reduces the distances that aircraft travel, and therefore the amount of fuel they burn, in order to get into position for disembarking passengers or taking off, as applicable. Since taking over the operation of its airports, ASUR has invested considerable sums in airside infrastructure to ensure sufficient operational capacity, and has installed rapid exits on most runways that provide planes with a more direct route to taxi to and from the terminal buildings.

Another measure taken is to ensure that all passenger boarding bridges have electrical connections installed in them so that aircraft can keep critical systems powered up while on the ground, without having to run their engines to generate power. This again reduces the amount of fuel burnt while the aircraft is embarking and disembarking passengers at the terminal building.

We will continue to seek the involvement of our supply chain in the implementation of initiatives and procedures to reduce environmental impact and promote the conservation of natural resources, with a methodology of continuous improvement. In the short term, we will begin collecting data relating to greenhouse gas emissions in our supply chain. Our ultimate goal is to achieve collaborative efforts to comply with global climate change goals.



ENVIRONMENTAL PERFORMANCE IN FIGURES ALL AIRPORTS

TOTAL FIGURES

Parameter	Unit	2021	2022	2023	% change '23 vs '22
Total water consumption (a)	m3	1,556,066	1,646,300	1,798,114	9.2%
Total water discharged (b)	m3	1,005,579	1,047,458	1,271,475	21.4%
Net water consumption (a-b)	m3	550,488	598,842	526,640	(12.1%)
Total electricity consumption	kWh	168,959,611	176,700,753	188,068,700	6.4%
	GJ	608,255	636,123	677,047	6.4%
Total hazardous waste produced	kg	46,731	62,679	46,300	(26.1%)
Total non-hazardous waste produced	t	7,098.5	10,121.3	11,581.0	14.4%
Non-hazardous waste recycled	t	1,264.3	1,359.7	1,526.1	12.2%
% of Non-hazardous waste recycled		18%	13%	13%	
Total fuel consumption	l	1,051,172	1,187,457	1,101,011	(7.3%)

per-passenger basis

Parameter	Unit	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	31.3	24.8	25.5	2.7%
Water discharged per PAX (b)	l/pax	25.2	18.7	21.8	16.5%
Net water consumption per PAX (a-b)	l/pax	6.2	6.1	3.7	(39.6%)
Electricity consumption per PAX	kWh/pax	3.4	2.7	2.7	0.1%
	MJ/pax	12.3	9.6	9.6	0.1%
Hazardous waste produced per PAX	g/pax	0.94	0.94	0.66	(30.5%)
Non-hazardous waste produced per PAX	kg/pax	0.18	0.20	0.21	2.4%
Fuel consumption per PAX	ml/pax	26.3	21.2	18.9	(11.0%)



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ENVIRONMENTAL PERFORMANCE IN FIGURES BY COUNTRY

País

TOTAL FIGURES

per-passenger basis

México



Parameter	Unit	2021	2022	2023	% change '23 vs '22
Total water consumption (a)	m3	836,640	891,669	965,555	8.3%
Total water discharged (b)	m3	415,040	428,664	587,189	37.0%
Net water consumption (a-b)	m3	421,600	463,005	378,367	(18.3%)
Total electricity consumption	kWh	105,913,939	112,777,532	119,177,525	5.7%
	GJ	381,290	405,999	429,039	5.7%
Total hazardous waste produced	kg	10,804	12,089	12,051	(0.3%)
Total non-hazardous waste produced	t	4,696	7,438	8,306	11.7%
Non-hazardous waste recycled	t	796	966	1,076	11.4%
% of Non-hazardous waste recycled		16.9%	13.0%	13.0%	
Total fuel consumption	l	622,004	672,979	700,909	4.2%

Parameter	Unit	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	28.7	22.6	22.2	(1.5%)
Water discharged per PAX (b)	l/pax	14.2	10.8	13.5	24.6%
Net water consumption per PAX (a-b)	l/pax	14.5	11.7	8.7	(25.7%)
Electricity consumption per PAX	kWh/pax	3.6	2.9	2.7	(3.9%)
	MJ/pax	13.1	10.3	9.9	(3.9%)
Hazardous waste produced per PAX	g/pax	0.37	0.31	0.28	(9.4%)
Non-hazardous waste produced per PAX	kg/pax	0.16	0.19	0.19	1.5%
Fuel consumption per PAX	ml/pax	21.3	17.0	16.1	(5.3%)

Puerto Rico



Parameter	Unit	2021	2022	2023	% change '23 vs '22
Total water consumption (a)	m3	447,679	466,861	499,391	7.0%
Total water discharged (b)	m3	373,140	389,129	417,844	7.4%
Net water consumption (a-b)	m3	74,539	77,732	81,547	4.9%
Total electricity consumption	kWh	46,003,356	45,139,538	50,579,356	12.1%
	GJ	165,612	162,502	182,086	12.1%
Total hazardous waste produced	kg	3,841	9,541	7,049	(26.1%)
Total non-hazardous waste produced	t	1,925	2,004	2,292	14.4%
Non-hazardous waste recycled	t	287	109	127	16.4%
% of Non-hazardous waste recycled		14.9%	5.4%	5.5%	
Total fuel consumption	l	234,378	223,538	186,713	(16.5%)

Parameter	Unit	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	46.2	45.3	40.9	(9.6%)
Water discharged per PAX (b)	l/pax	38.5	37.7	34.3	(9.2%)
Net water consumption per PAX (a-b)	l/pax	7.7	7.5	6.7	(11.3%)
Electricity consumption per PAX	kWh/pax	4.8	4.4	4.1	(5.3%)
	MJ/pax	17.1	15.8	14.9	(5.3%)
Hazardous waste produced per PAX	g/pax	0.40	0.93	0.58	(37.5%)
Non-hazardous waste produced per PAX	kg/pax	0.20	0.19	0.19	(3.3%)
Fuel consumption per PAX	ml/pax	24.2	21.7	15.3	(29.4%)

Colombia



Parameter	Unit	2021	2022	2023	% change '23 vs '22
Total water consumption (a)	m3	271,747	287,770	333,168	15.8%
Total water discharged (b)	m3	217,398	229,666	266,442	16.0%
Net water consumption (a-b)	m3	54,349	58,104	66,726	14.8%
Total electricity consumption	kWh	17,042,316	18,783,683	18,311,819	(2.5%)
	GJ	61,352	67,621	65,923	(2.5%)
Total hazardous waste produced	kg	32,086	41,049	27,201	(33.7%)
Total non-hazardous waste produced	t	478	679	982	44.6%
Non-hazardous waste recycled	t	181	285	323	13.5%
% of Non-hazardous waste recycled		37.9%	41.9%	32.9%	
Total fuel consumption	l	194,790	290,939	213,389	(26.7%)

Parameter	Unit	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	25.1	17.4	22.4	28.3%
Water discharged per PAX (b)	l/pax	20.1	13.9	17.9	28.6%
Net water consumption per PAX (a-b)	l/pax	5.0	3.5	4.5	27.3%
Electricity consumption per PAX	kWh/pax	1.6	1.1	1.2	8.0%
	MJ/pax	5.7	4.1	4.4	8.0%
Hazardous waste produced per PAX	g/pax	2.96	2.49	1.83	(26.6%)
Non-hazardous waste produced per PAX	kg/pax	0.04	0.04	0.07	60.3%
Fuel consumption per PAX	ml/pax	18.0	17.6	14.3	(18.7%)



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ENERGY MANAGEMENT AND CLIMATE CHANGE

Climate change is currently a critical aspect for our sustainability strategy, as its effects directly impact the company and our stakeholders. We are aware that there is an urgent need for individual and collective action to minimize these effects, and to develop long-term mitigation and adaptation strategies. We have been working for a number of years on a range of initiatives to reduce our greenhouse gas (GHG) emissions, and have also developed a climate strategy as part of our sustainability strategy.



ENERGY AND EMISSIONS

The activities of our airports require the daily use of electricity in all our installations, as well as different types of fuel for the operation of our vehicle fleet. These activities are the source of all our GHG emissions, so energy management is a key element in our day-to-day operations.

The electricity we use constitutes our main source of carbon emissions. Among the most important measures that we implement to moderate consumption are expanding infrastructure only when necessary from an operational viewpoint; carrying out regular equipment maintenance and replacements, to ensure that all systems function optimally and efficiently; and additional energy-saving measures like installing air-conditioning traps at the entrances to terminal buildings, using naturally cold water extracted from deep underground in air-conditioning chillers, and automatic power-down systems for equipment that is not in use.

This year, solar panels were installed in the airports at Huatulco and Tapachula, both of which will begin generating clean energy in 2024. Consequently, more than half of our airports in Mexico now have solar power technologies. In 2023, we generated and consumed 2,519,548 kWh of renewable energy. For the year, renewable energy represented 3.9% of our total consumption in Cancún, 6.6% in Mérida, and 69.6% in Oaxaca.

Thanks to these solar panel technologies, a total of 1,431.4 tons of CO2 equivalent were not emitted.

The total amount of electricity consumed in all airports in the Group, including those in Mexico, Puerto Rico and Colombia, increased year-over-year by 6.4% from 2022 to 2023, which reflects an increase in passenger traffic of the same percentage. Per-passenger consumption decreased by 0.1% over the same period.

In the case of fuels, gasoline and diesel are consumed mainly to operate emergency electricity generators, as well as a range of support vehicles, including shuttle buses for transporting passengers to various parts of the airports, utility vehicles, and so on. The total amount of fuel consumed by ASUR's airports in Mexico, Puerto Rico and Colombia decreased from 2022 to 2023 by 7.3%, with the corresponding reduction in per-passenger consumption of 11.0%. The companies in the Group do not use a corporate-owned aircraft to transport executives, board members, or other people.

The measurements of fuel consumption in ASUR's airports include only the fuel used in the facilities and the vehicles that are the property of the airport companies. They do not take into account fuel consumed by the airports' clients, suppliers, or contractors, or that consumed by aircraft for takeoff and landing procedures.

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 with the Airport Carbon Accreditation initiative organized by Airports Council International. The first stage of this process, which began in 2019, is to ensure robust mechanisms are in place to accurately measure the carbon footprint of the company's operations. During 2022 we began the process of proceeding to level 2 in Mexico and obtaining level 1 certification in Puerto Rico. Having completed all the necessary steps, we advanced to these levels in 2023 and our objective is to continue to progress through the program.

In 2015, in compliance with the Mexican Law on Climate Change, ASUR began reporting its scope 1 and scope 2 carbon emissions to the National Emissions Register (Spanish initials RENE). The methodology used for calculation of these emissions is published by the Mexican Environment

and Natural Resources Ministry, and includes emissions factors for converting electricity consumption, fuel consumption, volumes of refrigerants, and so on, into metric tons of CO2 equivalent.

As per the reporting scheme established by the environmental authorities, our 2018 emissions report was subject to verification by an authorized independent auditor. In 2022, another independent audit of our emissions report for 2021 was carried out. The inspection process involves site visits, interviews, and examination of supporting documents. The most recent audit detected a variation between reported and verified figures of 0.11%, which is considerably below the 5% ceiling required to obtain a reasonable level of assurance.

In 2022, ASUR's nine Mexican airports produced a total of 56,019 tons of carbon dioxide (CO2) or the equivalent in other greenhouse gases. Indirect GHG emissions resulting from the airports' electricity consumption constitute by far the largest source of emissions: 49,058 tons of CO2 in 2022, representing 88% of total emissions. The company's direct GHG emissions were comparatively low; emissions from facilities or equipment directly operated by ASUR accounted for 12% of total emissions. The most significant sources of direct GHG emissions in ASUR's airports are the refrigerants used in air-conditioning systems and fuel for vehicles such as airside buses and utility vehicles.

CARBON EMISSIONS REPORT

All figures expressed in tons of CO2 equivalent, Mexican airports only

Please note that the company's carbon emissions figures at this time refer to the nine Mexican airports only; once we have completed the process of standardizing calculation methodologies, we will begin reporting carbon emissions for Puerto Rico and Colombia. From 2022 to 2023, total emissions increased by 5.7%, compared to an increase of 10.0% in passengers in the Mexican airports. Consequently, the carbon intensity of our operations, measured in kilograms of CO2 equivalent per passenger, decreased from 1.42 kg in 2022 to 1.36 kg in 2023.

	2020	2021	2022	2023
Scope 1 Emissions (Direct)				
Diesel	934.94	1,179.52	1,105.16	1,366.54
Gasoline	588.87	630.24	637.59	477.40
Liquid Petroleum Gas	26.90	25.39	31.96	36.56
Refrigerants & Fire Extinguishers	577.88	3,566.91	5,186.41	5,109.01
Total Scope 1 Emissions	2,128.59	5,402.06	6,961.13	6,989.51
Scope 2 Emissions (Indirect)				
Electricity Consumption	46,785.31	44,801.60	49,058.23	52,199.76
Total Scope 2 Emissions	46,785.31	44,801.60	49,058.23	52,199.76
TOTAL EMISSIONS, ALL SOURCES	48,913.90	50,203.66	56,019.35	59,189.26
Carbon intensity (kg CO2e / passenger)	2.94	1.72	1.42	1.36



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CLIMATE CHANGE MANAGEMENT

At ASUR, we aim to contribute to the decarbonization of the air transport sector, by both focusing on our own emissions and acting as agents for change with other industry participants, establishing collaborative initiatives to accelerate this process. We will be reporting annually on progress towards each of our climate-change objectives, with the baseline of our emissions inventory from 2018.



a. Our Vision for 2050: the Road to Net Zero

The frame of reference for our Climate Plan is the UN Sustainable Development Goal 13: Climate Action, and we have assumed a public commitment to work toward the goals of the Paris Agreement, which consists of limiting global warming to no more than 1.5°C. To achieve this, we will need to reach net zero emissions by 2050, which is the overall goal of our climate strategy.

On the road to the decarbonization of our airports, in 2023 we have established mechanisms to speed up the process, such as:

- Signing the commitment letter with SBTi to create net zero objectives.
- Participation in the Global Compact’s Climate Ambition Accelerator, which facilitates compliance with emissions-reduction commitments by providing access to international best practice, opportunities for peer learning, coaching sessions, and training on demand.
- Start of mapping of Scope 3 emissions and involvement of value chain, to advance to level 3 ‘Optimization’ in the Airport Carbon Accreditation program.
- Training courses for airport administrators, managers and key positions for measurement, reduction, mitigation, and compensation of greenhouse gas emissions.

b. Climate Governance

Our Sustainability Committee is the corporate governance body directly responsible for evaluating and approving our climate-related strategic objectives. The Committee also provides feedback on climate strategy and monitors progress toward our climate goals.

c. Description of Our Emissions: Scopes 1, 2 and 3

- Scope 1 emissions: These are mainly the refrigerants used in air conditioning systems, fire extinguishers, and the fuel used in vehicles, including the airside buses that transport passengers to and from aircraft, utility vehicles, and so on.
- Scope 2 emissions: location-based, from consumption of electrical energy.
- Scope 3 emissions: indirect emissions from our value chain. These emissions are assessed to constitute at least 90% of total emissions. In accordance with the Corporate Value Chain (Scope 3) Accounting and Reporting Standard of the Green House Gas Protocol, we have identified the following categories of Scope 3 emissions: capital goods, purchased goods and services, waste generated in operations, energy related activities (not included in Scopes 1 or 2), business travel, employee commuting, leased assets, downstream transportation and distribution, investments, use of services provided

d. Strategic Objectives

Overall Objective: To be an airport group that has zero total net emissions (2050)

OBJECTIVE	Target Year
Carry out and support training, investigation, and education activities within and outside the organization, to increase our sphere of influence	2023-2050
Create Scope 1, 2 and 3 emissions inventory for all airport operated by ASUR based on the GHG Protocol calculation methodology	2025
Include Colombian airports in Airport Carbon Accreditation program and reach levels 3 in the airports in Mexico and 2 in Puerto Rico	2026
Generate solar energy in situ in all airports in Mexico, Puerto Rico and Colombia	2026
Achieve carbon neutrality in all airports operated by ASUR	2030
Obtain 95% of energy from clean, renewable sources	2030
Reach level 4 in Airport Carbon Accreditation program in all airports operated by ASUR	2030
Achieve net zero emissions in all airports operated by ASUR, including our value chain (reduce our emissions by at least 90% and neutralize residual emissions)	2050

e. Tactical Mechanisms

We will achieve the objectives mentioned through the following programs:

Program	Tactical Area	Mechanisms
Carbon Neutrality Scopes 1 and 2 	Renewable energies Energy efficiency Sustainable vehicles fleet, ASUR Compensation measures	Investments in infrastructure Investments in environmental projects Staff training Specialized external consulting
Commitment to Value Chain Scope 3 	Sustainable mobility Sustainable aviation Contractual standards for works contractors	Alliances and synergies with value chain Training for value chain Specialized external consulting
Commitment to community and biodiversity 	Support for environmental protection and restoration activities Support for research activities Support for educational activities Support for awareness campaigns	Intersectorial alliances Participation in regional, national and international programs and forums



f. Risks and Opportunities Associated with Climate Change

Risk Management

ASUR has a permanent risk assessment program, with oversight from the company's independent Audit Committee, to identify and assign priorities to each risk based on the probability that they will occur and the potential human and economic cost. We are currently addressing the most immediate concerns by ensuring that all at-risk airports have adequate insurance coverage for floods, hurricanes, and other natural disasters, as well as physical protections such as storm shutters and flood containment infrastructure. Our hurricane monitoring center, based in Mérida Airport, carries out preparedness campaigns for the airport communities, and ensures that adequate warning is circulated of any approaching cyclones.

Physical Risks, Transition Risks, and Opportunities

Based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), we have carried out a qualitative risk analysis to identify our physical and transition risks, as well as any business opportunities, using different public reference scenarios provided by the Intergovernmental Panel on Climate Change (IPCC). For each type of risk, we have established adaptation and resilience measures to reaffirm the stability of the Group.

Climate scenarios with physical risks (established by the IPCC):

- Scenario RCP 8.5 (business as usual): no mitigation measures; this refers to a pathway in which nothing changes, and emissions continue to increase at the same rate as at present.
- Scenario RCP 4.5 (intermediate mitigation): assumes that global emissions of greenhouse gases will peak around 2040 and then begin to decline.
- Scenario RCP 2.6 (2°C of warming): a scenario in which effective mitigation measures have been taken, to approach compliance with the Paris Agreement goal of keeping global temperatures within 2 degrees Celsius above preindustrial levels. However, this scenario does not comply with the goal of the Paris Agreement, of limiting warming to 1.5°C.
- Scenario RCP 1.9: the only scenario in which the goal of the Paris Agreement to limit the increase in global temperature to 1.5°C this century is achieved.

Transition Risks

Classification	Risk	Impact for ASUR	Time Horizon
Market and reputation	Demand for low-carbon business and services	Decrease in revenues and investment	Short and medium term
	Increase in stakeholder awareness and expectations for company's action on climate change	Reputational risk	
	Non-compliance with public emissions reduction commitments	Poor performance against competitors	
Political and legal	Restrictive regulatory framework with fines or taxes relating to company emissions	Costs associated with failure to achieve established metrics	Medium and long term
	Development of policies to fix carbon pricing in Mexico, Puerto Rico and Colombia	Alignment with new regulatory frameworks	
Technological	Technological advances that facilitate access to sources of renewable energy and development of new technologies	Costs associated with new investments and training to use equipment	Short and medium term

Resilience, Mitigation and Adaptation Measures

- Development and publication of our net zero transition plan
- Joining public initiatives like SBTi to provide annual disclosure of our progress in this transition
- Monitoring and advance preparation for new national and international regulations
- Participation in global training programs, as well as information forums to receive updates on new goals, regulations, required disclosures, certifications, and commitments
- Budget assigned to investments in solar energy generating technology, as well as training by expert global bodies on calculating and reducing our emissions
- Budget assigned to training and external assurance on the calculation of our emissions, to maximize our resources and generate the highest possible impact

Physical Risks

Risk	Description	Financial Implications	Time Horizon
Water stress	Reduction in availability of water resources due to temperature increases and variation in water cycles	Acquisition of water from external sources to supply airports	Short and medium term
Extreme climate events	More frequent and extreme heatwaves, cyclones, hurricanes, and flooding, sea-level rise	Insurance costs, loss of tourist passengers, cost of repairs, increased electricity consumption, suspension of air services, lack of land for expansion, legal implications and complications for infrastructure projects	Short and medium term
Loss of habitats and biodiversity	Result of changes in weather patterns, loss of native species and habitats that are main attraction for our airports' tourist destinations	Loss of tourist attractions and, therefore, passengers	Short and medium term



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Specific Physical Risks by Airport

Airport	Postal code	Approximate distance from ocean at closest point (m)	Height above average sea level (m) ↓	Climate Event	Observations	Risk of Flooding *
San Juan	CP00979	303	3	Hurricane María, 2017	Maximum storm surge 4.6 m; airport affected by flooding	High
Cozumel	CP77600	750	4	Hurricane Wilma, 2005	Maximum storm surge 4.6 m; airport affected by winds but not flooding	Medium
Cancún	CP77569	5,100	5	Hurricane Wilma, 2005	Maximum storm surge 4.6 m; airport affected by winds but not flooding	Medium
Minatitlán	CP96340	7,580	10	Hurricane Mitch, 1998	Airport unaffected by winds and flooding	Medium
Mérida	CP97295	39,720	14	Hurricane Isidoro, 2002	Maximum storm surge 6 m; airport affected by winds but not flooding	Medium
Veracruz	CP91698	8,826	21	Hurricane Karl, 2010	Airport affected by flooding caused by rainfall	Medium
Tapachula	CP30700	9,132	24	Hurricane Stan, 2005	Airport affected by flooding caused by rainfall	Medium
Montería	CP230009	52,605	12	---	---	Low
Villahermosa	CP86280	50,812	13	Intense rainfall, 2007	Flooding in large parts of state of Tabasco; airport unaffected	Low
Carepa	CP057850	55,962	13	---	---	Low
Quibdó	CP270002	68,882	55	---	---	Low
Huatulco	CP70985	8,946	134	Hurricane Pauline, 1997	Airport unaffected by winds and flooding	Low
Corozal	CP705037	30,252	162	---	---	Low
Medellín	CP050035	203,737	1,492	---	---	Low
Oaxaca	CP71231	131,235	1,522	---	---	Low
Rionegro	CP054047	211,704	2,134	---	---	Low

Resilience, Mitigation and Adaptation Measures

- Maintenance of comprehensive insurance coverage in those airports subject to risk of flooding, hurricanes, and other natural disasters
- Physical protection, such as hurricane shutters and water containment infrastructure
- Investments under Master Development Program to install rainwater capturing systems in the airports
- The hurricane monitoring center based in Mérida Airport carries out preparedness campaigns for the airport communities, and ensures that adequate warning is circulated of any approaching cyclones
- Alliances with organizations that have expertise in environmental protection and restoration, to support biodiversity projects and conservation education

Opportunities Identified

- Improvement in company's reputation among ratings agencies, certifications, and sustainability indices
- Increased market value due to resilience and capacity for adaptation
- Attraction of new investors and access to new capital markets
- Improvement in reputation among clients that have a preference for more sustainable airport services
- Support in the company and its value chain for the transition to a low-carbon economy, contributing to the decarbonization of the air transport industry
- Incentives for investment in low-carbon airport operations
- Access to carbon markets
- Adoption of cost-saving technologies
- Reduced dependence on fossil-fuel energy sources and the associated costs
- Development of intersectorial alliances and collaborative networks for innovation and the propagation of best practices in order to comply with the objectives set forth in the Paris Agreement, both in the airport industry and in other economic sectors

* Based on IPCC projection of sea-level rise of 50 cm by 2050 compared to 1900 baseline (scenario classified as low probability, very high impact)

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WATER

ASUR is committed to responsible ground and wastewater management in all locations where we have operations, and the company has therefore established appropriate systems for managing both our water consumption and the wastewater and other effluents produced in the airports. According to information published by the Mexican National Water Commission (CONAGUA), the regions where we operate in Mexico do not currently suffer from water stress. However, there is a considerable amount of urban development in the southeast, and ever greater connectivity with the rest of the country, so according to the precautionary principle we will continue to focus efforts on protecting water sources and reducing consumption. We are currently working to identify the status of water resources in the relevant regions of Puerto Rico and Colombia.

In accordance with the permits issued by the relevant authorities, the company extracts fresh water to supply airport terminals. The chillers in the company's largest-capacity air conditioning systems use brackish water extracted at low temperatures from deep underground, and therefore do not place a burden on local sources of water for drinking or irrigation.

All wastewaters are given the appropriate treatments and then discharged into the environment, after the quality testing required by the authorities.

Eight of ASUR's nine Mexican airports are equipped with on-site treatment plants that receive all wastewater from terminals and administrative buildings. Cozumel Airport disposes of wastewater via the island's municipal sewage treatment system. The airports' plants use biological, mechanical, and chemical treatment processes to purify wastewater to a standard where it is clean enough to be either reused or discharged without presenting a risk to other water sources. The water that is recycled is mainly used for watering green areas, which helps to

reduce the demands placed by the airports on local resources. Any water that cannot be stored and used for this purpose is released into either the subsoil or into local wetlands, in accordance with the permits issued by Mexico's National Water Commission (CONAGUA).

ASUR also takes care to ensure that the quality of the storm water that runs off our airport facilities is in full compliance with local regulations. Given the weather conditions in the regions where we operate, no de-icing or anti-icing fluids are used in any of the airports in the group. Furthermore, the company has equipment and systems in place on the aircraft aprons of each of our airports to ensure that any spills of liquids such as fuels or oil are appropriately eliminated before they can be flushed into local water sources.

In 2023, ASUR's total water consumption in all airports in the Group, including those in Mexico, Puerto Rico and Colombia, increased by 9.2% compared to the previous year. Water consumption on a per-passenger basis increased by 2.7%.

As part of our strategic objectives relating to the conservation of water resources, in the short term we have set ourselves the targets of making investments under the Master Development Programs to collect and use rainwater, especially in those airports where water scarcity is predicted for the medium term. With this, we intend to reduce the volume of water extracted from local sources and lessen stress on regional water tables. Additionally, besides continually monitoring the state of water resources where we operate, we are developing a preventive approach by not only reducing the amount of water extracted and increasing the amount of water discharged and recycled, but also by supporting investigation and education for the conservation of water resources and biodiversity. These activities are fundamental in maintaining the quality and quantity of water supplies.





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NOISE

As an airport operator, noise and noise pollution is a relevant issue for our stakeholders. To ensure that we remain within the relevant regulatory and legal limits, every five years we carry out noise-mapping activities at each of our Mexican airports. These services are contracted with specialized companies, who use recognized methodologies approved by the International Civil Aviation Organization (ICAO).

It is important to note that our airports are located in relative isolation, without towns or communities in close proximity that may be affected by the noise produced by our operations. Since we began operating our concessions, we have received no complaints relating to aircraft noise during takeoff and landing movements at our airports.



WASTE

An important aspect in ensuring that our operations do not damage local environments and ecosystems is to make sure that all the waste materials generated in our airports are appropriately disposed of. Consequently, each airport has waste management facilities for hazardous and non-hazardous waste.

All waste materials classified as hazardous under local legislation are safely stored, appropriately labelled, and disposed of in strict adherence to the applicable regulations. Non-hazardous waste is handled in separate facilities to avoid cross-contamination.

In 2023, Cancún Airport produced approximately 65% of all the non-hazardous waste in the group. In 2022, and with the support of a specialized external consultant, we began managing this waste based on the principles of circular economy. In 2023, we recovered and gave a second life to 970,844 kg of recycled materials, which is equivalent to the conservation of the following resources:

- 8,041 trees
- 12,938 cubic meters of water
- 5,969,708 kWh of electricity
- 2,823 cubic meters of landfill

Under this program, in comparison to 2022, at Cancún Airport we increased the amount of waste recovered by 11%.

The rest of the airports have smaller scale refuse sorting and recycling programs. In 2022 the airports in Mexico, Puerto Rico and Colombia produced 10,121 tons of non-hazardous waste, or an amount of approximately 0.2 kilograms per passenger. This represented an increase of 42.6% compared to the total for 2021, and an increase of 11.1% when measured on a per-passenger basis. Of this total amount, 1,360 tons (13%) was recycled and the rest was sent for final disposal at local waste-handling facilities.

One of our short-term strategic objectives is to increase the percentage of waste recycled in all our airports (2022 baseline), and in the long term, by further developing circular economic principles, we aim to send no waste to landfill.



BIODIVERSITY MANAGEMENT

The issue of site selection for our airports is one that is not under the full control of the company, as the land and installations comprising the airports belong to national governments and are operated under concession by ASUR and its subsidiaries. However, wherever possible attempts are made to avoid locating operations in protected areas and/or areas of high biodiversity value.

The most significant impact in terms of biodiversity generated by our operations is the expansion of infrastructure. Since ASUR began operating each of the airports in Mexico, Puerto Rico and Colombia, there has only been one major expansion of an airport outside the area already assigned to each facility. This was for the land necessary to build the second runway at Cancún Airport, completed in 2009.

During 2022, the largest infrastructure expansion project concluded in the Group's airports was to increase operating capacity at Tapachula Airport, with the construction of a new terminal building. The project did not entail any significant expansion of the built-up areas or "footprint" of the airport. As in all infrastructure expansion projects, detailed environmental impact assessments were carried out and the corresponding mitigation measures were implemented.

ASUR consults with local environmental authorities and external consultants on impact assessments such as these. Once new infrastructure becomes operational, the effectiveness of biodiversity management measures is subject to constant monitoring by the environmental team located in our airports.

As a company, we follow the principles of the Mitigation Hierarchy as a measure to manage biodiversity. In the first instance, we will try to avoid altogether any alteration of areas that are important habitats. If this is not possible, we try to minimize impact in the area, restore any damage caused, and finally compensate any unavoidable impacts in the area in question or outside it. This management model is the basis for all current and future infrastructure expansion projects.

The company also implements responsible wildlife-management measures to protect the fauna present in our airports and reduce the risk of impacts between animals and aircraft at our airports, both on the ground and in the air. One of the most significant risks is that of birdstrike, which may cause significant damage to aircraft. ASUR counters this risk by using trained hawks, acoustic scarecrows, and other methods to scare away birds and prevent them from nesting on airport grounds; the method causes no damage to the bird populations themselves, while mitigating risks to aviation safety.

COMMITMENT TO BIODIVERSITY

ASUR is aware of the high biodiversity value of the regions where we operate, in Mexico and Colombia—which are both countries with megadiversity of plant and animal species—as well as in Puerto Rico. Although we operate on land that is provided under concession by federal governments, we recognize and assume the role and responsibility we have in conserving biodiversity. Our commitment extends to the responsible management of wildlife, and limiting degradation of ecosystems and natural habitats, based always on a preventive approach.

We are also seeking, by means of our sustainability strategy, to increase our impact on the conservation and restoration of biodiversity—that is, we want to go beyond mere regulatory compliance. One of our short-term objectives is to develop an environmental conservation and restoration strategy to promote environmental initiatives in collaboration with external allies.



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LOCATION OF OUR AIRPORTS IN RELATION TO AREAS OF HIGH BIODIVERSITY VALUE

As part of our commitment to biodiversity, we have begun mapping the locations of our airports in relation to areas that are globally considered as having a high biodiversity value. This value may be due to the number of species the areas contain or their status as important carbon sinks and/or habitats for at-risk species, as set forth in the federal legislation of each country. The information is fundamental for the development of our environmental conservation and restoration strategies.

Airport	Geographic location	Location relative to protected area	Biodiversity value	National or international body
Cancún	Quintana Roo, México	Proximity to: Nichupté Mangrove protected area (Ramsar 1777) West Coast of Isla Mujeres, Punta Can. and Punta Nizuc national park Mexican Caribbean Coast nature reserve (Ramsar 1351) Puerto Morelos Reef national park (Ramsar 1343)	Relict of larger wetlands associated with Nichupté lagoon system Part of Mesoamerican reef system 2nd largest reef system in the world At least 65 at-risk species in the region	SEMARNAT/ CONANP RAMSAR/UNESCO
Cozumel	Quintana Roo, México	Proximity to: Cozumel Reefs national park (Ramsar 1449) Northern Cozumel Island protected area (Ramsar 1921)	Nature reserve: areas under UNESCO MaB (Man and Biosphere) program Home to at least 286 species Contains almost 40% of flora of Quintana Roo State	SEMARNAT/ CONANP RAMSAR/UNESCO
Huatulco	Oaxaca, México	Proximity to: Huatulco national park Basins and corals in Huatulco coastal zone (Ramsar 1321)	Species in coastal zona under UNESCO MaB program Home to 2380 species 70 at-risk species Large number of endemic species	SEMARNAT/ CONANP RAMSAR/UNESCO
Mérida	Yucatán, México	Proximity to: Dzibilchantún national park Relatively close to Ring of Cenotes (Ramsar 2043)	Home to 1014 species 19 at-risk species Recharge zone for Yucatán Peninsula Aquifer Highly important for hydrology in the region Source of fresh water used by fauna throughout Yucatán State Resting place for various aquatic bird species on migratory routes	SEMARNAT/ CONANP RAMSAR/UNESCO
Minatitlán	Veracruz, México	Relative proximity to: Los Tuxtlas nature reserve	Area of global importance for conservation: far southern limit of tropical forest on American continent Home to 6650 species 334 at-risk species Important for water supply to city of Minatitlán Area under UNESCO MaB program	SEMARNAT/ CONANP
Oaxaca	Oaxaca, México	Proximity to: Benito Juárez national park	Home to 989 species 22 at-risk species Important for water supply to city of Oaxaca Important area for bird conservation	SEMARNAT/ CONANP/CONABIO
Tapachula	Chiapas, México	Proximity to: Cabildo-Amatal area subject to ecological conservation (Ramsar 1771)	Home to 344 species Important area for bird conservation Wetlands act as protection for coastline, by maintaining stability and defending against external meteorological events	RAMSAR/UNESCO



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Airport	Geographic location	Location relative to protected area	Biodiversity value	National or international body
Veracruz	Veracruz, México	Proximity to: Veracruz Reef System national park (Ramsar 2014) Within: Inter-Dune Lagoon System of City of Veracruz (Ramsar 1450)	Area under UNESCO MaB program 26 reef structures protecting coastline against hurricanes At least 11 at-risk species	SEMARNAT/ CONANP RAMSAR/UNESCO
Villahermosa	Tabasco, México	Relative proximity to: Centla Swamps nature reserve (Ramsar 733)	Home to 1245 species 71 at-risk species Largest wetland in North America Aquifer recharging and discharging	SEMARNAT/ CONANP RAMSAR/UNESCO
Puerto Rico	San Juan, Puerto Rico	Proximity to: Isla Verde reef (marine reserve) Piñones state forest (nature reserve)	Home to species protected by Federal Government At least 4 at-risk species Important area for conservation of marine species Home to at least 80 species Only remaining heron nesting site	Natural and Environmental Resources Department of Puerto Rico
Rionegro	Antioquia, Colombia	Proximity to: Río Nare national forest reserves		Environment and Sustainable Development Ministry
Medellín	Antioquia, Colombia	Proximity to: Valle de Aburra Rio Cauca regional watershed districts El Silencio - La Laguna civil society nature reserve Cerro el Volador regional metropolitan nature parks Cerro Nutibara Eco-Park leisure area Río Nare national forest reserves		Environment and Sustainable Development Ministry
Montería	Córdoba, Colombia	Proximity to: Ciénaga de Corralito soil conservation district Sierra Chiquita and Humedales soil conservation districts		Environment and Sustainable Development Ministry
Carepa	Antioquia, Colombia	Proximity to: Ríos León y Suriquí wetlands regional nature parks		Environment and Sustainable Development Ministry
Quibdó	Chocó, Colombia	-		
Corozal	Sucre, Colombia	-		

*México: Comisión Nacional de Áreas Naturales Protegidas, Secretaría de Medio Ambiente y Recursos Naturales; NORMA Oficial Mexicana NOM-059-SEMARNAT-2010, Protección ambiental-Especies nativas de México de flora y fauna silvestres

*Puerto Rico: Departamento de Recursos Naturales y Ambientales; Ley Núm. 274 de 26 de septiembre de 2012

*Colombia: Ministerio de Ambiente y Desarrollo Sostenible, Registro Único Nacional de Áreas Protegidas



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ABOUT THIS REPORT

Departures		Flights are published one hour before departure	
Aerolínea	Vuelo	Destino	Horario
569	Santa Lucía	13:54	17:10
976	Minneapolis	14:50	12:20
1028	Denver	16:25	18:00
2689	Halifax	17:00	17:10
1610	Baltimore	17:00	17:10
1496	Fort Lauderdale	17:10	17:32
219	Midway, Chicago	17:10	66
152	Atlanta	17:10	59
2057	Vancouver	17:25	83
547	Mexico	17:28	17:31
2419	Saskatoon	17:55	55
2511	New York	18:00	60
591	Santa Lucía	18:00	56
551	Mexico	18:31	18:36
025	Zurich	18:35	19:30
2947	Toronto Lester B	18:59	On Time
2115	Frankfurt	19:20	On Time

The Lounge

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UNLIMITED FOOD & DRINKS

GATE 54

Pleasant • modern • friendly & cozy

Business Lounges

Salones VIP

← 54
60 →

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VISIT US DOWNSTAIRS IN FRONT OF GATE 54.

Bienvenidos miembros
Welcome members

Gates Puertas 58-68

Flights are published one hour before departure
Los vuelos se publican una hora antes de su salida

← 54
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VIP LOUNGE BY MERA

SALA GATE

← 53

ALL INCLUSIVE
COMIDA, BEBIDA, BEBIDAS ESPECIALES & MÉRITO

VIP LOUNGE BY MERA

SALA GATE

67A →



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The organization’s actions described in this report contribute to the specific targets of the 13 Sustainable Development Goals.

ASUR’s 2023 Sustainability Report has been produced in accordance with GRI standards and the specific sector supplement for airport operators. This document also addresses the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and we also cover the indicators of the Sustainability Accounting Standards Board (SASB) applicable to the professional and commercial services sector.

This report has not been submitted for verification by any organization external to ASUR.

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS (SDG)

SDG	DESCRIPTION	Refer to
1	NO POVERTY	Section 4
3	GOOD HEALTH AND WELLBEING	Section 4
4	QUALITY EDUCATION	Section 4
5	GENDER EQUALITY	Section 4
7	AFFORDABLE AND CLEAN ENERGY	Section 5
8	DECENT WORK AND ECONOMIC GROWTH	Section 4
9	INDUSTRY, INNOVATION AND INFRASTRUCTURE	Section 5
10	REDUCED INEQUALITIES	Section 4
11	SUSTAINABLE CITIES AND COMMUNITIES	Section 5
13	CLIMATE ACTION	Section 5
15	LIFE ON LAND	Section 5
16	PEACE, JUSTICE AND STRONG INSTITUTIONS	Section 2
17	PARTNERSHIPS FOR THE GOALS	Section 2

GRI REPORTING STANDARDS

Standard		Description	Refer to
1. The organization and its reporting practices			
GRI 2 General Disclosures 2021	2-1	Organizational details	Section 1 About ASUR
	2-2	Entities included in the organization’s sustainability reporting	Section 1 About ASUR
	2-3	Reporting period, frequency and contact point	Section 1 Report Parameters
	2-4	Restatements of information	Section 1 Report Parameters
2. Activities and workers			
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	Section 1 About ASUR
	2-7	Employees	Section 4 Our People
	2-8	Workers who are not employees	Section 4 Our People
3. Governance			
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	Section 3 Corporate Governance
	2-10	Nomination and selection of the highest governance body	Section 3 Corporate Governance
	2-11	Chair of the highest governance body	Section 3 Board of Directors
	2-12	Role of the highest governance body in overseeing the management of impacts	Section 3 Board of Directors
	2-13	Delegation of responsibility for managing impacts	Section 3 Corporate Governance Committees
	2-14	Role of the highest governance body in sustainability reporting	Section 3 Board of Directors
	2-15	Conflicts of interest	Section 3 Constitution of Corporate Governance Bodies
	2-16	Communication of critical concerns	Section 3 Code of Ethics
	2-17	Collective knowledge of the highest governance body	Section 3 Board Member Profiles
	2-18	Evaluation of the performance of the highest governance body	Section 3 Board of Directors
	2-19	Remuneration policies	Section 3 Executive Compensation
	2-20	Process to determine remuneration	Section 3 Executive Compensation
4. Strategy, policies and practices			
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	Section 2 Commitment to Sustainability
	2-23	Policy commitments	Section 2 Commitment to Sustainability
	2-24	Embedding policy commitments	Section 2 Commitment to Sustainability
	2-25	Processes to remediate negative impacts	Section 2 Commitment to Sustainability
	2-26	Mechanisms for seeking advice and raising concerns	Section 2 Commitment to Sustainability
	2-27	Compliance with laws and regulations	Section 2 Commitment to Sustainability
	2-28	Membership associations	Section 2 Commitment to Sustainability
	5. Stakeholder engagement		
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	Section 2 Commitment to Sustainability
	2-30	Collective bargaining agreements	Section 4 Policy on Freedom of Association and Collective Bargaining



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Standard		Description	Refer to
GRI 3 Material Topics 2021	3-1	Process to determine material topics	Section 2 Materiality: Priority Issues and Focus Areas
	3-2	List of material topics	Section 2 Materiality: Priority Issues and Focus Areas
	3-3	Management of material topics	Section 2 Sustainability Strategy

Standard		Description	Refer to
GRI 200 Economic Standards			
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	Section 4 Economic Value Distributed in the Community
	201-2	Financial implications and other risks and opportunities due to climate change	Section 5 Climate Change Management
GRI 205 Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Section 3 Anticorruption Measures
	205-2	Communication and training about anti-corruption policies and procedures	Section 3 Code of Ethics
	205-3	Confirmed incidents of corruption and actions taken	Section 3 Anticorruption Measures
GRI 300 Environmental Standards			
GRI 302 Energy 2016	302-1	Energy consumption within the organization	Section 5 Energy and Emissions
	302-2	Energy consumption outside of the organization	Section 5 Energy and Emissions
	302-3	Energy intensity	Section 5 Energy and Emissions
	302-4	Reduction of energy consumption	Section 5 Energy and Emissions
	302-5	Reductions in energy requirements of products and services	Section 5 Energy and Emissions
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	Section 5 Water
	303-2	Management of water discharge-related impacts	Section 5 Water
	303-3	Water withdrawal	Section 5 Water
	303-4	Water discharge	Section 5 Water
	303-5	Water consumption	Section 5 Water

Standard		Description	Refer to
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	Section 5 Commitment to Biodiversity
	304-2	Significant impacts of activities, products and services on biodiversity	Section 5 Commitment to Biodiversity
	303-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Section 5 Commitment to Biodiversity
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Section 5 Energy and Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Section 5 Energy and Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Section 5 Energy and Emissions
	305-4	GHG emissions intensity	Section 5 Energy and Emissions
	305-5	Reduction of GHG emissions	Section 5 Energy and Emissions
GRI 306 Waste 2020	306-1	Waste generation and significant waste-related impacts	Section 5 Waste
	306-2	Management of significant waste-related impacts	Section 5 Waste
	306-3	Waste generated	Section 5 Waste
	306-4	Waste diverted from disposal	Section 5 Waste
	306-5	Waste directed to disposal	Section 5 Waste
GRI 400 Social Standards			
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	Section 4 Attraction and Retention
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section 4 Benefits and Compensation
	401-3	Parental leave	Section 4 Benefits and Compensation



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Standard		Description	Refer to
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Section 4 Safety and Security for All
	403-2	Hazard identification, risk assessment, and incident investigation	Section 4 Safety and Security for All
	403-3	Occupational health services	Section 4 Safety and Security for All
	403-4	Worker participation, consultation, and communication on occupational health and safety	Section 4 Safety and Security for All
	403-5	Worker training on occupational health and safety	Section 4 Safety and Security for All
	403-6	Promotion of worker health	Section 4 Safety and Security for All
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section 4 Safety and Security for All
	403-8	Workers covered by an occupational health and safety management system	Section 4 Safety and Security for All
	403-9	Work-related injuries	Section 4 Safety and Security for All
	403-10	Work-related ill health	Section 4 Safety and Security for All
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	Section 4 Training
	404-2	Programs for upgrading employee skills and transition assistance programs	Section 4 Training
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Section 4 Diversity and Gender; Description of Workforce
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Section 4 Diversity and Gender
GRI 413 Comunidades locales 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Section 4 Relations with Our Communities
	413-2	Operations with significant actual and potential negative impacts on local communities	Section 4 Relations with Our Communities

Standard		Description	Refer to
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Section 4 User Safety
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Section 4 User Safety
G4 Sector Supplement – Airport Operators			
Sector Supplements	AO1	Total number of passengers annually, broken down by passengers on international and domestic flights and broken down by origin-and-destination passengers and transfer, including transit, passengers	Section 1 2023 Operating Data
	AO6	Aircraft and pavement de-icing / anti-icing fluid used and treated by m3 and/or tons	Not applicable
	AO7	Number and percentage change of people residing in areas affected by noise	Section 5 Noise
	AO8	Number of persons physically or economically displaced, either voluntarily or involuntarily, by the airport operator or on its behalf by a governmental or other entity, and compensation provided	Section 4 Policy on Resettlement and Compensation
	AO9	Total annual number of wildlife strikes per 10,000 aircraft movements	Section 5 Biodiversity Management



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SASB

SASB Category	Description	Refer to
SV-PS-330a.1.	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Section 4 Description of Workforce
SV-PS-330a.2.	(1) Voluntary and (2) involuntary turnover rate for employees	Section 4 Employee Attraction and Retention
SV-PS-510a.1.	Description of approach to ensuring professional integrity	Section 3 Code of Ethics and Anticorruption Measures
SV-PS-510a.2.	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Section 3 Anticorruption Measures

TCFD

TCFD Standard	Description	Refer to
Governance	Describe the board’s oversight of climate-related risks and opportunities.	Section 3 Board of Directors; Corporate Governance Committees
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Section 3 Executive Compensation
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Section 5 Risks and Opportunities Associated with Climate Change
Risk Management	Describe the organization’s processes for managing climate-related risks	Section 5 Climate Change Management
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Section 5 Climate Change Management
	Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	Section 5 Climate Change Management
Metrics and Targets	Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	Section 5 Climate Change Management
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Section 5 Energy and Emissions
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Section 5 Risks and Opportunities Associated with Climate Change

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Appendices



APPENDIX A

POLICY ON HUMAN RIGHTS

Title: **RESPECT FOR HUMAN RIGHTS**
 Area responsible: **CHIEF EXECUTIVE OFFICER**
 Code: **ORG-06**

I. OBJETIVE

To establish the express, formal commitment assumed by Grupo ASUR to defend and promote the spirit of human rights, both of its own employees and direct partners and those of third parties, within and beyond the companies that form part of the Group.

II. SCOPE

The obligations of Grupo ASUR in this matter will be applicable for all companies in the Group, as well as the Group's sphere of influence: that is, they will extend to all persons with whom the company maintains contractual, community, social or geographic links.

III. POLICY

1. GENERALE CLAUSES

1.1 Grupo ASUR assumes the obligation to be conscious of and promote human rights, which shall be considered among the fundamental criteria for the operations of the companies in the Group and their decision making processes. To this end, Grupo ASUR is committed to ensuring respect for these rights within its facilities, and to promoting them externally.

1.2 Grupo ASUR will at all times respect and protect human rights, including but not limited to the following:

a. a. The right to life, in accordance with which the companies in the Group shall ensure that their employees have safe facilities in which to carry out their activities, where the risk of accidents is minimized and conditions are promoted that are conducive to good health;

b. The right to personal integrity, in accordance with which the companies in the Group shall prohibit any behavior that is demeaning or which is detrimental to the physical or mental wellbeing of their employees;

c. The right to non-discrimination, in accordance with which all companies in the Group shall guarantee equal treatment for all employees;

d. The right to exercise fundamental liberties, in accordance with which the companies in the Group will promote freedom of expression, encouraging frank and free communication between employees at all levels of the organization, freedom of association and assembly, religious freedom and other social and cultural freedoms;

e. The right to privacy, honor and a family life, in accordance with which the companies in the Group shall provide a source of decent, productive work, and shall afford the appropriate priority to the family relations of their employees;

f. The right to information and the right to participation, in accordance with which the companies in the Group shall stimulate constant, candid dialogue and information flows from company to employee and vice versa, maintaining the necessary communication channels for this purpose;

g. The right of defense, in accordance with which the companies in the Group shall ensure that in all internal matters in which an employee is involved, they shall have the appropriate opportunity to present any arguments they consider relevant, which shall be assessed and taken into consideration; and

h. The right to a life free from violence, in accordance with which the companies in the Group shall under no circumstances tolerate physical aggression of any nature against an employee or their family members, or against any person using their facilities.

2. COMPLICITY

The obligation assumed by Grupo ASUR to protect and promote human rights shall also imply that its subsidiary companies shall at all times avoid being complicit in any human rights abuses. Consequently, the companies shall not actively participate nor shall they passively benefit, directly or indirectly, from any such abuses. The Group shall not sponsor or support any activity that is intended to incur, or may result in, any violation of the human rights of any individual or group, even when the companies in the Group do not receive any benefit as a consequence. Finally, Grupo ASUR and all of its employees have the obligation to report to the competent authorities any instances of human rights abuses that they become aware of by any means.

3. FORCED LABOR

Grupo ASUR supports the elimination of forced labor in all its forms. Consequently, the companies in the Group shall not under any

circumstances oblige any person to carry out activities or labor of any nature unless voluntarily accepted by the person in question, and when there is a labor contract signed by both parties or another mutual agreement that formalizes the employment relationship between company and employee, and sets forth the corresponding terms and conditions.

The companies in the Group shall not benefit from de facto forced labor schemes, such as those in which the company withholds all or part of the salary of the employee and obliges the employee to continue working in exchange for services received under obligation or coercion.

Grupo ASUR is also committed to eliminating forced labor within its sphere of influence, wherever this is possible. Consequently, the companies in the Group shall effect immediately cessation of any relationship with any third parties, be they suppliers, concession holders, contractors, or others, that benefit from forced labor. Any such cases that the companies in the Group become aware of shall also be reported to the corresponding authorities.

4. CHILD LABOR

With the aim of eliminating the exploitation of minors and to encourage children to have the opportunity to finish their education without having to dedicate their time to labor activities, Grupo ASUR promotes and supports the elimination of child labor. The companies in the Group shall therefore avoid hiring any persons younger than 15 (fifteen) years old. The companies shall also ensure that their business partners, be they suppliers, concession holders, contractors, or others, do not include any companies that benefit from child labor.

APPENDIX A

POLICY ON HUMAN RIGHTS

Title: **RESPECT FOR HUMAN RIGHTS**
 Area responsible: **CHIEF EXECUTIVE OFFICER**
 Code: **ORG-06**

5. PERSONAL INTEGRITY

Grupo ASUR recognizes that its employees have a right to personal integrity. Consequently, any conduct that is demeaning or detrimental to the physical or mental wellbeing of employees is strictly prohibited. Under no circumstances will corporal punishment, mental or physical coercion, and verbal abuse be tolerated, especially when any such behavior is perpetrated by a superior against their subordinate. Similarly, sexual harassment between employees of the companies is strictly forbidden and any such cases shall be subject to disciplinary action. This shall be applicable in all cases of sexual harassment in the same or different organizational levels, but especially in those cases involving the harassment by a senior employee toward a junior employee, or when this occurs between any employee or employees and any person or group of persons unconnected to the Group.

Sexual harassment is defined as any conduct constituting persecution of a victim by reason of their gender or with sexual intent. It includes inappropriate comments or gestures of a sexual nature or with a double meaning intended to offend the victim, as well as repeated sexual innuendo or unwelcome sexual advances. Cases of sexual harassment shall be considered especially serious when the perpetrator has a higher rank within the organization than the victim, in which case it shall not be necessary for the victim to have openly expressed their rejection for the case to be considered harassment.

6. NON-DISCRIMINATION

Respect for others is one of ASUR's fundamental values, and the company's employees shall therefore be obliged to observe a policy of non-discrimination on the basis of ethnicity, nationality, gender, marital

status, physical ability, religion, sexual orientation, socioeconomic class, political affiliation, or for any other reason.

This policy of non-discrimination shall be applicable in all areas of the company, in recruitment and hiring, promotions, salary levels, training, and day-to-day treatment among all employees. Similarly, when carrying out activities on behalf of ASUR, employees shall not discriminate against any third parties for any such reason.

The companies in the Group shall not discriminate against persons who have been infected with the HIV virus or those suffering from AIDS. The companies may not at any time, either during the recruitment process or subsequently, require any employee to take a test for the detection of this virus, although they may encourage employees to take their own tests confidentially and with no obligation to disclose the results. As part of the companies' training programs, they may include awareness campaigns with the aims of: (i) promoting practices that may prevent infection with the HIV virus among employees of the Group; (ii) promoting acceptance of persons living with HIV; and (iii) providing information on those practices that involve a high risk of infection and those that do not. These campaigns shall be intended to support the integration of any HIV positive employee in their respective working team.

The companies in the Group shall not discriminate against pregnant employees, and at no time may an existing employee or any candidate for a vacant position be forced to take a pregnancy test. Employees of the Group shall be at complete liberty to decide when they choose to have children, and shall be afforded all of the benefits required under Mexican law, as well as any others offered by the companies.

The term employees in this context shall be understood to mean the board members, executive officers, subdirectors, airport administrators,

managers, department heads, coordinators and employees in general of Grupo ASUR.

7. FREEDOM OF ASSOCIATION

Grupo ASUR shall at all times respect the fundamental right of all of its employees to exercise freedom of association and assembly. Consequently, it shall not attempt to prevent or impede the formation of associations, unions or other groupings established to collectively represent the employees of the companies in the Group. Any such association formed shall be entitled to negotiate any labor matter on request with representatives of the management of the Group or of the companies that form part of it. Union activities among employees of the companies in the Group shall not under any circumstances be grounds for dismissal or the impairment of the working conditions of the employee, including demotion from the position occupied, reduction in the salary received, or removal of benefits, among others.

APPENDIX B

ENVIRONMENTAL POLICY

Title: **ENVIRONMENTAL PROTECTION**
 Area responsible: **CHIEF EXECUTIVE OFFICER**
 Code: **ORG-07**

I. OBJETIVE

To acknowledge the environmental challenges that the world is facing and the importance of achieving a balance between the economic growth of the Group and the conservation of natural resources, and to assume the responsibility of taking an active role in protecting and restoring the environment at the local and regional levels, with emphasis on the areas where we have operations.

To expressly and formally establish the commitment assumed by the Group to manage its operations ethically, sustainably, and with environmental responsibility, with the permanent aspiration of exceeding regulatory compliance, as well as minimizing and, as far as possible, mitigating and compensating the negative environmental effects of its activities.

II. SCOPE

All subsidiaries in Grupo ASUR, and their sphere of influence.

III. POLICY

It is the policy of Grupo ASUR to act in accordance with the principles of environmental sustainability and responsibility, ensuring compliance at all times with all applicable environmental laws and regulations, and managing its day-to-day operations on the basis of the following commitments:

1. Conservation of Resources and Biodiversity: ASUR will develop conservation strategies for the locations where it operated, and will base its biodiversity management on the Mitigation Hierarchy (avoidance of impacts, minimization of impacts, and rehabilitation/restoration of biodiversity), in recognition of the importance that environmental conservation for the Group's continued development and growth.

2. Climate Change: ASUR will seek carbon neutrality in its operations. To this end, it will follow up on and periodically review its climate strategy with the aim of innovating and adopting new technologies to allow it to reduce, mitigate and compensate greenhouse-gas emissions. ASUR will carry out regular assessments of the risks and opportunities associated with climate change to project possible scenarios and will monitor the findings of the scientific community.

3. Energy: ASUR will priorities the transition to the consumption and production of energy from renewable sources, with the ultimate aim of obtaining all energy used in the Group from natural, inexhaustible sources.

4. Fuels: ASUR will endeavor to reduce the use of fossil fuels in its day-to-day operations, by eliminating consumption or, if applicable, replacing their use with alternative energy sources.

5. Water Resources: ASUR will carry out periodical monitoring of the state of water resources in the locations where it operates, and will adopt technologies to conserve, treat, and re-use water with the aim of guaranteeing the efficient use of this resource.

6. Waste: ASUR will develop recycling activities based on the principles of the circular economy, with the long-term goal of disposing of no waste in landfills.

For the purposes thereof, the Group is committed to:

- Establishing strategies that include: clear, measurable objectives; timeframes; the definition of roles and responsibilities; and regular, official communications on progress against each of these goals.
- Collating the data relating to our environmental indicators on at least a quarterly or, when applicable, monthly basis.
- Instilling a culture of prevention in the Group, based on the monitoring of environmental risks and opportunities, and establishing actions that prepare for any eventuality.
- Forming part of global commitments and agreements to achieve environmental goals.
- Involving employees, value chain and stakeholders in activities intended to promote environmental education and awareness, with the goal of increasing the Group's sphere of influence.
- Innovating and adopting new technologies, not only to reduce negative environmental impacts but also to create positive impacts.
- Constructing strategic and cross-sector long-term alliances to achieve environmental objectives. These alliance will be entered into with civil, private-enterprise, educational and research organizations.

- Reporting our environmental performance to our stakeholders transparently and in accordance with global standards. This information will be published in the Group's Annual Sustainability Report.



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APPENDIX C GLOBAL ESG STRATEGIC GOALS AND OBJECTIVES

PRESENTED TO AND APPROVED
BY THE BOARD OF DIRECTORS,
10TH MARCH 2022

	E	S	G
Short- and Medium-Term Objectives (2023 – 2026)	<p><u>IMPACT ON ECOSYSTEMS:</u></p> <ul style="list-style-type: none"> • Reduce emissions of greenhouse gases by 5% per year on a per-passenger basis • Limit use of polluting and chemical substances as much as possible <p><u>ENERGY EFFICIENCY:</u></p> <ul style="list-style-type: none"> • 2022: solar plant in operation (covers approx. 70% of our annual consumption) • On-site solar energy: CUN & MID in 2022; rest of airports by 2025. • 2025: Disconnect PR from electricity grid and use gas (reduction of carbon footprint by 50%) <p><u>WATER:</u></p> <ul style="list-style-type: none"> • 2026: MDP investments to focus on collection and use of rainwater • 5% reduction in freshwater consumption on per-passenger basis by 2025 	<ul style="list-style-type: none"> • Continued respect for human rights as a fundamental pillar of Company strategy • Reinforcement of policies to support and promote diversity on basis of ethnicity, gender, religion, etc. • Equal salary for all genders, and creation of a policy that guarantees no pay gap • Continued focus on policies that discourage sexual harassment • ASUR and principal value chain to continue operating according to standards of business ethics • Guarantee work/life balance at all times for all ASUR employees • Establish Sustainability Committee to be chaired by CEO and to meet at least twice per year • Establish strategies and working team to develop a long-term vision for social projects to bring the company closer to local communities 	<ul style="list-style-type: none"> • Focus on diversity on Board and Committees • Corporate transparency as pillar for all company action • Creation of succession plan for independent board members, Chief Executive Officer and key executives in the company • Guarantee accountability, ensuring responsible disclosure of all information affecting shareholders
Long-Term Objectives (2030)	<ul style="list-style-type: none"> • Carbon neutrality in operations by 2030 • 100% mapping of scope-3 carbon emissions by 2030 • 95% of our energy from clean, renewable sources • Recycling of at least 18% of all non-hazardous solid waste in each airport 	<ul style="list-style-type: none"> • 2030: Objective for women to make up 30% of company’s total headcount, without incurring discriminatory practices • Implementation of policy of equal pay for all staff members in all locations, which guarantees work/life balance for employees • Social investment: Further assistance for socially profitable projects that support local communities, with funding representing at least between 0.2% and 0.3% of EBITDA from previous year 	<ul style="list-style-type: none"> • Objective for women to make up 35% of company’s board members • Reduction in “overboarding” (participation in no more than 4 boards of other companies) • Board member seniority of maximum 10 years on the ASUR board



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APPENDIX D

AIRPORTS' ENVIRONMENTAL OBJECTIVES AND PERFORMANCE, 2023

Airport	Objective	Activities	Measurement Parameter	Progress / Result
Cancún	Measure consumption of water	Installation of 17 water meters for extraction sources with remote transmission of data to authorities	% conclusion of project	48%
Cozumel	Reduce consumption of water	Installation of rainwater capturing system and meters	% conclusion of project	100%
Cozumel	Reduce consumption of water	Replacement of 6 flushing urinals with waterless urinals	% conclusion of project	100%
Cozumel	Reduce generation of non-hazardous solid refuse	Awareness campaign for responsible refuse disposal, with signs on refuse containers and throughout terminal building	% conclusion of project	100%
Cozumel	Reduce consumption of fossil fuels	Replacement of 2 utility vehicles with new more efficient units	% conclusion of project	100%
Huatulco	Reduce consumption of electricity	Replacement of fluorescent lamps with LED bulbs in boarding lounges, passenger inspection point, arrivals areas, and others	% conclusion of project	100%
Huatulco	Reduce consumption of water	Reduce per passenger water consumption by 5% year over year, compared to indicator for 2022	% increase water consumption in per PAX	13.7%
Huatulco	Reduce consumption of water	Replacement of flushing urinals with waterless urinals in areas for firefighters, National Guard and support staff	% conclusion of project	100%
Mérida	Reduce consumption of electricity	Installation of 30 LED lamps in administrative offices	% conclusion of project	100%
Mérida	Reduce consumption of electricity	Installation of 5 solar lamps in outdoor areas	% conclusion of project	100%
Minatitlán	Reduce consumption of water	Reduce per passenger water consumption by 10% year over year, compared to indicator for 2022	% reduction water consumption in per PAX	-17.6%
Minatitlán	Reduce consumption of electricity	Reduce per passenger electricity consumption by 2% year over year, compared to indicator for 2022	% reduction in electricity consumption per PAX	-5.4%
Minatitlán	Reduce consumption of fossil fuels	Reduce gasoline consumption in utility and staff transport vehicles by 2% year over year, compared to indicator for 2022	% reduction in gasoline consumption in fleet	-6.3%
Minatitlán	Reduce consumption of fossil fuels	Reduce diesel consumption in emergency generators by 2% year over year, compared to indicator for 2022	% reduction in diesel consumption in plants	-11.4%
Minatitlán	Reforestation of green areas	Planting or donation of 1,500 fruit tree saplings from airport nursery	Number of trees planted / donated	2150
Minatitlán	Reduce generation of non-hazardous solid refuse	Recycling 1.5 tons of non-hazardous solid refuse (paper, aluminum and/or PET)	Tons recycled	2.1
Oaxaca	Reforestation of green areas	Planting or donation of 290 trees of endemic species within or outside the airport	Number of trees planted / donated	290
Oaxaca	Improve quality of water discharged	Construction of drying bed for removal of paper from wastewater	% conclusion of project	100%
Oaxaca	Improve quality of water discharged	Installation of additional fine particle filter prior to treated water storage tank	% conclusion of project	100%
Oaxaca	Reduce generation of non-hazardous solid refuse	Increase volume of non-hazardous solid refuse recycled by 5% compared to indicator for 2022	% increase in refuse recycled	42.2%
Oaxaca	Reduce consumption of electricity	Replacement of halogen lamps for LED light fixtures in visual aid landing systems	% conclusion of project	100%
Oaxaca	Reduce consumption of electricity	Installation of solar panels in car park	% conclusion of project	100%
Tapachula	Reduce generation of non-hazardous solid refuse	Reduce volume of solid refuse disposed of in landfill by 15% compared to indicator for 2022	% reduction in solid refuse generated	-37.4%
Tapachula	Reduce consumption of electricity	Replacement of 23 fluorescent lamps for LED light fixtures in fire station facilities	% conclusion of project	100%
Veracruz	Reduce consumption of electricity	Achieve electricity consumption equal to or less than indicator for 2019	% reduction in electricity consumption	-1.2%
Veracruz	Improve ecosystems and natural habitats	Participation in 3 volunteering projects to clean beaches during the year	Number of events airport participated in	3
Veracruz	Promote environmental responsibility	Participation in 5 outreach events to promote environmental awareness in local schools	Number of events airport participated in	5
Veracruz	Reforestation of green areas	Reforestation on access road to airport with endemic species	% conclusion of project	100%
Villahermosa	Reduce consumption of electricity	Replacement of 194 halogen lamps for LED light fixtures on runway and taxiways	% conclusion of project	100%
Villahermosa	Improve refuse handling	Reconfiguration and upgrades to handling facilities for both hazardous and non-hazardous refuse	% conclusion of project	100%



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APPENDIX E ENVIRONMENTAL INDICATORS

TOTAL FIGURES		Consolidated				México (9 airports)				Puerto Rico				Colombia (6 airports)			
Parameter	Unit	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)
Total water consumption (a)	m3	1,556,066	1,646,300	1,798,114	9.2%	836,640	891,669	965,555	8.3%	447,679	466,861	499,391	7.0%	271,747	287,770	333,168	15.8%
Total water discharged (b)	m3	1,005,579	1,047,458	1,271,475	21.4%	415,040	428,664	587,189	37.0%	373,140	389,129	417,844	7.4%	217,398	229,666	266,442	16.0%
Net water consumption (a-b)	m3	550,488	598,842	526,640	(12.1%)	421,600	463,005	378,367	(18.3%)	74,539	77,732	81,547	4.9%	54,349	58,104	66,726	14.8%
Total electricity consumption	kWh	168,959,611	176,700,753	188,068,700	6.4%	105,913,939	112,777,532	119,177,525	5.7%	46,003,356	45,139,538	50,579,356	12.1%	17,042,316	18,783,683	18,311,819	(2.5%)
	GJ	608,255	636,123	677,047	6.4%	381,290	405,999	429,039	5.7%	165,612	162,502	182,086	12.1%	61,352	67,621	65,923	(2.5%)
Total hazardous waste produced	kg	46,731	62,679	46,300	(26.1%)	10,804	12,089	12,051	(0.3%)	3,841	9,541	7,049	(26.1%)	32,086	41,049	27,201	(33.7%)
Total non-hazardous waste produced	t	7,099	10,121	11,581	14.4%	4,696	7,438	8,306	11.7%	1,925	2,004	2,292	14.4%	478	679	982	44.6%
Non-hazardous waste recycled	t	1,264	1,360	1,526	12.2%	796	966	1,076	11.4%	287	109	127	16.4%	181	285	323	13.5%
% of Non-hazardous waste recycled		17.8%	13.4%	13.2%		16.9%	13.0%	13.0%		14.9%	5.4%	5.5%		37.9%	41.9%	32.9%	
Total fuel consumption	l	1,051,172	1,187,457	1,101,011	(7.3%)	622,004	672,979	700,909	4.2%	234,378	223,538	186,713	(16.5%)	194,790	290,939	213,389	(26.7%)

per-passenger basis		Consolidated				México (9 airports)				Puerto Rico				Colombia (6 airports)			
Parameter	Unit	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	31.3	24.8	25.5	2.7%	28.7	22.6	22.2	(1.5%)	46.2	45.3	40.9	(9.6%)	25.1	17.4	22.4	28.3%
Water discharged per PAX (b)	l/pax	25.2	18.7	21.8	16.5%	14.2	10.8	13.5	24.6%	38.5	37.7	34.3	(9.2%)	20.1	13.9	17.9	28.6%
Net water consumption per PAX (a-b)	l/pax	6.2	6.1	3.7	(39.6%)	14.5	11.7	8.7	(25.7%)	7.7	7.5	6.7	(11.3%)	5.0	3.5	4.5	27.3%
Electricity consumption per PAX	kWh/pax	3.4	2.7	2.7	0.1%	3.6	2.9	2.7	(3.9%)	4.8	4.4	4.1	(5.3%)	1.6	1.1	1.2	8.0%
	MJ/pax	12.3	9.6	9.6	0.1%	13.1	10.3	9.9	(3.9%)	17.1	15.8	14.9	(5.3%)	5.7	4.1	4.4	8.0%
Hazardous waste produced per PAX	g/pax	0.94	0.94	0.66	(30.5%)	0.37	0.31	0.28	(9.4%)	0.40	0.93	0.58	(37.5%)	2.96	2.49	1.83	(26.6%)
Non-hazardous waste produced per PAX	kg/pax	0.18	0.20	0.21	2.4%	0.16	0.19	0.19	1.5%	0.20	0.19	0.19	(3.3%)	0.04	0.04	0.07	60.3%
Fuel consumption per PAX	ml/pax	26.3	21.2	18.9	(11.0%)	21.3	17.0	16.1	(5.3%)	24.2	21.7	15.3	(29.4%)	18.0	17.6	14.3	(18.7%)



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APPENDIX E ENVIRONMENTAL INDICATORS

TOTAL FIGURES		Cancún				Cozumel				Huatulco				Mérida				Minatitlán			
Parameter	Unit	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)
Total water consumption (a)	m3	580,946	647,176	719,414	11.2%	18,988	21,055	19,838	(5.8%)	17,071	19,046	20,403	7.1%	105,732	84,902	86,495	1.9%	8,545	6,377	6,669	4.6%
Total water discharged (b)	m3	352,256	352,179	462,302	31.3%	11,432	17,885	17,208	(3.8%)	8,567	8,984	8,957	(0.3%)	7,971	3,238	47,585	1369.6%	4,365	2,542	4,410	73.5%
Net water consumption (a-b)	m3	228,690	294,997	257,112	(12.8%)	7,556	3,170	2,630	(17.0%)	8,505	10,062	11,445	13.8%	97,761	81,664	38,910	(52.4%)	4,180	3,835	2,259	(41.1%)
Total electricity consumption	kWh	79,003,958	83,258,031	87,098,552	4.6%	2,378,455	2,544,503	2,679,157	5.3%	1,761,889	1,893,795	2,173,363	14.8%	11,345,422	11,760,727	13,820,428	17.5%	718,877	707,574	848,964	20.0%
	GJ	284,414	299,729	313,555	4.6%	8,562	9,160	9,645	5.3%	6,343	6,818	7,824	14.8%	40,844	42,339	49,754	17.5%	2,588	2,547	3,056	20.0%
Total hazardous waste produced	kg	5,636	3,455	5,227	51.3%	1,539	822	2,131	159.4%	510	1,353	563	(58.4%)	756	2,396	1,079	(55.0%)	183	392	23	(94.1%)
Total non-hazardous waste produced	t	4,071	6,768	7,574	11.9%	52	60	55	(9.3%)	53	74	89	20.2%	115	95	103	8.5%	3	6	5	(21.0%)
Non-hazardous waste recycled	t	731	873	971	11.2%	19	23	24	3.3%	3	9	10	17.0%	3	4	9	117.2%	2	2	2	30.0%
% of Non-hazardous waste recycled		18.0%	12.9%	12.8%		35.3%	37.9%	43.1%		5.2%	11.6%	11.2%		2.2%	4.4%	8.9%		55.7%	26.5%	43.7%	
Total fuel consumption	l	311,415	351,701	365,696	4.0%	23,808	25,369	29,126	14.8%	50,518	60,283	54,627	(9.4%)	47,491	47,408	44,790	(5.5%)	30,476	29,352	28,003	(4.6%)

per-passenger basis		Cancún				Cozumel				Huatulco				Mérida				Minatitlán			
Parameter	Unit	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	26.0	21.3	22.0	3.0%	35.7	31.7	29.3	(7.8%)	24.7	19.6	22.3	13.7%	50.8	27.6	23.5	(14.6%)	86.7	56.9	46.9	(17.6%)
Water discharged per PAX (b)	l/pax	15.8	11.6	14.1	21.6%	21.5	27.0	25.4	(5.8%)	12.4	9.3	9.8	5.8%	3.8	1.1	13.0	1131.8%	44.3	22.7	31.0	36.8%
Net water consumption per PAX (a-b)	l/pax	10.2	9.7	7.9	(19.2%)	14.2	4.8	3.9	(18.8%)	12.3	10.4	12.5	20.8%	47.0	26.5	10.6	(60.1%)	42.4	34.2	15.9	(53.6%)
Electricity consumption per PAX	kWh/pax	3.5	2.7	2.7	(3.1%)	4.5	3.8	4.0	3.1%	2.5	2.0	2.4	21.8%	5.5	3.8	3.8	(1.5%)	7.3	6.3	6.0	(5.4%)
	MJ/pax	12.7	9.9	9.6	(3.1%)	16.1	13.8	14.2	3.1%	9.2	7.0	8.6	21.8%	19.6	13.7	13.5	(1.5%)	26.3	22.7	21.5	(5.4%)
Hazardous waste produced per PAX	g/pax	0.25	0.11	0.16	40.2%	2.90	1.24	3.15	153.9%	0.74	1.39	0.62	(55.8%)	0.36	0.78	0.29	(62.3%)	1.86	3.50	0.16	(95.4%)
Non-hazardous waste produced per PAX	kg/pax	0.18	0.22	0.23	3.7%	0.10	0.09	0.08	(11.2%)	0.08	0.08	0.10	27.6%	0.06	0.03	0.03	(9.0%)	0.04	0.05	0.03	(37.7%)
Fuel consumption per PAX	ml/pax	14.0	11.6	11.2	(3.7%)	44.8	38.2	43.0	12.4%	73.0	62.1	59.7	(3.8%)	22.8	15.4	12.2	(20.8%)	309.3	262.0	197.0	(24.8%)



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APPENDIX E ENVIRONMENTAL INDICATORS

TOTAL FIGURES		Oaxaca				Tapachula				Veracruz				Villahermosa			
Parameter	Unit	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)
Total water consumption (a)	m3	19,664	25,869	25,770	(0.4%)	14,731	15,066	14,553	(3.4%)	33,884	35,923	36,410	1.4%	37,079	36,256	36,003	(0.7%)
Total water discharged (b)	m3	5,427	7,498	6,743	(10.1%)	4,749	5,321	5,077	(4.6%)	11,751	18,822	21,988	16.8%	8,523	12,195	12,919	5.9%
Net water consumption (a-b)	m3	14,237	18,371	19,027	3.6%	9,982	9,745	9,476	(2.8%)	22,133	17,101	14,422	(15.7%)	28,556	24,061	23,084	(4.1%)
Total electricity consumption	kWh	1,085,185	1,247,436	623,684	(50.0%)	1,348,024	2,874,670	2,717,745	(5.5%)	4,883,448	4,983,466	5,465,045	9.7%	3,388,681	3,507,330	3,750,587	6.9%
	GJ	3,907	4,491	2,245	(50.0%)	4,853	10,349	9,784	(5.5%)	17,580	17,940	19,674	9.7%	12,199	12,626	13,502	6.9%
Total hazardous waste produced	kg	609	515	476	(7.6%)	352	289	976	237.7%	77	103	1,224	1091.4%	1,142	2,764	351	(87.3%)
Total non-hazardous waste produced	t	124	110	121	9.9%	52	58	36	(37.4%)	123	138	203	47.4%	102	129	121	(6.3%)
Non-hazardous waste recycled	t	12	21	30	42.2%	2	3	3	(19.4%)	14	14	19	39.3%	11	18	9	(48.2%)
% of Non-hazardous waste recycled		9.4%	19.0%	24.6%		3.6%	6.0%	7.8%		11.5%	9.8%	9.3%		11.0%	13.9%	7.7%	
Total fuel consumption	l	29,241	34,617	34,070	(1.6%)	44,223	37,140	45,139	21.5%	50,762	56,786	64,089	12.9%	34,070	30,323	35,369	16.6%

per-passenger basis		Oaxaca				Tapachula				Veracruz				Villahermosa			
Parameter	Unit	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)	2021	2022	2023	% change ('23 vs '22)
Total water consumption per PAX (a)	l/pax	21.5	19.8	15.2	(23.3%)	34.7	29.9	26.3	(12.2%)	30.7	26.9	21.9	(18.9%)	38.0	29.9	25.8	(13.7%)
Water discharged per PAX (b)	l/pax	5.9	5.7	4.0	(30.7%)	11.2	10.6	9.2	(13.3%)	10.6	14.1	13.2	(6.5%)	8.7	10.0	9.2	(7.9%)
Net water consumption per PAX (a-b)	l/pax	15.6	14.1	11.2	(20.2%)	23.5	19.4	17.1	(11.6%)	20.1	12.8	8.7	(32.5%)	29.2	19.8	16.5	(16.6%)
Electricity consumption per PAX	kWh/pax	1.2	1.0	0.4	(61.5%)	3.2	5.7	4.9	(14.1%)	4.4	3.7	3.3	(12.2%)	3.5	2.9	2.7	(7.0%)
	MJ/pax	4.3	3.4	1.3	(61.5%)	11.4	20.6	17.7	(14.1%)	15.9	13.5	11.8	(12.2%)	12.5	10.4	9.7	(7.0%)
Hazardous waste produced per PAX	g/pax	0.67	0.40	0.28	(28.9%)	0.83	0.57	1.76	206.9%	0.07	0.08	0.73	853.9%	1.17	2.28	0.25	(89.0%)
Non-hazardous waste produced per PAX	kg/pax	0.14	0.08	0.07	(15.4%)	0.12	0.11	0.07	(43.1%)	0.11	0.10	0.12	18.0%	0.10	0.11	0.09	(18.5%)
Fuel consumption per PAX	ml/pax	32.0	26.5	20.1	(24.2%)	104.2	73.8	81.5	10.5%	46.0	42.6	38.5	(9.6%)	34.9	25.0	25.3	1.4%



CONTACT

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

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