ASUR

AEROPUERTOS DEL SURESTE

2025 Annual Sustainability Report

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1 INTRODUCTION

We operate

16 airports

in 3 countries

2,218

employees

$89,246 million

Mexican Pesos

in total assets



Our sustainability peformance in 2025



71.6

MILLIONS OF PASSENGERS

REVENUES

$29,887

MILLION MEXICAN PESOS

(excluding Construction Services)

CAPEX **$6,985*** MILLION MEXICAN PESOS

EARTHCHECK GOLD CERTIFICATION in Cozumel

EARTHCHECK

GREEN AIRPORT RECOGNITION 2025 and 2 honorable mentions at Airports Going Green Awards



ACA

AIRPORT CARBON ACCREDITATION

9 MEXICAN AIRPORTS AT LEVEL 3

PUERTO RICO AT LEVEL 2





36.4%

OF WOMEN on our Board of Directors

132,545

HOURS STAFF TRAINING



*Pesos as of December 2025, updated with 'INPP Construcción INEGI'

Message from our CEO

+50%

of our airports in Mexico are equipped with solar energy generation technologies.



OUR ACTIONS ARE THE RESULT OF STRATEGIES, CROSS-SECTOR ALLIANCES, AND CAPACITY BUILDING IN ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) ISSUES, REAFFIRMING OUR COMMITMENT TO SUSTAINABILITY.

As every year, I am pleased to present the 2025 Annual Sustainability Report of Grupo Aeroportuario del Sureste S.A.B. de C.V.

The purpose of this report is to share the actions we are taking in the transition to a more sustainable industry. These actions are the result of strategies, cross-sector alliances, and capacity building in environmental, social, and governance (ESG) issues, reaffirming our commitment to sustainability as a fundamental pillar of our corporate strategy.

2025 has been a year of evolution for ASUR, in which we have made strategic decisions for the growth and strengthening of the business. At the same time, various factors related to specific situations in the air transport sector made this a challenging year, in which we closed with 71.6 million passengers, an increase of 0.3% compared to the previous year.

In line with our sustainability strategy, we continue to generate sustained value for all our stakeholders. Guided by this purpose, in 2025 we made significant progress, recognizing ourselves as a global company that understands and celebrates the local contexts in which it operates. Below, I would like to share some of the year's highlights.

On our path to decarbonization, we renewed Level 3 of the Airport Carbon Accreditation program for our 9 airports in Mexico. In Puerto Rico, we advanced to Level 2, which requires demonstrating a reduction in emissions. For the first time, we report Scope 1 and 2 emissions for our 6 airports in Colombia, thus enabling us to report direct emissions from our entire airport portfolio.

During 2025, the Group's environmental conservation strategy was approved, through which we have established clear objectives regarding the conservation of natural resources and biodiversity. Following this strategy, this year we forged a new alliance to collaborate on ecosystem restoration in the Sian Ka'an Biosphere Reserve in southeastern Mexico.

Our Social Investment program has expanded the number of Indigenous communities supported, training 81 people this year. Simultaneously, through this initiative, 430 hectares of coastal ecosystems have been conserved within three protected natural areas in Yucatán. Thanks to this project, the Airports Council International awarded us the 'Green Airport Recognition' distinction. The 2025 edition recognized airports with outstanding projects for conserving local biodiversity, and we are honored to have received this distinction for the second year running.

While we celebrate these advances, we also acknowledge that the air transport industry, and ASUR in particular, face many challenges. I reaffirm the Group's commitment to continue moving forward steadily and hand in hand with our stakeholders.

The content of this report was made possible thanks to our employees, shareholders, partners, the communities we serve, and all those who accompany us on this journey toward sustainability. To all of them, I reiterate my sincere gratitude for another year of results that demonstrate the strength of our business.

Finally, and looking ahead to 2026, we are committed to continuing to evolve responsibly and joining forces to build a better future for all.

Adolfo Castro Rivas
Chief Executive Officer

ABOUT THIS REPORT

ASUR's Annual Sustainability Report consolidates the work we are doing in the environmental, social and governance (ESG) matters that are material for the Group and our stakeholders. Unless expressly stated otherwise, the information presented in this report corresponds to the period between January 1st, 2025, and December 31st, 2025, and covers ASUR's operations in Mexico, Puerto Rico and Colombia.

This report was prepared in accordance with the Global Reporting Initiative (GRI) standards. We also include the Sustainability Accounting Standards Board (SASB) indicators. Under this classification, ASUR belongs to the professional and commercial services sector. The relevant indices for these reporting frameworks can be found in the report's appendices.

The information contained in this report has not been verified by an external auditor.

GENERAL DESCRIPTION OF THE COMPANY

Grupo Aeroportuario del Sureste, S.A.B. de C.V. ("ASUR", "the company", "the Group", "the business", "the organization'"or "us") is an airport operator based in Mexico City. With 2,218 employees and $89.246 billion pesos in assets as of December 31st, 2025, ASUR is a leading international company that trades on the stock exchanges of Nueva York (NYSE: ASR) and Mexico City (BMV: ASUR). We currently have 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; and, as of December 11, 2025, concessions at the airports in Los Angeles, Chicago, and John F. Kennedy International Airport in New York City, within the continental United States. Information regarding these recent acquisitions is outside the scope of this 2025 Sustainability Annual Report.

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. Via the wholly owned subsidiary Airplan, we also operate six airports in northern Colombia: Rionegro, Olaya Herrera, Montería, Carepa, Quibdó, and Corozal.

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.

Business activities

The company's core business 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.

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 in the company's airports.

16 airports
in Mexico, Colombia and Puerto Rico.



Cancun International Airport

OUR COMPANY OPERATES NINE AIRPORTS IN SOUTHEAST MEXICO, LOCATED IN CANCÚN, COZUMEL, HUATULCO, MÉRIDA, MINATITLÁN, OAXACA, TAPACHULA, VERACRUZ, AND VILLAHERMOSA. WE ALSO OPERATE SIX AIRPORTS IN NORTHERN COLOMBIA: RIONEGRO, OLAYA HERRERA, MONTERÍA, CAREPA, QUIBDÓ, AND COROZAL. WE ALSO HAVE A 60% JOINT-VENTURE IN THE SAN JUAN, PUERTO RICO INTERNATIONAL AIRPORT



ASUR prepares and publishes Sustainability Reports on a yearly basis. They are available for consultation at **www.asur.com.mx**

To find out more about the history and operations of ASUR, please consult our **Annual Financial Report** for the year ending December 31st, 2025

2025 OPERATING DATA







2025 Passengers

	Domestic Passengers	International Passengers	Total Passengers
Mexico	19,695,686	20,900,043	40,595,729
Puerto Rico	11,907,658	1,736,028	13,643,686
Colombia	13,242,501	4,077,863	17,320,364
TOTAL ASUR	44,845,845	26,713,934	71,559,779

Figures exclude general aviation and transit passengers.

Passenger figures for 2025 show year-on-year increases of 3% in Puerto Rico, reaching an all-time high, and 4% in Colombia. In Mexico, various events during the year resulted in a 2% decrease. The Group's total passenger traffic increased by 0.3% year-on-year.

As part of our customer-centric approach, we conduct annual passenger satisfaction surveys at our airports. These surveys measure both service quality and user experience. The results are analyzed independently, and historically, we have achieved outstanding averages. In 2025, satisfaction surveys were conducted at our main Mexican airport, Cancún International Airport, which handles 72% of our passengers in Mexico.

During the reporting year, we continued implementing important projects for future infrastructure expansion, including: (i) at Cancún Airport, the reconstruction and expansion of Terminal 1, the expansion of Terminals 3 and 4, the airport operations center, and the expansion of landside roads; and (ii) at the Cozumel, Huatulco, Oaxaca and Villahermosa Regional Airports, work is underway to expand the Terminal buildings.

*Figures exclude general aviation and transit passengers.



San Juan Airport, Puerto Rico

2 COMMITMENT TO SUSTAINABILITY

ACA Level 3
renewal of accreditation in Mexico
and Level 2 in Puerto Rico

Review and update of the
sustainability strategy

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



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

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

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

SUSTAINABILITY GOVERNANCE

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

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

Finally, the guidelines for the company's decision-making and behavior are outlined in our **Sustainable Development Policy**

Reporting and global commitments to sustainable development

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

Mexican airports are signatories of Global Compact since 2005

We implemented GRI reporting standards in 2008

Committed to the initiative submitting our objectives in 2026

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

Platinum Certification in Huatulco
Gold Certification in Cozumel

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

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

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

Questionnaire submitted for 6th year running

Questionnaire submitted for 13th year running

Assessed with low ESG risk

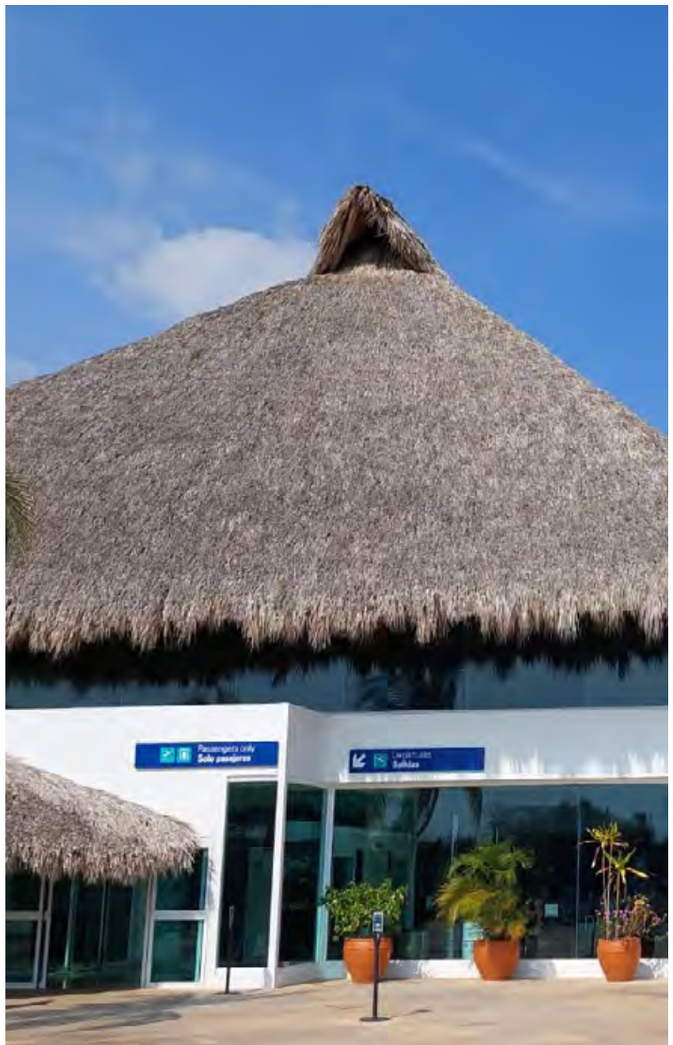
Rating of A in ESG risk and opportunity management

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

Socially Responsible Company since 2008

ESG MATERIAL MATTERS

In 2024, we concluded our most recent double materiality assessment (financial and impact materiality). This method of assessing provides us with a comprehensive understanding of the company's internal and external context, allowing us to respond to the needs and expectations of the organization's various stakeholders, and address increasing regulatory requirements. As of the publication date of this report, we have identified 21 material issues, 10 of which are Tier 1.



Huatulco Airport

Associated Material Matters	SDG Covered
Exposure to ESG risks, cybersecurity, corporate governance and business ethics, innovation and digital transformation, ESG reporting and disclosure, financial transparency, communication with stakeholders, strategic collaborations and alliances, sustainable finance	5 Igualdad de género; 8 Trabajo decente y crecimiento económico; 9 Industria, innovación e infraestructura; 11 Ciudades y comunidades sostenibles; 12 Producción y consumo responsables; 15 Vida de ecosistemas terrestres; 16 Paz, justicia e instituciones sólidas; 17 Alianzas para lograr los objetivos
Diversity, equality and inclusion	5 Igualdad de género; 8 Trabajo decente y crecimiento económico; 16 Paz, justicia e instituciones sólidas; 17 Alianzas para lograr los objetivos
Customer experience, operational security	17 Alianzas para lograr los objetivos
Value chain, talent attraction and development, occupational health and safety	3 Salud y bienestar; 4 Educación de calidad; 5 Igualdad de género; 8 Trabajo decente y crecimiento económico; 10 Reducción de las desigualdades
Community outreach	1 Fin de la pobreza; 2 Hambre cero; 4 Educación de calidad; 5 Igualdad de género; 8 Trabajo decente y crecimiento económico; 10 Reducción de las desigualdades; 12 Producción y consumo responsables; 15 Vida de ecosistemas terrestres; 17 Alianzas para lograr los objetivos
Energy efficiency and emissions	7 Energía asequible y no contaminante; 9 Industria, innovación e infraestructura; 12 Producción y consumo responsables; 13 Acción por el clima; 17 Alianzas para lograr los objetivos
Biodiversity, sustainable infrastructure, circular economy, water cycle	6 Agua limpia y saneamiento; 9 Industria, innovación e infraestructura; 11 Ciudades y comunidades sostenibles; 12 Producción y consumo responsables; 13 Acción por el clima; 14 Vida submarina; 15 Vida de ecosistemas terrestres; 17 Alianzas para lograr los objetivos

OBJETIVOS DE DESARROLLO SOSTENIBLE

Our double materiality assessment identifies the relevant topics and their relationship with the SDGs.

STRATEGIC OBJECTIVES AND PROGRESS TO 2025

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

GOVERNANCE

Strategic objectives	Performance in 2025
Maintain at least 36% female representation on the Board of Directors.	• 11 members on the Board of Directors, of which 4 are women.
Maintain the results of our user satisfaction surveys at least at the same score as the previous year.	• The results of the customer satisfaction surveys for Cancun Airport are: - Overall satisfaction: 4.11 (+0.06 vs. 2024) - Overall experience: 3.97 (+0.05 vs. 2024)
Implement complaint management mechanisms that generate quantitative data (2028).	• Documentation of complaints received in 2025 through our online channels. This information will begin to be systematized.



Veracruz Airport

SOCIAL

Strategic objectives	Performance in 2025
Establish partnerships with private organizations and associations that promote the protection of human rights within and outside the company, as well as promotional and awareness-raising actions (2025-2050).	• 8 ASUR airports have entered into a collaboration agreement with UNICEF to contribute to the understanding and exercise of the rights of children and adolescents, as well as to raise awareness among airport staff. • Huatulco Airport has adopted the National Code of Conduct for the Protection of Children and Adolescents in the Travel and Tourism Sector (CCN).
Update to the human rights due diligence procedure (2027).	• Documentary review of the current procedure.
Increase the training and capacity building hours for our employees compared to the previous year.	• We increased training hours by 7% for airports in Mexico. • Investment of $21 million Mexican pesos in the development of our people.
Reduce the gender pay gap compared to the previous year.	• In 2025, the wage gap in Mexico was 3.3%, last year the gap was 7.8%.
Establish mechanisms to collect ESG information from our value chain (2030).	• Engagement with our value chain to quantify GHG emissions.





Left: School visits, Huatulco Airport

Right: Day of the Dead celebration, Oaxaca Airport

SOCIAL

Strategic objectives	Performance in 2025
Development and systematization of programs that strengthen the culture of safety and health and reduce the rate of recordable incidents to 1 (2030).	• 28% reduction in the total number of recordable incidents. • Implementation of preventive health days. • Disease prevention and awareness campaigns. • Establishment of collaboration agreements for airport security. • Celebration of Safety Week.
Generate information on the representation of Indigenous people (i.e., those who speak an Indigenous language, identify as Indigenous, or live in a home with a family member who speaks an Indigenous language), as well as groups with disabilities, within our workforce.	• Development of internal procedures for information gathering.
Increase the number of people supported through the Sustainable Social Investment Program compared to the previous year.	• 81 people directly supported in 2025, 183 indirectly supported.
Allot at least between 0.2% and 0.3% of EBITDA from previous year for social investment in socially profitable projects that benefit local communities (2050).	• In 2025, we increased the amount allocated to our sustainable social investment program. • New partnerships with environmental and social objectives were established.





Left: School tour, Veracruz Airport

Right: Health campaign, Oaxaca Airport

ENVIRONMENT

Strategic objectives	Performance in 2025
Water resources: Reduce the Group's net water consumption per passenger by 50% (2040). Baseline 2025.	• Installation of rainwater harvesting systems in the 9 Mexican airports.
Waste: Send zero waste to landfill (2050).	• Development of circular economy initiatives at Cancun Airport, which accounts for 90% of the waste generated by the Group in Mexico. • Increase in the percentage of waste recycled compared to the previous year.
Keep our noise levels below the limits set by the relevant authorities, avoiding impacts on communities and biodiversity.	• In 2025, we did not receive any complaints related to aircraft noise.
Achieve a net positive impact on biodiversity, as well as net zero deforestation, taking into consideration the Group's expansion projects (2035).	• Approval of ASUR's environmental conservation strategy. • Implementation of the mangrove restoration project in the Sian Ka'an Biosphere Reserve.





Left: Beach clean-up activities

Right: Reforestation campaigns, Huatulco Airport

AMBIENTAL

Strategic objectives	Performance in 2025
Carry out actions of education, promotion and awareness of environmental care inside and outside the organization (2023-2050).	• Delivery of courses and workshops related to: - Greenhouse gases and energy conservation - Growing edible plants for personal consumption - Conservation of protected natural areas - Environmental education in universities - Environmental regulations
Obtain 95% of energy from clean, renewable sources (2030).	• Installation of solar panels at the Puerto Rico airport. • Commissioning of two additional solar power generation systems at the Mérida airport.
Achieve carbon neutrality at all airports operated by ASUR (2030).	• Installation of new solar power generation systems. • Calculation of direct GHG emissions for our entire airport portfolio. • Development of reforestation projects in southeastern Mexico.
Operate with net zero emissions, including our value chain (reduce at least 90% of our emissions and neutralize the remaining ones) (2050).	• Scope 3 greenhouse gas (GHG) emissions calculation for airports in Mexico. • Scope 1 and 2 GHG emissions calculation for airports in Colombia.





Left: Endemic agave plants, Oaxaca Airport

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

3

ETHICS AND GOVERNANCE

36.4%
women on our Board of Directors

100%
attendance at Board of Directors and committee meetings

100%
of employees who received training on the Code of Ethics.



Ethical conduct is the foundation of our business growth and the trust we have built with our stakeholders. It is also key to the development of our sustainability strategy. Therefore, we ensure that we place special emphasis on good corporate governance, which is supported by various comprehensive policies.

As we continue to understand our ESG context and advance our strategic objectives, the monitoring and evaluation of sustainability-related matters takes place within the company at multiple levels and through different corporate governance bodies.



Cancun International Airport

CORPORATE GOVERNANCE AND ESG OVERSIGHT

SHAREHOLDERS' ASSEMBLY

Highest authority in the company

RESPONSIBLE FOR: Decision-making at the highest level, proper representation of minority shareholders

BOARD OF DIRECTORS

CHAIR: Fernando Chico Pardo
Non-Independent Director

RESPONSIBLE FOR: Strategic decision-making

Number of members: 11 **Independent members:** 7

AUDIT AND CORPORATE PRACTICES COMMITTEE

CHAIR: Guillermo Ortiz Martínez
Independent Director and Acting Chairman

RESPONSIBLE FOR: Overseeing operations to ensure appropriate ethical standards

Number of members: 3 **Independent members:** 3

ACQUISITIONS AND CONTRACT COMMITTEE

CHAIR: Fernando Chico Pardo
Non-Independent Director

RESPONSIBLE FOR: Overseeing acquisitions to ensure appropriate ethical standards

Number of members: 3 **Independent members:** 1

NOMINATIONS AND COMPENSATIONS COMMITTEE

CHAIR: Bárbara Garza Lagüera Gonda
Independent Director

RESPONSIBLE FOR: Proposals for the appointment of directors; approval of executive compensation

Number of members: 3 **Independent members:** 1

OPERATIONS COMMITTE

PRESIDE: Francisco Garza Zambrano
Independent Director

RESPONSIBLE FOR: Compliance with investment commitments; submitting proposals to the Board regarding dividends, budget, etc.

Number of members: 5 **Independent members:** 2

SUSTAINABILITY COMMITTEE

CHAIR: Diana M. Chávez
Independent Director

RESPONSIBLE FOR: Ensuring the integration of ESG standards into the business strategy

Number of members: 3
(1 Board Member, 2 Executive Members)
Independent Members: 1

Shareholders' Assembly

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

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

Board of Directors

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

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



Cancun International Airport

ASUR
AEROPUERTOS DEL SURESTE

For more information on the company's share structure, please review our **Annual Financial Report**.

FERNANDO CHICO PARDO

Chair of the Board of Directors

Non-Independent

Age 74 / Member since 2005

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

PABLO CHICO HERNÁNDEZ

Non-Independent

Age 41 / Member since 2021

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



We achieved

36.4%

female representation on the Board of Directors.

AURELIO PÉREZ ALONSO

Non-Independent

Age 54 / Member since 2012

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

JOSÉ ANTONIO PÉREZ ANTÓN

Non-Independent

Age 53 / Member since 2012

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

DIANA M. CHÁVEZ

Independent Director Specialized In Esg And International Relations

Age 54 / Member since 2021

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

RASMUS CHRISTIANSEN

Independent Director Specialized In Airport Operations

Age 74 / Member since 2007

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

BÁRBARA GARZA LAGÜERA GONDA

Independent Director Specialized In Commercial Operations

Age 66 / Member since 2020

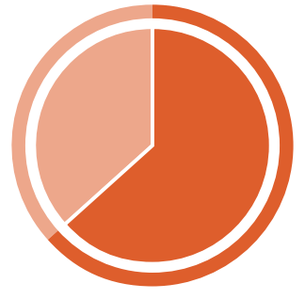
Graduated with Bachelor's and Master's Degrees in Business Administration from the Instituto Tecnológico y de Estudios Superiores de Monterrey. She is an active member of the board of directors of FEMSA, and Vice-Chair of the board of directors of Tec de Monterrey Mexico City. She is also a member of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

FRANCISCO GARZA ZAMBRANO

Independent Director Specialized in Infrastructure and Construction Sector

Age 70 / Member since 2001

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



63.6%

are Independent Directors.

GUILLERMO ORTIZ MARTÍNEZ

Independent Director Specialized In Economics and Financial Expert

Age 77 / Member since 2010

Has been the President of BTG Pactual Latinoamérica and Chairman of the Board of Directors of Grupo Financiero Banorte. Previously, he was Governor of the Bank of Mexico for two terms, from 1998 to 2003, and from 2004 to 2009. From 1994 to 1997, he was Mexico's Public Finance Minister. Mr. Ortiz was the Deputy Public Finance Minister from 1988 to 1994. Prior to that, between 1984 and 1988, he occupied the post of Executive Director of the International Monetary Fund (IMF). From 1977 to 1984, he occupied positions as Economist, Deputy Manager and Manager at the Bank of Mexico's Department of Economic Research. Mr. Ortiz entered public service with the federal government as an Economist at the Planning and Budgeting Ministry. During 2009 he was employed as Chairman of the Bank for International Settlements based in Basel, Switzerland. He is currently on the boards of Orbis, Vitro and BTG Pactual.

ISABEL PRIETO PRIETO

Independent Director Specialized in Finance and Education

Age 59 / Member since 2025

Has degree in Economics from the Autonomous Technological Institute of Mexico and a master's in Public Administration from the John F. Kennedy School of Government at Harvard University. She is currently Country Manager for Mexico at Platzi, one of the largest online education platforms in Latin America which focuses on technology. She is on the boards of directors of the mining company Baramín and the provider of interconnection services Wiwi. Previously she held executive positions at the companies Oxio and Altán Redes, both in the telecommunications sector, the Canadian pension fund Caisse de Dépôt de Québec. She was also Country Manager for Lippincot & Margulies, and Associate Consultant for Banking Investments at J.P. Morgan and James D. Wolfensohn, Inc. she has worked as an advisor to the former Governor of the Bank of Mexico Agustín Carstens, and the former Mexican Minister of Finance Pedro Aspe. Ms. Prieto is the Chair of the Board of Trustees of Save the Children Mexico and Vice-chair of the Board of the Centre for Excellence and Innovation for Children's Rights and Opportunities (CEIDON). As of this date, she owns 177 B-Series shares in ASUR.

HELIANE STEDEN

Independent Director Specialized In U.S. Regulatory Framework

Age 61 / Member since 2021

Managing director at Merrill Lynch and a member of the company's flagship New York International Office. She joined Merrill Lynch in 1999, after working for Bankers Trust and Deutsche Bank. She is also on the Board of Trustees of the University of Southern California. While studying business administration at USC, Steden was a three-time All American women's tennis player, and went on to pursue a five-year professional career in tennis. Her endowed scholarship for the Women of Troy tennis program primarily goes to an international student-athlete.



For more information about our Board of Directors and the functions of the different Committees, please consult our website:

www.asur.com.mx

- Board Members listed by non-independent, independent, and alphabetical order (family name), except Chairman in first place.
- For each 10% (ten percent) of the Series "B" shares of the share capital, each shareholder or group of shareholders may appoint, in accordance with Article 144 of the General Law of Commercial Companies, one member of the Board of Directors. Shareholders of Series "BB" shares shall have the right to appoint two (2) regular members and their respective alternates, in accordance with the provisions of Article Six of ASUR's bylaws..

Attendance rates for each member of ASUR Corporate Governance Bodies

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

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

Executive Compensation and Remuneration

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

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

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

Amounts in Mexican Pesos.

Attendance rates for each member of ASUR Corporate Governance Bodies

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

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

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

RISK MANAGEMENT

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

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

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

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



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



Oaxaca Airport

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

DATA PRIVACY AND CYBERSECURITY

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

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

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

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

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

BUSINESS ETHICS AND LEGAL COMPLIANCE

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

Code of Ethics

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

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

Reporting system

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

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

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

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



Read our most recent update of our

Code of Ethics

(November 2020)

Reports:

- Toll-free number **01800-280-ASUR**
- Email **cod_conducta@asur.com.mx**
- **Suggestion boxes located at airports**

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

HUMAN RIGHTS

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

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

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

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

Due diligence procedure in human rights

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

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

Cases Identified Involving Human Rights Violations and Remediation Mechanisms

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



Security checkpoints at Cancun Airport

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

4 SOCIAL

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

132,545 hours
of training provided to our staff

3.3%
reduction of the gender pay gap in Mexico



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



Self-Care Campaign, Airplan

PROGRESS BY 2025:

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

HUMAN CAPITAL

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

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

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

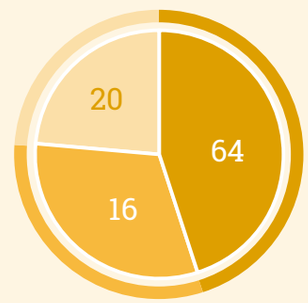
Of the 2,218 employees in the Group, 33% are women. Of the company's 21 CEOs, 4 are women (19%). Of the 116 employees in management positions, 26% are women. Among the remaining 2,081 employees, 34% are women.



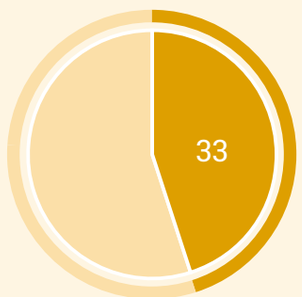
Plant donations to members of the airport community, Mérida Airport

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

Employees by region
(percentage)



Group's female employees
(percentage)



Benefits and compensation

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

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

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

Communication with our employees

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

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



Aeronautical community fair, Airplan

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



Capacity building

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

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



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

2025 Capacity-building work hours

provided to company employees and airport communities

	Hours
Mexico	113,339
Puerto Rico	2,956
Colombia	16,250
TOTAL	132,545

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

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

$21 million

invested in Mexican pesos in the development of our employees.



ARFF Firefighters, Cancun Airport

Employee attraction and retention

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

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

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

Value chain

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

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

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

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

EQUALITY, DIVERSITY AND INCLUSION

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

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

MEXICO

Level	Executive	Manager	Operative	Total
Gap	N/A	33.3%	-16.8%	3.3%

PUERTO RICO

Level	Executive	Manager	Operative	Total
Gap	N/A	10.4%	15.0%	16.9%

COLOMBIA

Level	Executive	Manager	Operative	Total
Gap	-35.1%	27.6%	6.3%	-5.9%

27% OF NEW HIRES IN 2025 WERE WOMEN.

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

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

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



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

HEALTH AND SAFETY

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

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

User safety

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

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

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

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

Occupational Health Management System

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

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

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

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

INVOLVEMENT WITH OUR COMMUNITIES

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

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

Local airport initiatives

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



Educational activities, Huatulco Airport

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

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

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

28% REDUCTION IN TOTAL INCIDENTS VS. 2024

Centralized Sustainable Social Investment Program

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



To learn more about the history of this program, please review the Group's Annual Sustainability Reports from previous years.

pro natura Península de Yucatán, A.C.

CASE STUDY PRONATURA:

Ecoturism in Three Indigenous Communities in Yucatán



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

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

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

As of the publication date of this report, the direct impact of our sustainable social investment program with Pronatura has been 196 people (12 of whom were trained in 2023 and participated again in 2024) who now offer services related to conservation tourism, and 503 people have benefited indirectly, primarily the families of those trained.

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

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

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

CASE STUDY:

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

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

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

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

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



amigos de Sian Ka'an
ACCIONES POR LA NATURALEZA

GOVERNMENT RELATIONS AND INDUSTRY INVOLVEMENT

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

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

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

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

5 ENVIRONMENT

Alliance to assist in the restoration of mangroves in Quintana Roo

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

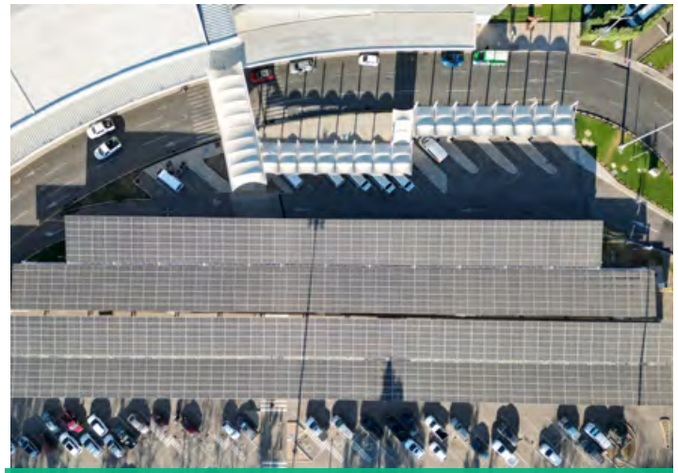
Honorable mention
from the Airport Going Green Awards



We recognize the enormous environmental value, at the local, regional, and global levels, of the areas where we operate. Furthermore, we know that the future of our business depends largely on the condition of these ecosystems; therefore, their conservation and care are key to the Group's strategic decisions.

PROGRESS IN 2025:

- Approval of the Group's environmental conservation strategy
- We celebrated an alliance to assist in the restoration of mangroves in Quintana Roo
- Installation of solar energy generation systems at the San Juan Airport, Puerto Rico
- In recognition of our ecosystem restoration efforts, we received the prestigious "Green Airport Recognition" award from the Airports Council International
- We obtained recertification at Level 3 of the Airport Carbon Accreditation for our airports in Mexico and advanced to Level 2 in Puerto Rico
- We received two honorable mentions from the American Association of Airport Executives' 2025 Airport Going Green Awards



Solar panels, Oaxaca Airport

Historically, the Group's commitment to environmental protection has been a priority. For example, we have undertaken projects for the purchase and generation of solar energy, the installation of rainwater harvesting systems, construction projects with sustainability certifications, and partnerships for biodiversity conservation, among other initiatives. Furthermore, each year the airports carry out various activities that address the specific environmental challenges of each location where we operate. These initiatives include:

- ✓ **Reforestation activities**
- ✓ **Donations to environmental causes**
- ✓ **Beach cleanups**
- ✓ **Species conservation**
- ✓ **Environmental education and awareness**
- ✓ **Training programs**
- ✓ **Environmental protection advertising**

To date, the company has not been subject to any administrative or legal sanctions, whether fines or non-monetary penalties, for non-compliance with national, international, or local environmental laws and regulations.

WE HAVE UNDERTAKEN PROJECTS FOR THE PURCHASE AND GENERATION OF SOLAR ENERGY, THE INSTALLATION OF RAINWATER HARVESTING SYSTEMS, CONSTRUCTION PROJECTS WITH SUSTAINABILITY CERTIFICATIONS, AND PARTNERSHIPS FOR BIODIVERSITY CONSERVATION, AMONG OTHER INITIATIVES.



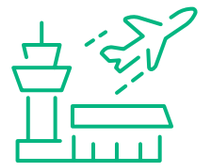
Return of Sea Products to the Ecosystem, Huatulco Airport

ENVIRONMENTAL MANAGEMENT

ASUR has a written **Enviromental Policy** that expressly establishes the commitment of the company and its subsidiaries to act positively in relation to the environment.

At the operational level, all ASUR airports have an Environmental Management System certified under the ISO 14001 program, and the person responsible for environmental matters is the Corporate Manager of Operational Regulations and Safety, who oversees the team of environmental coordinators based at each of the Group's airports.

Regarding our value chain, all companies that provide us with construction and facility maintenance services have a contractual obligation to comply with the specifications of our environmental management system. This process is audited by our Internal Audit Department, and any non-compliance may result in the termination of the contract.



At the operational level, all ASUR airports have an Environmental Management System certified under the ISO 14001 program.

Environmental performance in figures

ASUR TOTAL

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

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

MEXICO

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

Per-passenger basis

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

Per-passenger basis

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

Environmental performance in figures

PUERTO RICO

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

Per-passenger basis

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

COLOMBIA

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

Per-passenger basis

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

ENERGY AND CLIMATE CHANGE

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

Energy and emissions

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

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

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

In 2025, we generated and used 4,223,986 kWh of renewable energy, 27% more than we generated in 2024. Thanks to these technologies, we also recorded a cumulative total of 2,125 tons of CO_2 equivalent not emitted due to the effect of solar panels.



Solar power generation systems, Mérida Airport

GREENHOUSE GAS PROTOCOL

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

Carbon emissions report

MEXICO

Figures expressed in tons of CO_2 equivalent	2023	2024	2025
Scope 1	7,195.14	7,164.44*	9,272.80
Scope 2	46,968.80	47,841.17	45,958.46
Scope 3	1,135,811.48	1,057,529.99	1,093,290.08
Total emissions	1,189,975.42	1,112,535.60	1,148,521.34
Carbon intentisty kgCO_2e/PAX	1.25	1.33	1.36

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

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

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

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

PUERTO RICO

Figures expressed in tons of CO_2 equivalent	2023	2024	2025
Scope 1	2,223.91	2,465.00	2,362.80
Scope 2	37,357.57	37,399.60	36,670.90
Total emissions	39,581.48	39,864.60	39,033.70
Carbon intentisty kgCO_2e/PAX	3.25	3.01	2.86

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

COLOMBIA

Figures expressed in tons of CO_2 equivalent	2025
Scope 1	1,147.65
Scope 2	1,863.19
Total emissions	3,010.84
Carbon intentisty kgCO2e/PAX	0.17

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

Currently, we only report our Scope 3 emissions for our operations in Mexico, which account for 95% of our global emissions for that country. However, the Group is committed to beginning to report our Scope 3 emissions for Puerto Rico and Colombia in 2027.

Greenhouse gas emissions resulting from electricity consumption at airports remain the primary source of our Scope 1 and 2 emissions across all our airports. Compared to the previous year, we reduced our Scope 2 emissions in Mexico; however, our Scope 1 emissions increased due to the use of refrigerants. In Puerto Rico, we reduced our carbon intensity compared to 2024, and in Colombia, we submitted our Scope 1 and 2 emissions inventory for the first time, the first step on our decarbonization path.

We will continue working to reduce our emissions and meet our climate goals.

Climate change management

We seek to contribute to the decarbonization of the air transport industry, not only through our direct operations, but also by being agents of change with different industry stakeholders and establishing collaborative networks to accelerate this process. ASUR reports annually on our progress toward our climate goals, using our 2018 emissions inventory as the baseline for our operations in Mexico.

Regarding climate governance, the Sustainability Committee is the Corporate governance body responsible for evaluating and approving strategic climate-related objectives. It is also responsible for providing feedback and monitoring progress on the climate strategy.

To learn about the action mechanisms of our climate strategy, please consult our **Annual Sustainability Report 2024**.

Strategic objectives

OVERALL OBJECTIVE: TO BE AN AIRPORT GROUP THAT HAS ZERO TOTAL NET EMISSIONS (2050)

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

As key progress toward our climate goals and in line with our roadmap for achieving them, this year, under the Carbon Neutrality program, we undertook the following actions:

- Recertification of Level 3 in the ACA program for Mexico, and Level 2 in Puerto Rico.
- Installation and commissioning of new solar power generation systems at Mérida Airport.
- Installation of solar power generation systems and acquisition of an electric vehicle fleet at Puerto Rico Airport.
- Development of our Scope 1, 2, and 3 GHG inventories using the GHG Protocol methodology for our operations in Mexico.
- Environmental training programs focused on climate change and reducing our emissions. In 2025, Group employees in Mexico received 1,344 hours of training related to the quantification, monitoring, reporting, and validation of airport GHG inventories.



It is important to mention that, with the goal of carbon neutrality by 2030, in the following years, we seek to supply our airports with at least 95% clean energy; we are currently working to achieve this goal.

Risks and Opportunities: Adaptation and Resilience

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

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

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

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

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

WATER

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

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



Wastewater treatment plant, Cancun Airport

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

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

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

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

WASTE

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

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

Waste recycling programs

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

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

NOISE

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

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



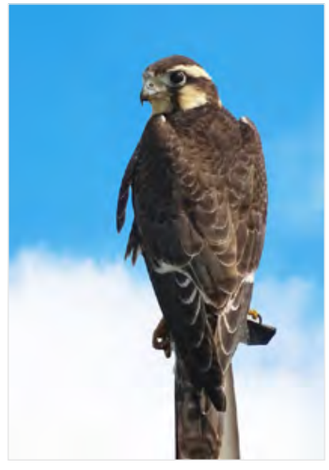
Oaxaca Airport



BIODIVERSITY

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

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





Environmental training, Oaxaca Airport

Biodiversity management

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

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

Conservation of Biodiversity

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

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

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

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

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



Bartramia longicauda, Veracruz Airport



To learn more about the areas designated as Biosphere Reserves and UNESCO World Heritage Sites near our operations in Cancún, click here: **Annual Sustainability Report 2024.**

6 APPENDICES

GRI Content Index

SASB Index

Contact



GRI Content Index

Section		Description	Refer to section
1. The organization and its reporting practices			
GRI 2 General Disclosures 2021	2-1	Organizational details	Introduction
	2-2	Entities included in the organization's sustainability reporting	Introduction
	2-3	Reporting period, frequency and contact point	Introduction Contact
	2-4	Restatements of information	Introduction
	2-5	External assurance	Introduction
2. Activities and workers			
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	Introduction Social
	2-7	Employees	Social
	2-8	Workers who are not employees	Social
3. Governance			
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	Ethics and governance
	2-10	Nomination and selection of the highest governance body	Ethics and governance
	2-11	Chair of the highest governance body	Ethics and governance
	2-12	Role of the highest governance body in overseeing the management of impacts	Ethics and governance
	2-13	Delegation of responsibility for managing impacts	Ethics and governance
	2-14	Role of the highest governance body in sustainability reporting	Ethics and governance
	2-15	Conflicts of interest	Ethics and governance
	2-16	Communication of critical concerns	Ethics and governance
	2-17	Collective knowledge of the highest governance body	Ethics and governance
	2-18	Evaluation of the performance of the highest governance body	Ethics and governance
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Section		Description	Refer to section
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	2-23	Policy commitments	Commitment to sustainability
	2-24	Embedding policy commitments	Commitment to sustainability
	2-25	Processes to remediate negative impacts	Ethics and governance
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	2-27	Compliance with laws and regulations	Ethics and governance
	2-28	Membership associations	Social
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	2-30	Collective bargaining agreements	Ética y gobernanza Social
GRI 3 Material Topics 2021	3-1	Process to determine material topics	Commitment to sustainability
	3-2	Material topics	Commitment to sustainability
	3-3	Management of material topics	Commitment to sustainability
GRI 200 Economic Topics			
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	Introduction
	201-2	Implicaciones financieras y otros riesgos y oportunidades derivados del cambio climático	Environment
GRI 205 Anticorruption 2016	205-1	Operations assessed for risks related to corruption	Ethics and governance
	205-2	Communication and training about anti-corruption policies and procedures	Ethics and governance
	205-3	Confirmed incidents of corruption and actions taken	Ethics and governance
GRI 300 Environmental Topics			
GRI 302 Energy 2016	302-1	Energy consumption within the organization	Environment
	302-2	Energy consumption outside of the organization	Environment
	302-3	Energy intensity	Environment
	302-4	Reduction of energy consumption	Environment
	302-5	Reductions in energy requirements of products and services	Environment



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



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



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SV-PS – Professional & Commercial Services

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



CONTACT

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

ASUR can be contacted via any of the following channels:

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