2022 ANNUAL SUSTAINABILITY REPORT

Our goal with this 2022 Annual Sustainability Report, which covers the period from January 1st to December 31st, 2022, is to communicate our achievements and progress toward a sustainable future to our stakeholders and other interested parties.

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

1.1 Our Sustainability Performance in 2022

Airports **9 Mexico** **6 Colombia** **1 Puerto Rico**	Record number of passengers **66,341,144**	Creation of Sustainability Committee
Number of employees **2,001**	**36%** women in the workforce	Hours of staff training **93,724**
Environmental certifications and recertifications **ISO 14001, Profepa Environmental Assurance, Distintivo S, RENE, ACA**	**Airport Carbon Accreditation Program** Application to Level 2 in the 9 Mexican airports and Level 1 in Puerto Rico	Reduction of **12.2%** in total emissions in Mexico compared to 2019

1.2 Message from Our CEO

Welcome to ASUR's Annual Sustainability Report for the year 2022. It is my pleasure to present to our stakeholders the progress we have made toward building a more sustainable and inclusive future for ASUR.

Although Covid-19 has deepened the economic, social and environmental challenges faced by many of our stakeholders, the lessons we learned have allowed us not only to recover completely from the effects of the pandemic in 2022, but also to attain exceptional results during the year. We have achieved a record number of passengers, as well as making important improvements in sustainability strategy.

Below is a summary of some of the most significant steps we have taken toward our ESG objectives in the reporting period.

In 2022, the creation of our Sustainability Committee was approved. This Committee has three members and will support the Board of Directors in making decisions specifically focused on environmental, social and governance matters.

We continue to make progress in our strategy to respond to the challenges posed by climate change, by reducing our greenhouse gas emissions. In 2022, we began installing solar panels in the airports at Cancún, Mérida and Oaxaca, which will generate 900,000 kWh annually in each airport. Thanks to this initiative we have seen a positive impact on electricity consumption, and therefore GHG emissions. One of our objectives for 2024 is to expand this project to other airports in the Group. Also in this year, we began the process of moving up from level-

1 to level-2 certification under the Airport Carbon Accreditation (ACA) program in the nine airports we operate in Mexico. Level-2 certification requires us to demonstrate a reduction in carbon emissions, compared to a baseline year.

In social matters, one of our reported strategic objectives is to bring ASUR closer to the communities where we operate by providing support for the development of projects to achieve economic and social inclusion both sustainably and in the long term. To this end, in 2022 we have formed alliances with several national and international civil society organizations, with whom we will work closely to reduce poverty and social exclusion in communities in the southeast of Mexico.

The reinforcement of sustainability as one of the fundamental pillars for the strategy of our company is a continuous process, which we will continue to develop and report on with the aim of contributing to the welfare of current and future generations.

To conclude, I would like to thank the continued trust and support that our customers, investors and stakeholders place in us every day, as well as the efforts of our employees, which have been key to successfully overcoming the pandemic of the last two years.

ADOLFO CASTRO RIVAS

CHIEF EXECUTIVE OFFICER

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 2022 Annual Sustainability Report relates to the company's operations in the period between the 1st of January and the 31st of December 2022, and follows on from ASUR's 2021 Annual Sustainability Report.

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 airport in San Juan, Puerto Rico, and the six Colombian airports. 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 2021, 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.

Significant Changes in Operations during Reporting Period

In 2022, there were no significant changes in the operations of the company. The most important infrastructure projects that began operating were remodeling and expansion works in the terminal building and other facilities at Mérida Airport, the programmed expansion of Terminal 4 at Cancún Airport, and the construction of new terminal building at Tapachula Airport.

None of these projects involved major extensions of the built-up surface areas or "footprint" of the airports in question. The remodeling projects and the installation of new, more efficient equipment will create significant savings in water and electricity consumption. At Mérida Airport, for example, total water consumption was reduced by 19.7% with the start of operations of the new terminal.

None of the airports in Puerto Rico or Colombia were significantly expanded during the year in question, and no new airports were added to the company's portfolio. In all infrastructure expansion projects, the requisite environmental-impact assessments are carried out and authorization is obtained from the relevant environmental authorities before work begins.

1.4 About ASUR

Headquartered in Mexico City, Grupo Aeroportuario del Sureste, S.A.B. de C.V. is a leading international airport operator within the commercial and professional services sector, as per GRI classification, 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.

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 2022, 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. Airplan, which operates the six airports in Colombia, is also a subsidiary of the holding company. 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. In addition, there are three other subsidiaries that provide freight-handling and commercial services.

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. Cancun Airport is the main point of entry for the biggest tourist destination in Mexico, the Caribbean and 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.

Controlled Directly by ASUR	Directly Employed Staff: General administrative Car-park attendants Airport Rescue & Fire Fighting personnel Hold-baggage-screening system operators Surveillance-camera operators Subcontracted Staff: Security guards Passenger-inspection personnel Cleaning staff Convenience-store staff Facilities: Public-access areas in terminal buildings Passenger-access areas in terminal buildings Airside and airfield facilities Car parks and roadways
Where ASUR Has Limited Influence	Staff and Facilities of: Airlines, including check-in and boarding staff Ground handlers and ramp-service providers, including baggage handlers, etc. Commercial concession holders, including restaurants, shops, car rental companies, taxis, etc.
Not Controlled by ASUR	Staff and Facilities of: Civil aviation authorities Immigration authorities Customs authorities Law-enforcement agencies Air-traffic controllers

2022 Operating Data

Our operating data for 2022 represent all-time record levels of passenger traffic for the company. Compared to 2021, total passenger numbers increased by 34.4%, and compared to pre-pandemic figures (2019) there was an increase of 19.2%.

In the reporting year, 66,341,144 passengers (not including private aviation and transit passengers) traveled through ASUR's airports in México, Puerto Rico and Colombia. Of this total number, 41,823,358 were domestic passengers and 24,517,786 were international passengers.

	Domestic	International	Total passenger numbers
México	18,700,737	20,823,221	39,523,958
Puerto Rico	9,404,031	906,959	10,310,990
Colombia	13,718,590	2,787,606	16,506,196
ASUR	41,823,358	24,517,786	66,341,144

In 2022, Mexico represented 60% of total passenger traffic, Puerto Rico 15%, and Colombia 25%.

2. COMMITMENT TO SUSTAINABILITY

At ASUR, we recognize the importance of implementing strategic objectives and carrying out operations on the basis of environmental sustainability and social justice. 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 our sustainability strategy, which we have developed based on an analysis of the context in which our business operates and our stakeholders. Among the guiding principles we have used for this are the United Nations' Sustainable Development Goals. We recognize that we are in a process of transition toward a more sustainable business model, and have established short-, medium- and long-term strategic objectives accordingly.

In 2022, the Board of Directors approved the creation of ASUR's Sustainability Committee. This body will be entrusted with strengthening the organization's sustainability strategy in the long term.

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.

Global Commitments and Reporting

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.

OBJETIVOS DE DESARROLLO SOSTENIBLE	Our sustainability strategy is line with the UN SDGs
UN GLOBAL COMPACT United Nations Global Compact	Global Compact signatories since 2005

GRI Empowering Sustainable Decisions	We implemented GRI reporting standards in 2008
airport carbon accreditation	9 airports certified at level 1 under the ACA program; in the process of moving up to level 2 in 2023
ISO 14001:2015	9 airports with environmental management systems certified under ISO 14001 standard
CALIDAD AMBIENTAL GOBIERNO DE MÉXICO	9 airports with Environmental Quality Assurance Certification from the Mexican Environmental Protection Agency (Profepa)
DISTINTIVO S GARANTÍA DE SUSTENTABILIDAD MÉXICO	9 airports with Distintivo S: certification endorsed by Profepa, EarthCheck and Rainforest Alliance, issued to tourism companies operating in Mexico on the basis of good sustainable practices

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.

Questionnaire submitted for 3rd year running CDP DISCLOSURE INSIGHT ACTION	Questionnaire submitted for 10th year running S&P Global
Assessed with **low** ESG risk SUSTAINALYTICS	Rating of **A** in ESG risk and opportunity management MSCI ESG RATINGS A (CCC B BB BBB A AA AAA)

Number 73 in corporate integrity and anticorruption ranking, with 500 companies Score of **94.12**	

Stakeholders

ASUR wants 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.

Stakeholder	Description	Principal means of dialog	Material topics
Stockholders, analysts and investors	Investors on the stock markets of Mexico City (BMV) and New York (NYSE)	Shareholders' meetings Telephone conferences Email communications Telephone communications Website Annual reports Ratings agency reports	Financial, social, environmental and corporate governance performance Business stability Risk management Business ethics and transparency
Clients	Airlines Passengers Concession holders of businesses operating in airports	Email communications Airport service quality surveys Local committees Complaint and suggestion boxes Website	Safety and reliability Service quality Contracts and negotiations
Employees	Internal ASUR employees, hired directly by the company	Open doors policy Regular internal communications and campaigns Internal reporting system Human resources helpline Email communications	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	Contractors, consultants, general service providers	Email communications Site inspections and audits Training and educational workshops	Contracts and negotiations Organizational performance Performance indicators Services rendered Workplace and working hours
Community	Immediate neighbors Local communities	Consultation committees Email communications	Integral community development

		Media monitoring Annual reports External communications and press releases	Conservacion and management of natural resources Respect and promotion of local culture Site visits, social events, workshops and training
Government	Government aviation authorities Customs, immigration, law enforcement, and tourism authorities Environmental authorities	Periodical reports Local committees Dedicated contacts for permanent information flow Email communications Telephone communications	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	Civil society organizations private organizations International humanitarian organizations	Email communications Telephone communications Annual reports Site visits	Creation of alliances Follow-up on projects Consultations Reporting of results Site visits

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 quarterly 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 has a five-yearly Master Development Program that 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 approval by the Local Consultation 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.

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.

Materiality: Priority Matters and Focus Areas

Understanding the local contexts of our organization, as well as changing global circumstances and new normalities, has been 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	**Social Sustainability**	**Governance Sustainability**
Regulatory compliance Climate change Energy efficiency and emissions Water Waste management Biodiversity	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 Risk management Business ethics, compliance and transparency (anticorruption) Services quality, innovation and reliability Value chain

Sustainability Strategy

Our sustainability strategy is aligned with the 2030 Agenda of the United Nations, and covers those Sustainable Development Goals that our material topics can impact. We are focused on creating the maximum value possible for our stakeholders, and on generating positive impacts in our communities.

Our strategy is made up of seven key concepts, which are broken down into a series of principals and strategic objectives.

Concept	Statements	Management Approach	Objectives and Timeline	Sustainable Development Goals
Good corporate governance practice and fair business standards	ASUR must operate the organization in accordance with the principles of good corporate governance and with a commitment to business ethics, transparency and accountability. This includes effective governance that incorporates social responsibility in decision-making processes. ASUR must act ethically in its various relations with other organizations, governments, suppliers, clients, investors, and in general all stakeholders.	Corporate governance policies and codes: ESG-related policies Code of Ethics Focus on gender and diversity Corporate governance committees Anticorruption practices and policies Regulatory compliance Systems for accountability and transparency	***Short and Medium Term (2023-2026):*** Incorporate sustainability into formal mission and vision of the organization Develop and implement the following policies: Policy on Sustainable Development; Policy on Gender Equality; Policy on Diversity, Equality and Inclusion. Create a succession plan for independent Board members, Chief Executive Officer and key executives at the company Ensure responsible disclosure of all information that may affect stockholders ***Long Term (2030):*** 35% representation of women on the Board of Directors Reduce overboarding (participation of Board members in no more than 5 boards of other companies) Establish maximum term of 10 years for board members on the Board of Directors of ASUR	
Support for Human Rights	ASUR must recognize, respect and promote civil, political, economic, social and cultural human rights, without exception, placing special emphasis on the human rights of vulnerable groups. ASUR must conduct its operations in strict compliance with the Universal Declaration of Human Rights, both within the organization and, wherever possible, outside of it, with the permanent goal of expanding its sphere of influence.	Policy on human rights Regulatory compliance Creation of alliance with organizations from different sectors to develop projects intended to promote and disseminate human rights, within and outside of the organization Zero tolerance for violations of human rights in activities throughout our value chain	***Short and Medium Term (2023-2026):*** Creation of alliances with private and humanitarian organizations to promote human rights within and outside the company Training for employees both internally and throughout the value chain on how to prevent and remediate violations of human rights in the workplace and outside of it Research, promotion and awareness initiatives ***Long Term (2030):*** Mitigate human rights risks in the organization and ensure the timely mitigation of negative impacts if applicable	
Wellbeing of internal and external employees	ASUR must conduct its operations on the basis of the Group's Safety and Security Policy. ASUR must ensure the physical and emotional safety and security of all employees, without exception. This includes providing safe workplaces and tools, as well as ensuring decent employment conditions, equal opportunities, non-discrimination of all kinds, gender equality, and the elimination of unfair labor practices. ASUR must provide opportunities and incentives for the human and professional development of all employees, promoting inclusive growth and full, decent employment for all.	Policy on safety and security Regulatory compliance Focus on gender and diversity Benefits for suppliers and contractors Zero tolerance for acts of discrimination of any kind Transparent disclosure of action taken in favor of employee wellbeing	***Short and Medium Term (2023-2026):*** Establish new opportunities for professional development and training of our employees based on needs analysis Ensure that 100% of our employees have completed basic education Incorporate employees in the value chain into the company's information systems and work more closely with them Increase work-life balance through more flexible working schemes Increase number of women in management and STEM positions Carry out surveys to measure workplace satisfaction Reinforce culture of safety and security for all within and outside the facilities of the organization Reduce staff rotation rate compared to previous year Certify safety and security system under ISO 45001 standard Increase activities to promote physical and mental health of internal and external employees ***Long Term (2030):*** Increase the presence of women in ASUR's workforce to 30% of total	

			Achieve 90% rate of employee surveys answered and 80% or more employee commitment rate	
Innovation and customer focus	ASUR must recognize and fulfill the responsibility the company has toward its consumers and their expectations. The term consumer shall be understood to mean all users of the results of the organization's activities or decisions, whether or not there is a financial transaction. Consumer responsibility includes ensuring the continuous improvement of services rendered; permanent innovation to offer more sustainable services; provision of accurate, reliable information; minimizing risks associated with the service; and ensuring the safety and wellbeing of the consumer.	Approach based on cycle of continuous improvement, with adoption of technologies and innovations to offer excellent service and respond to customers' needs Satisfaction surveys Regulatory compliance Transparent information for consumers regarding services and operations Research and development	***Short and Medium Term (2023-2026):*** New customer satisfaction surveys in all ASUR airports Implement a collaborative open platform for all ASUR stakeholders to share innovative ideas on how to improve services provided or development of new services, as well as providing feedback Reduce complaints from our customers relating to the services we provide ***Long Term (2030):*** Achieve incident rate relating to services provided of 0 Achieve a score of 4.5 / 5.0 in satisfaction surveys	
Leveraging economic benefits for the community generated by ASUR airports	ASUR must adopt an active role in the integral and sustainable development of the communities where it operates. This includes recognizing the value of the community for the organization; promoting programs and projects intended to improve the quality of life of local inhabitants, both sustainably and with a special focus on vulnerable groups; ensuring respect and consideration for the origins, culture, religion, knowledge and beliefs of each community; and building strategic alliance with other organizations to achieve these objectives.	Construction of strategic alliances with different sectors to develop sustainable social projects intended to reduce poverty and social exclusion Social Management Model Participative data-gathering activities to understand community needs Transparent disclosure of our participation in the development of our communities	***Short and Medium Term (2023-2026):*** Define our long-term social investment strategy Create alliances with organizations and actors from distinct sectors to support and/or develop initiatives that promote sustainable economic development in the communities where we operate, with priority focus on: sustainable tourism, food security, water security, employability, childhood development, and reinforcement of skills Follow up and implement KPIs to assess performance of projects developed and/or supported ***Long Term (2030):*** Set aside at least between 0.2% and 0.3% of EBITDA from previous year to be used for socially profitable projects that support local communities	
Climate change, emissions reporting and energy efficiency	ASUR must recognize the importance of the phenomenon of climate change, and must establish mitigation and adaptation strategies in line with the worldwide goal of keeping the global temperature increase below 2°C in comparison to preindustrial levels. ASUR must identify the risks and opportunities associated with climate change that may impact the organization, and ensure its capacity to respond and adapt to any eventuality as a resilient company. ASUR must identify the sources of the energy supplied for its operations, and ensure energy efficiency and savings. ASUR must monitor, measure and reduce the volume of its emissions, as well as assessing their impacts and, if applicable, adopt compensatory measures.	Incorporate into our environmental management system aspects relating to material, physical and transition risks and opportunities arising from climate change and its possible impacts on the business, including implementation of the following programs: energy savings, efficiency in use of transportation and machinery, renewable energy sources Regulatory compliance Transparent disclosure of our performance on climate change	***Short and Medium Term (2023-2026):*** Define our long-term strategy for adaptation to and mitigation of climate change Generate solar power in situ for each of the Mexican airports Disconnect the San Juan Airport in Puerto Rico from the electricity grid and switch to gas supply Implement a system of energy management under ISO 50001 standard Register the airports in Colombia and Puerto Rico in the ACA program, and upgrade to level 3 certification for the airports in Mexico Carry out education and awareness activities within and outside the company, to increase our sphere of influence ***Long Term (2030):*** Map 100% of scope 3 carbon emissions Upgrade to level 4 certification in the ACA program in the airports in Mexico	

Conservacion and restoration of natural resources and biodiversity	ASUR must adopt an active and mindful role in the preservation, conservation and regeneration of natural resources and biodiversity, in recognition of the enormous environmental value that characterizes the regions where it operates. The approach must be preventive and not reactive. The organization must adopt a culture of environmental responsibility and will adhere to the principles of environmental protection, conservation and regeneration, from its strategic planning to the operation of its different business units.	Policy on the Environment Regulatory compliance Biodiversity and land-use management model based on Mitigation Hierarchy Construction of strategic alliances with different sectors for the development of sustainable projects to preserve our natural resources Transparent disclosure of our environmental performance	***Short and Medium Term (2023-2026):*** Define our long-term environmental conservation and restoration strategy Carry out investments under Master Development Programs to collect and use rainwater Reduce freshwater consumption by 5% per passenger Create alliances with organizations from different sectors to support conservation projects Reduce use of contaminating chemicals to the absolute minimum possible Carry out research, education, promotion and campaigns for environmental protection within and outside the organization ***Long Term (2030):*** Recycle at least 18% of non-hazardous solid waste generated by all airports Implement regeneration projects for ecosystems in places where we operate	

3. ETHICS AND GOVERNANCE

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.

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.

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.

Company Shareholders Ultimate authority at the company	**Responsible for:** Decision-making at the highest level, due representation of minority shareholders
Board of Directors	**Responsible for:** Strategic decision-making Number of members: 11 Independent members: 7
Audit Committee	**Responsible for:** Oversight of operations to ensure appropriate standard of business ethics Number of members: 3 Independent members: 3
Nominations and Compensations Committee	**Responsible for:** Proposals for appointment of board members, approval of executive pay Number of members: 3 Independent members: 1
Operations Committee	**Responsible for:** Compliance with investment commitments, proposals to Board for dividends, budget, etc. Number of members: 5 Independent members: 3

Acquisitions and Contracts Committee	**Responsible for:** Oversight of acquisitions to ensure appropriate ethical standards Number of members: 3 Independent members: 1
Sustainability Committee	**Responsible for:** Ensuring integration of ESG standards in business strategy Number of members: 3 Independent members: 1

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.

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, with a maximum term of 10 years for board members.

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).

RASMUS CHRISTIANSEN – 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 – 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 – 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 – 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.

BÁRBARA GARZA LAGÜERA GONDA – 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 – 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.

DIANA M. CHÁVEZ – 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.

Corporate Governance Committees

AUDIT AND CORPORATE PRACTICES COMMITTEE

CHAIR: RICARDO GUAJARDO TOUCHÉ

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 supervises the company's risk-management activities: on a regular basis risk-mapping activities are carried out, 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. 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.

NOMINATIONS AND COMPENSATIONS COMMITTEE

CHAIR: BÁRBARA GARZA LAGÜERA GONDA

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

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.

ACQUISITIONS AND CONTRACTS COMMITTEE

CHAIR: FERNANDO CHICO PARDO

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.

SUSTAINABILITY COMMITTEE

CHAIR: DIANA CHÁVEZ VARELA

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.

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 five 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 the approval 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 8.7 million pesos in the year 2022. As of yearend 2022, the members of each corporate governance body received the following fees in Mexican pesos:

Board of Directors	$77,600.00
Operations Committee	$77,600.00

Nominations and Compensations Committee	$77,600.00
Audit and Corporate Practices Committee	$110,000.00
Acquisitions and Contract Committee	$25,900.00
Sustainability Committee	$25,900.00

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 166.9 million pesos in the year 2022.

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 2022, 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, and the Nominations and Compensations Committee held two sessions. There was a 97% attendance rate at these meetings. The Sustainability Committee was created by resolution of the Board in 2022, but held its first session in 2023.

Attendance Rates for Each Member of ASUR Corporate Governance Bodies

Name	***Board of Directors***	***Audit Committee***	***Nominations Committee***	***Operations Committee***	***Acquisitions Committee***
Fernando Chico	100%		100%	100%	100%
Pablo Chico	100%				
José Antonio Pérez	100%		100%	100%	
Aurelio Pérez	100%				100%
Diana Chávez	100%				
Rasmus Christiansen	100%			100%	100%

Bárbara Garza	100%		100%		
Francisco Garza	100%	100%		100%	
Ricardo Guajardo	100%	100%		25%	
Guillermo Ortiz	100%	100%			
Heliane Steden	100%				

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.

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 2022, 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 2022, 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. Due to the Covid-19 pandemic and the resulting restrictions on travel to ensure safety, much of the program of audits was performed remotely. These audits resulted in a total of 8 relevant observations, out of a total of 178. A total of 49 reports were submitted via the internal reporting system during the year, of which 21 were considered to be significant, 20 were of medium importance and 9 were of minor importance.

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 three 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.

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 prepared internally on a regular basis and is presented to the company's Audit 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

Finally, each of the risks identified is ranked according to the severity of its possible effects and the probability that it may 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. These mechanisms have made it possible for us to overcome such adverse conditions as the recent Covid-19 pandemic and the hurricanes that affected the Caribbean region in 2017, and to become a more resilient company.

4. SOCIAL RESPONSIBILITY

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.

In 2022, we have made important progress in building closer relations between the company and our communities with the creation of cross-sectional alliances to achieve our social goals. We are working on developing initiatives that respond to the realities and strategic needs of the communities where we are present, with established objectives and measurable results, which we will begin to report in 2023.

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.

Description of Workforce

		Total	*Unionized*	*%*	*Non-Unionized*	*%*
ASUR (México)						
	Cancún	750	165	22%	585	78%
	Mérida	123	47	38%	76	62%
	Cozumel	71	35	49%	36	51%
	Veracruz	68	26	38%	42	62%
	Villahermosa	74	25	34%	49	66%
	Tapachula	46	24	52%	22	48%
	Ciudad de México	49	0	0%	49	100%
	Oaxaca	59	23	39%	36	61%
	Huatulco	49	20	41%	29	59%
	Minatitlán	33	14	42%	19	58%
		1322	**379**	**29%**	**943**	**71%**
Aerostar (Puerto Rico)						
	San Juan	326	17	5%	309	95%
		326	**17**	**5%**	**309**	**95%**
Airplan (Colombia)						
	Rionegro	178	0	0%	178	100%
	Medellín	46	0	0%	46	100%
	Montería	44	0	0%	44	100%
	Carepa	28	0	0%	28	100%
	Quibdó	38	0	0%	38	100%
	Corozal	19	0	0%	19	100%
		353	**0**	**0%**	**353**	**100%**
GRAND TOTAL		**2001**	**396**	**20%**	**1605**	**80%**

The total number of employees in the Group went from 2,022 in 2021 to 2,001 in 2022, mainly due to a reduction in the workforce in Colombia. This represents an overall reduction of 1.0% in comparison with the previous year.

As of December 31st, 2022, 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 5% of unionized employees, whereas there are no unionized employees in Colombia.

As a result of reforms to labor legislation in Mexico during 2021, as of December 31st, 2022, the Mexican airports have no subcontracted employees. There are no subcontracted employees in Colombia either, and just 71 subcontracted employees in Puerto Rico. Consequently, of the grand total of 2,072 employees in all 16 airports, 2,001 (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 2,001 employees directly contracted in the Group, 1,288 are men (64%) and 713 are women (36%). Of the 15 executive officers in the company, 14 are men (93%) and one is a woman (7%). Of the 109 employees in management positions, 82 are men (75%) and 27 are women (25%). Among the 1,877 remaining employees, 1,192 are men (64%) and 685 are women (36%).

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.

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.

Employment Security and 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.

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.

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.

In parallel to the continuous training in aviation security, 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, which 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. Finally, 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 2022, 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: 76,543 hours in Mexico, 2,480 hours in Puerto Rico, and 14,701 hours in Colombia, for a total of 93,724 man hours in all locations. This represents an increase of 18% compared to the total of 79,670 training man hours in 2021, due to the complete recovery of in-person training following the Covid19 pandemic.

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 8.54%. 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).

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 we are implementing specific policies that address gender, diversity and integration. These policies will formally and explicitly establish our role in recognizing and protecting 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.

These policies will also serve 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.

Another of the short-term objectives we have is to produce information on the representation of indigenous groups, persons with disabilities, and vulnerable groups within our workforce. We will begin publishing this information in subsequent reports.

During 2022, we received two reports of sexual harassment, two reports of workplace harassment, and one report of gender-based workplace discrimination via the internal reporting systems that the company has. In both cases of sexual harassment, the allegations were confirmed and the offending persons were dismissed. In one of the cases of workplace harassment, the person responsible was temporarily suspended without pay, and the other case was resolved amicably between the parties. In the case of the report received of gender-based discrimination, our investigation determined that the complaint was unwarranted.

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 decreased slightly from one year to the next, from 27% to 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.

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 2022, of the 20 biggest contracts for goods and services entered into by the company for the company's Mexican airports, eight were for the acquisition of equipment, seven were for construction services, and five were for other services (security services, cleaning services and maintenance, among others).

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 health and safety management system, in order to collect information regarding accident rates among contractors' employees. Our objective is to begin receiving these data by 2025.

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 short-and medium-term objectives, we are seeking to expand our sphere of influence to contribute to the protection and dissemination of human rights. To achieve this, in 2023 we will be analyzing different alliances both within the industry and with other sectors, to promote initiatives intended to protect and promote human rights, with special focus on the most vulnerable groups.

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 2022, 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 2022 no threats were identified to the freedom of association or collective bargaining rights of the company's employees.

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.

Cases Identified Involving Human Rights Violations and Remediation Mechanisms

During 2022, a total of nine cases were identified involving potential human rights violations. All of these cases were investigated by the Internal Auditing Department. In one case, the report was found to be unwarranted. The remaining cases included two of sexual harassment, two of workplace harassment, two cases relating to inappropriate passenger screening procedures, and another two of discrimination by airport security personnel. In all cases, the complaints were appropriately investigated and the necessary disciplinary or remedial measures were implemented.

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.

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.

In accordance with the system used by the Mexican Social Security Institute, lost days resulting from workplace risk are defined as injuries or illness sustained at work that requires the staff member in question to miss one or more days of work. The total number of lost days includes all calendar days between the initial incident and the date on which the employee returns to work, even when these days are not working days. The date on which the incident occurs is counted as day one for this purpose. Minor accidents requiring first-aid treatment only are not included in the number of accidents in the workplace.

During 2022, the 2,001 permanent employees of ASUR in Mexico, Puerto Rico, and Colombia worked a total of 5,496,893 hours, equivalent to 687,112 eight-hour shifts, or 343 shifts per employee during the year. In the period in question, the total number of lost days resulting from workplace risks was 636, equivalent to 0.09% of total days worked. There were no cases of any loss of life resulting from workplace risk in any of the airports operated in Mexico, Puerto Rico or Colombia, and we are therefore pleased to report that our fatality rate was zero.

In the same period, the absentee rate (defined as the total number of days that employees were absent from work due to general, non-work-related illness or when no justification was presented for the absence) corresponded to a total of 7,938 days, or 1.16% of total days worked.

During the reporting period, different campaigns relating to preventive health, vaccination and mental health were carried out in our airports, to contribute to the physical and emotional wellbeing of our employees. In compliance with NOM-035-STPS, in 2022 a series of questionnaires were sent out that focused on psychosocial risk factors and the working environment. This has allowed us to assess the mental health of our workforce, find areas of opportunity, and implement continuous improvements in the working environment.

Operational Health and Safety Week 2022

One of the main events intended to promote health and safety in our Mexican airports is the annual Safety Week. In November 2022, this campaign was carried out in the nine Mexican airports with the slogan "Operational safety starts with you, help us to improve it!"

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 2022 Safety Week were:

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

Events Relating to Security in Our Airports in 2022

All of the airports in our Group have the necessary protocols and procedures to guarantee the safety of our passengers, employees and other users.

In March 2022, in Terminal 3 of Cancún Airport, a series of three free-standing advertisements were accidentally pushed over. This caused a loud noise that was mistaken by several passengers for the sound of gunfire. The event caused a panic reaction among some passengers, who attempted to exit the terminal building.

All operations were immediately suspended in the terminal while the corresponding security protocols were implemented. The airport's Emergency Operating Center (made up of representatives of ASUR, the Federal Civil Aviation Agency, the National Guard, the Navy, and state authorities) investigated the matter and were able to conclusively rule out the possibility that firearms were involved.

Only once the investigation had been completed, and we were assured that there was no risk to passengers or employees, did the terminal return to normal operations. ASUR and the Ministry of Infrastructure, Communications and Transport issued a press release explain what had happened.

The New Normal for Airport: Post-Pandemic Measures

As the Covid-19 pandemic recedes, the use of facemasks is no longer mandatory in our airports. However, we continue to provide disinfectant gel at all locations for the safety of our staff and passengers. We also carry out regular sterilization of passenger inspection points, and provide signage with information and precautionary recommendations for both Covid and other emerging diseases.

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

Since the creation of the company, ASUR's airport 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 2022 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.
- Cultural and educational activities: site visits to the airports by different educational institutions, art exhibitions, dissemination of the U.N. Sustainable Development Goals in Maya language.
- Activities relating to health and wellbeing: vaccination and preventive health campaigns.
- Volunteering: wildlife conservation activities, cleaning and reforesting green areas.

Centralized Sustainable Social Investment Program

This program was further developed in 2022 and is managed from the corporate headquarters of the company. The general goal of the program is to invest in community projects that are sustainable, replicable and scalable, in order 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 is 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 the economic situation of 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 goal is to offer training 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.

We will report on the progress and results of the centralized sustainable social investment program in 2023.

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 2022, in all business activities carried out in Mexico, Puerto Rico and Colombia.

Economic value generated	
Total economic value generated	25,314
Economic value distributed	
Operating costs	9,797
Employee wages & benefits	1,164
Payments to providers of capital	8,263
Payments to governments	3,916
Community investments	1.6
Total economic value distributed	23,142
Economic value retained	
Total economic value retained	2,172

(Figures stated in millions of Mexican pesos)

The estimated total sum of ASUR's community investments in 2022 was $1,598,096 (Mexican pesos).

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 2022, ASUR did not receive any financial assistance from the Mexican government.

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 all 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.

5. ENVIRONMENTAL RESPONSIBILITY

In the aftermath of the Covid-19 pandemic, the environmental commitments contained in our sustainability strategy not only remain firm, but have become stronger still.

Firstly, it is important to reiterate that we are aware of the great environmental value—locally, but also 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, and on our own capacity to respond and adapt to developments like climate change.

Currently, as well as having an Environmental Policy and an Environmental Management System intended to reduce our impacts and make operations more efficient, we are participating in an internationally recognized voluntary program to mitigate our greenhouse gas emissions, and we have also established environmental objectives for the short, medium and long terms.

These objectives relate to energy management, the conservation of water resources, reductions in the generation of solid waste, the management of our emissions and climate change, and the conservation of biodiversity. For example, we have established the goal of achieving carbon neutrality in all our airports and, in the short term, of taking steps to promote research, education, dissemination and awareness of environmental matters within and outside our organization.

We know that this is a gradual process, and we will continue to report on our progress toward our environmental objectives.

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 contains the stated goals of reducing the negative environmental effects of the company's operations and promoting environmental protection, the economical use of natural resources, and the reduction of the company's carbon footprint.

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 conditions. 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.

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.

Environmental Performance in Figures

Total Figures, All Airports

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Total water consumption	m3	1,260,756	1,556,066	1,646,300	5.8%
Total water discharged	m3	730,909	1,005,579	1,047,458	4.2%
Total electricity consumption	kWh	148,366,352	168,959,611	176,700,753	4.6%
	GJ	534,119	608,255	636,123	4.6%
Total hazardous waste produced	kg	39,185	46,731	62,679	34.1%
Total non-hazardous waste produced	t	4,603.5	7,098.5	10,121.3	42.6%
Non-hazardous waste recycled	t	917.1	1,264.3	1,359.7	7.5%
% non-hazardous waste recycled		20%	18%	13%	
Total fuel consumption	l	941,454	1,051,172	1,187,457	13.0%

Per-Passenger Basis, All Airports

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Water consumption per passenger	l/pax	48.9	31.3	24.8	-20.8%
Water discharged per passenger	l/pax	34.9	25.2	18.7	-25.7%
Electricity consumption per passenger	kWh/pax	5.8	3.4	2.7	-21.7%
	MJ/pax	20.7	12.3	9.6	-21.7%
Hazardous waste produced per passenger	g/pax	1.5	0.9	0.9	0.4%
Non-hazardous waste produced per passenger	kg/pax	0.21	0.18	0.20	11.1%
Fuel consumption per passenger	ml/pax	45.0	26.3	21.2	-19.4%

Total Figures, Mexico

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Total water consumption	m3	692,355	836,640	891,669	6.6%
Total water discharged	m3	263,128	415,040	428,664	3.3%
Total electricity consumption	kWh	92,644,182	105,913,939	112,777,532	6.5%
	GJ	333,519	381,290	405,999	6.5%
Total hazardous waste produced	kg	13,628	10,804	12,089	11.9%
Total non-hazardous waste produced	t	3,238.6	4,695.7	7,437.8	58.4%
Non-hazardous waste recycled	t	501.1	795.6	966.4	21.5%
% non-hazardous waste recycled		15%	17%	13%	
Total fuel consumption	l	582,065	622,004	672,979	8.2%

Per-Passenger Basis, Mexico

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Water consumption per passenger	l/pax	41.7	28.7	22.6	-21.4%
Water discharged per passenger	l/pax	15.8	14.2	10.8	-23.9%
Electricity consumption per passenger	kWh/pax	5.6	3.6	2.9	-21.5%
	MJ/pax	20.1	13.1	10.3	-21.5%
Hazardous waste produced per passenger	g/pax	0.8	0.4	0.3	-17.5%
Non-hazardous waste produced per passenger	kg/pax	0.19	0.16	0.19	16.8%
Fuel consumption per passenger	ml/pax	35.0	21.3	17.0	-20.2%

Total Figures, Puerto Rico

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Total water consumption	m3	389,852	447,679	466,861	4.3%
Total water discharged	m3	324,942	373,140	389,129	4.3%
Total electricity consumption	kWh	43,148,891	46,003,356	45,139,538	-1.9%
	GJ	155,336	165,612	162,502	-1.9%
Total hazardous waste produced	kg	3,588	3,841	9,541	148.4%
Total non-hazardous waste produced	t	1,066.0	1,924.6	2,004.1	4.1%
Non-hazardous waste recycled	t	308.9	287.4	108.7	-62.2%
% non-hazardous waste recycled		29%	15%	5%	
Total fuel consumption	l	239,436.6	234,378.3	223,538.1	-4.6%

Per-Passenger Basis, Puerto Rico

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Water consumption per passenger	l/pax	80.5	46.2	45.3	-2.1%
Water discharged per passenger	l/pax	67	39	38	-2.1%
Electricity consumption per passenger	kWh/pax	8.9	4.8	4.4	-7.8%
	MJ/pax	32.1	17.1	15.8	-7.8%
Hazardous waste produced per passenger	g/pax	0.7	0.4	0.9	133.3%
Non-hazardous waste produced per passenger	kg/pax	0.22	0.20	0.19	-2.2%
Fuel consumption per passenger	ml/pax	49.4	24.2	21.7	-10.4%

Total Figures, Colombia

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Total water consumption	m3	178,549	271,747	287,770	5.9%
Total water discharged	m3	142,839	217,398	229,666	5.6%
Total electricity consumption	kWh	12,573,279	17,042,316	18,783,683	10.2%
	GJ	45,264	61,352	67,621	10.2%
Total hazardous waste produced	kg	21,969	32,086	41,049	27.9%
Total non-hazardous waste produced	t	299	478	679	42.1%
Non-hazardous waste recycled	t	107	181	285	57.0%
% non-hazardous waste recycled		36%	38%	42%	
Total fuel consumption	l	119,952	194,790	290,939	49.4%

Per-Passenger Basis, Colombia

Parameter	*Unit*	*2020*	*2021*	*2022*	*% change ('22 vs '21)*
Water consumption per passenger	l/pax	41.3	25.1	17.4	-30.6%
Water discharged per passenger	l/pax	33.0	20.1	13.9	-30.7%
Electricity consumption per passenger	kWh/pax	2.9	1.6	1.1	-27.7%
	MJ/pax	10.5	5.7	4.1	-27.7%
Hazardous waste produced per passenger	g/pax	5.1	3.0	2.5	-16.1%
Non-hazardous waste produced per passenger	kg/pax	0	0	0	-6.8%
Fuel consumption per passenger	ml/pax	27.7	18.0	17.6	-2.1%

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 plan to tackle climate change 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.

In 2021, the company entered into contracts for the installation of solar panels in the parking lots of the airports at Cancún and Mérida. Both installation projects were completed in 2022, and Mérida began producing energy; in the case of Cancún, electricity production will begin in 2023. Our intention is to include the rest of the Mexican airports in this initiative by 2025.

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 4.6% from 2021 to 2022, compared to an increase in passenger traffic of 34.4%. Consequently, per-passenger consumption decreased by 21.7% 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 increased from 2021 to 2022 by 13.0%, with the corresponding decrease in per-passenger consumption of 19.4%.

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. ASUR has established the objective of achieving 100% mapping of all scope-3 carbon emissions by the year 2030.

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 obtain level 1 certification in Puerto Rico. Having completed all the necessary steps, we expect to advance to these levels in 2023.

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 CO_2 equivalent, Mexican airports only				
Scope 1 Emissions (Direct)	**2019**	**2020**	**2021**	**2022**
Diesel	1,391.52	934.94	1,179.52	1,105.16
Gasoline	600.18	588.87	630.24	637.59
Liquid Petroleum Gas	30.59	26.90	25.39	31.96
Refrigerants & Fire Extinguishers	4,566.96	577.88	3,566.91	5,186.41
Total Scope 1 Emissions	**6,589.25**	**2,128.59**	**5,402.06**	**6,961.13**
Scope 2 Emissions (Indirect)				
Electricity Consumption	57,224.41	46,785.31	44,801.60	49,058.23
Total Scope 2 Emissions	**57,224.41**	**46,785.31**	**44,801.60**	**49,058.23**
TOTAL EMISSIONS, ALL SOURCES	**63,813.66**	**48,913.90**	**50,203.66**	**56,019.35**

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 2021 to 2022, total emissions increased by 11.6%, compared to an increase of 35.6% in the Mexican airports. Consequently, the carbon intensity of our operations, measured in kilograms of CO2 equivalent per passenger, decreased from 1.7 kg in 2021 to 1.4 kg in 2022.

Climate Change Management

In 2022, we have worked on making our climate strategy stronger and more robust, establishing measurable, attainable targets with a fixed time horizon. We have also further developed our analysis of the risks and opportunities associated with climate change.

Our commitment with regard to climate change is in line with the long-term objectives of the Paris Agreement to limit global temperature rises to much less than 2%, and preferably 1.5%, compared to preindustrial levels.

In general terms, these commitment involve:

- Regular assessment of associated risks and opportunities
- Monitoring the projections and updates of the scientific community and developing the corresponding adaptation plans
- Reviewing and implementing industry best practice at the global level
- Implementing actions to minimize our GHG emissions until our operations are carbon neutral
- Assessing the implementation of compensation measures
- Publishing our performance and progress on international platforms and through our Annual Sustainability Report

Strategic Objectives

Short and medium term (2023-2026):

- Define strategy for adaptation to and mitigation of climate change in the long term
- Generate solar energy in situ in all Mexican airports
- Disconnect airport in San Juan, Puerto Rico, from the electricity grid and switch to cleaner gas generation
- Implement energy management system with ISO 50001 standard
- Register airports in Colombia with ACA program, and advance to levels 3 in the Mexican airports and 2 in the airport in Puerto Rico
- Carry out education and awareness campaigns within and outside the company, to increase our sphere of influence

Long term (2030):

- Map 100% of scope-3 carbon emissions
- Achieve carbon neutrality (net zero emissions) in all airports operated by ASUR
- Obtain 95% of electricity from clean, renewable sources
- Advance to level 4 in ACA program in Mexican airports
- Implement compensation measures

Risks and Opportunities Associated with Climate Change

We are committed to better understanding and managing our risks and opportunities associated with climate change. Identifying these risks and opportunities allows us to increase the company's resilience and improve our capacity to respond to challenges, as well as predicting any opportunities that may arise.

ASUR is a company whose business depends largely on the tourism industry: our airports at Cancún, Cozumel and Huatulco serve primarily tourist markets, and significant numbers of tourists also travel through our other airports in Mexico, as well as those in Puerto Rico and Colombia. Therefore, it is clearly in the interests of the company to contribute to the preservation of the natural beauty of these areas, in order for them to continue to be attractive to visitors.

Any combination of the effects of climate change widely predicted by the scientific community, including rises in sea levels, an increased risk of hurricanes and flooding, and the disappearance of land and marine habitats such as mangroves and coral reefs, has the potential to significantly impact the number of people travelling to the airports in ASUR's group. In particular extreme weather events may cause a significant increase in both maintenance costs and insurance premiums, as well as structural damage to our airports and the interruption of airport services.

In addition to these risks, there may be other longer-term factors that negatively affect our company's operations. Rising sea levels and flood risk may make it harder to find land for expansion projects in low-lying airports; there may be regulatory uncertainties—such as more stringent building codes—and increased costs relating to future construction projects; and there may be broader changes that affect the air travel industry, as consumers choose to travel less frequently or opt for less carbon-intensive modes of transport, with the attendant financial and reputational risk factors.

ASUR has a permanent risk assessment program, with oversight from the company's independent Audit Committee, to identify and assign priorities to each of these factors 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.

The following is a classification of our risk factors, divided into transition risks and physical risks. Transition risks refer to those associated with the transition of the company to a low-carbon economy and the necessary adaptation and mitigation requirements. Physical risks are those relating to the consequences of extreme climate events and changes in weather patterns.

Transition Risks

Classification	Risk	Opportunity	Impact for ASUR	Time Horizon
Market and reputation	Demand for low-carbon business and services Increase in stakeholder awareness and expectations for company's action on climate change	Improvement of the company's reputation and attraction of new investors Support for transition to low-carbon economy in the company and its value chain	Increase in revenues and investment Increase in market value due to resilience and response capacity	Short and medium term
Political and legal	Regulatory framework with fines or taxes relating to company emissions Development of policies to fix carbon pricing in Mexico, Puerto Rico and Colombia	Incentives for investment in low-carbon airport operations Increased carbon market	Costs associated with payment of fines for failure to achieve established objectives	Medium and long term
Technological	Technological advances that facilitate access to sources of renewable energy and development of new technologies	Adoption of more accessible technologies Cancelation and cost of fossil fuel energy sources	Reduction in operating costs More efficient production processes Reduction in operating costs while cost of renewable energy decreases Training in use of new technologies	Short and medium term

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	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

Specific Risks Relating to Climate Change 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 Isidore, 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

** 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)*

Climate-Related Actions in 2022

The long-term goal of our sustainable development strategy is to become a zero-emissions company. To advance toward this objective, in 2022 we have taken the following action:

- Investments in technology: sources of solar energy
- Investments in external training: specialized consulting services
- Participation in voluntary programs for emissions reductions
- Voluntary reporting of emissions on global platforms, such as CDP; constant feedback from stakeholders
- Third-party audits: audits to ratify published information

Within the organization, the corporate governance body entrusted with overseeing and approving climate-related performance is the Sustainability Committee.

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. 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 2022, ASUR's total water consumption in all airports in the Group, including those in Mexico, Puerto Rico and Colombia, increased by 5.8% compared to the previous year. Water consumption on a per-passenger basis, however, decreased by 20.8%.

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 in to collect and use rainwater, as well as achieving a 5% reduction in freshwater consumption per passenger.

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.

Cancún Airport currently generates approximately 67% of all the non-hazardous waste in the Group. In 2022, with specialized external assistance, we began managing waste at this airport on the basis of circular economic principles. At the end of the reporting period, with the amounts of plastic, cardboard, paper, and aluminum recycled at Cancún Airport, we achieved the conservation of resources equivalent to:

- 6,088 trees
- 12,823,988 liters of water
- 4,493,637 kWh of electricity
- 2,125 cubic meters of landfill

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, and in the long term, by further developing circular economic principles, we aim to send no waste to landfill.

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-measuring activities at the perimeter of each of our Mexican airports. These services are contracted with specialized companies.

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.

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.

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.

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, Mexico	Proximity to: Nichupté Mangrove protected area (Ramsar 1777) West Coast of Isla Mujeres, Punta Cancún 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, Mexico	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, Mexico	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, Mexico	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	SEMARNAT/ CONANP RAMSAR/UNESCO

			Source of fresh water used by fauna throughout Yucatán State Resting place for various aquatic bird species on migratory routes	
Minatitlán	Veracruz, Mexico	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, Mexico	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, Mexico	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
Veracruz	Veracruz, Mexico	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, Mexico	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		Environment and Sustainable Development Ministry

		Sierra Chiquita and Humedales soil conservation districts		
Carepa	Antioquia, Colombia	Proximity to: Ríos León y Suriquí wetlands regional nature parks		Environment and Sustainable Development Ministry
Quibdó	Chocó, Colombia	-		
Corozal	Sucre, Colombia	-		

*Mexico

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

6. ABOUT THIS REPORT

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

ASUR's 2022 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	**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			
	2-6	Activities, value chain and other	Section 1 About ASUR

GRI 2: General Disclosures 2021		business relationships	
	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

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

Standard		Description	Refer to
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 Agua
	303-2	Management of water discharge-related impacts	Section 5 Agua
	303-3	Water withdrawal	Section 5 Agua
	303-4	Water discharge	Section 5 Agua
	303-5	Water consumption	Section 5 Agua

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

Standard		Description	Refer to
GRI 400 Social Standards			
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	Section 4 Employee 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
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 Local Communities 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
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

Standard		Description	Refer to
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 2022 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

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 identifying and assessing climate-related risks.	Section 5 Climate Change 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

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

CONTACT

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

ASUR can be contacted via any of the following channels:

Corporate Social Responsibility Department

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Bosque de Alisos 47-A Piso 4

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APPENDICES

APPENDIX A – POLICY ON HUMAN RIGHTS

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

I. OBJECTIVE

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. GENERAL 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.** 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 minimised 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 behaviour 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 organisation, freedom of association and assembly, religious freedom and other social and cultural freedoms;

e. The right to privacy, honour 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 defence, 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 LABOUR

Grupo ASUR supports the elimination of forced labour in all its forms. Consequently, the companies in the Group shall not under any circumstances oblige any person to carry out activities or labour of any nature unless voluntarily accepted by the person in question, and when there is a labour contract signed by both parties or another mutual agreement that formalises 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 labour 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 labour 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 labour. Any such cases that the companies in the Group become aware of shall also be reported to the corresponding authorities.

4. CHILD LABOUR

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 labour activities, Grupo ASUR promotes and supports the

elimination of child labour. 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 labour.

5. PERSONAL INTEGRITY

Grupo ASUR recognises 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 behaviour 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 organisational 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 organisation 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 programmes, 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 or 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 labour 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**	**Code**	**ORG-07**
Area Responsible:	**CHIEF EXECUTIVE OFFICER**		

I. OBJECTIVE

To establish the express, formal commitment assumed by Grupo ASUR to act in favour of the environment, reducing the harmful effects of its operations and promoting a culture of environmental protection and rational use of natural resources.

II. SCOPE

All companies that form part of Grupo ASUR, and their sphere of influence.

III. POLICY

It is the policy of Grupo ASUR to act in a way that is compatible and harmonious with the environment, and to undertake continuous efforts to reduce the impact that its operations have on the balance of ecosystems. ASUR will ensure compliance at all times with all applicable environmental laws and regulations, and will guarantee that all of its airport facilities maintain environmental quality assurance certification.

ASUR will manage its operations with the aim of:

- preventing incidents that might have harmful effects on the environment;
- minimising emissions, effluents and the generation of solid waste as a result of the Group's operations;
- implementing measures that reduce the consumption of energy and natural resources within its facilities as far as possible;
- taking steps to reduce or compensate for greenhouse gas emissions due to the direct and indirect activities under the control of the Group; and
- adopting strategies to mitigate the effects of our operations on the environment.

To these ends, ASUR will carry out the appropriate inspections and assessments of the activities that have an impact on the environment, to measure and control their development and to create mechanisms or adopt new technologies that counteract these impacts. The Group also undertakes to respond rapidly and effectively to minimise the impacts of any incidents that occur as a result of its operations.

ASUR will encourage respect for the environment both inside and outside the companies in the Group. Among its employees it will promote environmental awareness, the mitigation of carbon footprints, and a general culture of sustainability, using internal communications and campaigns. It will also exploit any opportunities that arise to promote, provide guidance, and influence a culture of sustainability among suppliers, concessionaires, contractors, other business partners, and the community in general.

APPENDIX C – STRATEGIC ESG OBJECTIVES

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)	<u>IMPACT ON ECOSYSTEMS:</u> • 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 <u>ENERGY EFFICIENCY:</u> • 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%) <u>WATER:</u> • 2026: MDP investments to focus on collection and use of rainwater • 5% reduction in freshwater consumption on per-passenger basis by 2025.	• 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	• 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)	• Carbon neutrality in operations by 2030 • 100% mapping of scope-3 carbon emissions by 2030 • 95% of our energy from clean, renewable sources • All airports to recycle at least 18% of all non-hazardous solid waste	• 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	• 2030: Objective for women to make up 35% of company's board members • 2030: Reduction in "overboarding" (participation in no more than 5 boards of other companies) • 2030: Board member seniority of maximum 10 years on the ASUR board

APPENDIX D – AIRPORTS' ENVIRONMENTAL OBJECTIVES AND PERFORMANCE, 2022

Airport	Objective	Activities	Measurement Parameter	Progress / Result
Cancún	Reduce consumption of electricity	Installation of solar panels in Terminal 4 car park	Percent conclusion of project	100%
Cozumel	Reduce consumption of natural resources	Installation of hand dryers in bathrooms to reduce consumption of paper towels	Percent conclusion of project	100%
Cozumel	Improve quality of wastewater discharged	Installation of additional wastewater pretreatment system	Percent conclusion of project	100%
Cozumel	Reduce consumption of electricity	Replacement of 20 outdoor incandescent or sodium-vapor light bulbs with LED lighting fixtures	Percent conclusion of project	100%
Cozumel	Reduce consumption of water	Upgrades to rainwater capturing facility to supply 30 m3 of water per annum for vehicle cleaning and watering green areas	Percent conclusion of project	100%
Huatulco	Reduce consumption of electricity	Replacement of traditional bulbs with LED lighting system throughout check-in hall	Percent conclusion of project	100%
Huatulco	Reduce consumption of water	Installation of automated, more efficient system for extracting water from supply well and depositing it in the airport's main cisterns	Percent conclusion of project	100%
Huatulco	Reduce consumption of water	Reduce per-passenger water consumption by 5% compared to 2021	Percent reduction in water consumption	-21%
Huatulco	Reduce consumption of water	Replacement of traditional urinals with waterless urinals in international arrivals area	Percent conclusion of project	100%
Mérida	Improve quality of wastewater discharged	Reconfiguration and reconstruction of service area for wastewater treatment plant	Percent conclusion of project	100%
Mérida	Reduce consumption of electricity	Installation of solar panels in car park	Percent conclusion of project	100%
Minatitlán	Reduce consumption of water	Reduce total water consumption by 10% compared to 2021	Percent reduction in total water consumption	-25.4%

Minatitlán	Reduce consumption of electricity	Reduce total electricity consumption by 2% compared to 2021	Percent reduction in total electricity consumption	-1.6%
Minatitlán	Reduce consumption of natural resources	Reduce amount of paper consumed in airport offices by 10% compared to 2021	Percent reduction in total office paper consumption	-16.0%
Minatitlán	Reduce consumption of fossil fuels	Reduce amount of gasoline consumed in utility vehicles and staff transports by 6% compared to 2021	Percent decrease in fleet gasoline consumption	-3.3%
Minatitlán	Reduce consumption of fossil fuels	Reduce amount of diesel consumed in emergency generators by 10% compared to 2021	Percent decrease in emergency plant diesel consumption	-4.4%
Minatitlán	Reforestation of green areas	Plant or donate 1,000 fruit tree saplings grown on airport grounds	Number of trees planted or donated	1550
Minatitlán	Reduce solid non-hazardous waste generation	Recycle 1 ton of solid non-hazardous waste (paper, aluminum and/or PET packaging	Tons recycled	1.6
Oaxaca	Reforesting of green areas	Planting or donation of 280 trees of endemic species in areas within and outside airport premises	Number of trees planted or donated	295
Oaxaca	Improve quality of wastewater discharged	Upgrades in wastewater treatment plant to improve quality of water discharged and extend useful lifetime of equipment	Percent conclusion of project	100%
Oaxaca	Reduce emissions of greenhouse gases	Replacement of 30 air conditioning units that use R-22 gas with units that use R-410A	Percent conclusion of project	100%
Oaxaca	Reduce consumption of electricity	Replacement of halogen lamps with LED lighting fixtures in visual aid landing systems	Percent conclusion of project	100%
Oaxaca	Reduce consumption of electricity	Installation of solar panels in car park	Percent conclusion of project	100%
Tapachula	Recycling of solid non-hazardous waste	Increase amount of solid, non-hazardous waste recycled by 20% compared to 2021	Percent increase in recycled waste	84.5%
Tapachula	Reduce consumption of electricity	Replacement of fluorescent lighting with LED lighting fixtures in new terminal building	Percent conclusion of project	100%

Tapachula	Reduce consumption of electricity	Replacement of hydropneumatic pump and wastewater pump with more efficient models	Percent conclusion of project	100%
Veracruz	Reduce consumption of electricity	Replacement of mini-split 12 air conditioning units with more efficient models	Percent conclusion of project	100%
Veracruz	Improve ecosystems and natural habitats	Participation with airport staff volunteers in 3 beach cleaning events throughout the year	Number of events airport participated in	3
Veracruz	Promote environmental responsibility	Creation of video to raise awareness of environmental issues in local schools	Percent conclusion of project	100%
Veracruz	Reforesting of green areas	Reforestation with local species of verges on access road to airport	Percent conclusion of project	100%
Villahermosa	Reduce solid non-hazardous waste produced	Increase amount of solid, non-hazardous waste recycled by 5% compared to 2021	Percent increase in recycled waste	60.3%
Villahermosa	Reforesting of green areas	Planting of 300 trees of local species in areas inside and outside airport premises	Percent conclusion of project	100%
Villahermosa	Reduce consumption of water	Decrease total water consumption by 2% compared to 2021	Percent decrease in total water consumption	-2.2%

APPENDIX E – ENVIRONMENTAL INDICATORS

ASUR All Airports:					
Total Figures					
Parameter	***Unit***	***2020***	***2021***	***2022***	***% change ('22 vs '21)***
Total water consumption	m3	1,260,756	1,556,066	1,646,300	5.8%
Total water discharged	m3	730,909	1,005,579	1,047,458	4.2%
Total electricity consumption	kWh	148,366,352	168,959,611	176,700,753	4.6%
	GJ	534,119	608,255	636,123	4.6%
Total hazardous waste produced	kg	39,185	46,731	62,679	34.1%
Total non-hazardous waste produced	t	4,604	7,099	10,121	42.6%
Non-hazardous waste recycled	t	917	1,264	1,360	7.5%
% non-hazardous waste recycled		20%	18%	13%	
Total fuel consumption	l	941,454	1,051,172	1,187,457	13.0%
Per-Passenger Basis					
Parameter	***Unit***	***2020***	***2021***	***2022***	***% change ('22 vs '21)***
Water consumption per passenger	l/pax	48.9	31.3	24.8	-20.8%
Water discharged per passenger	l/pax	34.9	25.2	18.7	-25.7%
Electricity consumption per passenger	kWh/pax	5.8	3.4	2.7	-21.7%
	MJ/pax	20.7	12.3	9.6	-21.7%
Hazardous waste produced per passenger	g/pax	1.5	0.9	0.9	0.4%
Non-hazardous waste produced per passenger	kg/pax	0.21	0.18	0.20	11.1%
Fuel consumption per passenger	ml/pax	45.0	26.3	21.2	-19.4%

ASUR Mexico:					
Total Figures					
Parameter	***Unit***	***2020***	***2021***	***2022***	***% change ('22 vs '21)***
Total water consumption	m3	692,355	836,640	891,669	6.6%
Total water discharged	m3	263,128	415,040	428,664	3.3%
Total electricity consumption	kWh	92,644,182	105,913,939	112,777,532	6.5%
	GJ	333,519	381,290	405,999	6.5%
Total hazardous waste produced	kg	13,628	10,804	12,089	11.9%
Total non-hazardous waste produced	t	3,239	4,696	7,438	58.4%
Non-hazardous waste recycled	t	501	796	966	21.5%
% non-hazardous waste recycled		15%	17%	13%	
Total fuel consumption	l	582,065	622,004	672,979	8.2%

Per-Passenger Basis					
Parameter	***Unit***	***2020***	***2021***	***2022***	***% change ('22 vs '21)***
Water consumption per passenger	l/pax	41.7	28.7	22.6	-21.4%
Water discharged per passenger	l/pax	15.8	14.2	10.8	-23.9%
Electricity consumption per passenger	kWh/pax	5.6	3.6	2.9	-21.5%
	MJ/pax	20.1	13.1	10.3	-21.5%
Hazardous waste produced per passenger	g/pax	0.8	0.4	0.3	-17.5%
Non-hazardous waste produced per passenger	kg/pax	0.19	0.16	0.19	16.8%
Fuel consumption per passenger	ml/pax	35.0	21.3	17.0	-20.2%

<u>ASUR Puerto Rico</u>:					
Total Figures					
Parameter	***Unit***	***2020***	***2021***	***2022***	***% change ('22 vs '21)***
Total water consumption	m3	389,852	447,679	466,861	4.3%
Total water discharged	m3	324,942	373,140	389,129	4.3%
Total electricity consumption	kWh	43,148,891	46,003,356	45,139,538	-1.9%
	GJ	155,336	165,612	162,502	-1.9%
Total hazardous waste produced	kg	3,588	3,841	9,541	148.4%
Total non-hazardous waste produced	t	1,066	1,925	2,004	4.1%
Non-hazardous waste recycled	t	309	287	109	-62.2%
% non-hazardous waste recycled		29%	15%	5%	
Total fuel consumption	l	239,437	234,378	223,538	-4.6%
Per-Passenger Basis					
Parameter	***Unit***	***2020***	***2021***	***2022***	***% change ('22 vs '21)***
Water consumption per passenger	l/pax	80.5	46.2	45.3	-2.1%
Water discharged per passenger	l/pax	67.1	38.5	37.7	-2.1%
Electricity consumption per passenger	kWh/pax	8.9	4.8	4.4	-7.8%
	MJ/pax	32.1	17.1	15.8	-7.8%
Hazardous waste produced per passenger	g/pax	0.7	0.4	0.9	133.3%
Non-hazardous waste produced per passenger	kg/pax	0.2	0.2	0.2	-2.2%
Fuel consumption per passenger	ml/pax	49.4	24.2	21.7	-10.4%