



ASUR

AEROPUERTOS DEL SURESTE

ANNUAL SUSTAINABILITY
REPORT

2021

INDEX OF CONTENTS



1.0 INTRODUCTION TO ASUR'S **ANNUAL SUSTAINABILITY REPORT**

4



2.0 COMMITMENT TO **HUMAN RIGHTS**

14



3.0 QUALITY OF LIFE FOR EMPLOYEES **AND VALUE CHAIN**

20



4.0 COMMUNITY INVOLVEMENT **AND SUPPORT**

30



5.0 ENVIRONMENTAL **RESPONSIBILITY**

36



6.0
CORPORATE
GOVERNANCE

50



7.0
CODE OF ETHICS AND
ANTI-CORRUPTION MEASURES

60



8.0
EXTERNAL
PROGRAMMES

64



9.0
INDEX OF CONTENT RELATING TO
REPORTING STANDARDS

68



10.0
APPENDIX

74

1.0

INTRODUCTION TO ASUR'S ANNUAL SUSTAINABILITY REPORT

PRINCIPAL U.N. SUSTAINABLE DEVELOPMENT GOALS
ADDRESSED IN THIS REPORT:





MESSAGE FROM OUR CEO

I am pleased to present ASUR's Annual Sustainability Report for the year 2021.

Due to the ongoing pandemic, the last two years have presented an exceptional set of challenges unlike any others that our company has faced before. However, alongside the measures implemented in our airports to ensure the safety and wellbeing of passengers and workers, we are continuing to make progress on our environmental, social and governance goals. We have also set ourselves new strategic objectives, and we therefore expect to emerge from the pandemic as a stronger, more transparent, and more responsible company.

In 2020, we experienced a major downturn in passenger traffic, caused by the travel restrictions implemented throughout the world to combat the spread of the Covid-19 virus. In 2021, we have seen something resembling a return to normal operations, as restrictions have gradually been lifted and it has become safer to travel.

ASUR has once again demonstrated its resilience in the face of setbacks: after passenger traffic fell by 54% between 2019 and 2020, we have now bounced back almost to where we were before the pandemic. As of the end of 2021, our passenger traffic was up 93% over 2020, and was just 11% down on the yearly total for 2019.

We firmly believe that hard times are also an opportunity to take stock and assess where we can best implement change. We have therefore taken advantage of the current circumstances to rethink our strategic objectives in environmental, social and governance matters, to the benefit of the company and all our stakeholders.

Among the most significant group-level strategic objectives that we will be implementing in the short and

medium terms (2023-2026), which have been presented to and approved by our Board of Directors, are the establishment of a Sustainability Committee to report to the Board; a renewed focus on emissions reductions and energy efficiency, with both on-site and off-site generation of solar power; measures to supplement our water consumption with systems to capture and use rainwater; a renewed focus on promoting diversity in our workforce and on the company's Board; ensuring equal salaries for all genders and zero tolerance for cases of sexual harassment; and the creation of succession plans for our independent Board members, the Chief Executive Officer, and other key executives.

Our long-term strategic objectives for the year 2030 include achieving carbon neutrality in our operations, with 95% of energy coming from clean, renewable sources; 100% mapping of the company's scope 3 carbon emissions; the goal for women to make up 30% of our total workforce and 35% of our Board members; a reduction in "overboarding" and implementation of a maximum term on our Board of Directors; and the assignment of a fixed percentage of EBITDA to be destined for our social programme to support local communities.

As always, the goal of this report is to strengthen interactions between ASUR and our stakeholders. Regular readers will note that this year we have expanded our report considerably, to include new indicators. This is an ongoing process, and we would welcome any feedback from our stakeholders on additional information you would like to see included, or suggestions about how we can improve our reporting process (contactos@asur.com.mx).

Adolfo Castro Rivas,
Chief Executive Officer

1.1 COMPANY PROFILE

1.1.1 OVERVIEW OF CURRENT OPERATIONS

Headquartered in Mexico City, Grupo Aeroportuario del Sureste, S.A.B. de C.V. (ASUR) is a leading international airport operator with a portfolio of concessions to operate, maintain and develop 16 airports in the Americas.

Under the brand name ASUR, the company operates nine airports in southeast Mexico, located in the cities of Cancún, Cozumel, Huatulco, Mérida, Minatitlán, Oaxaca, Tapachula, Veracruz, and Villahermosa. Cancun Airport is the main point of entry for the biggest tourist destination in Mexico, the Caribbean and Latin America.

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

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

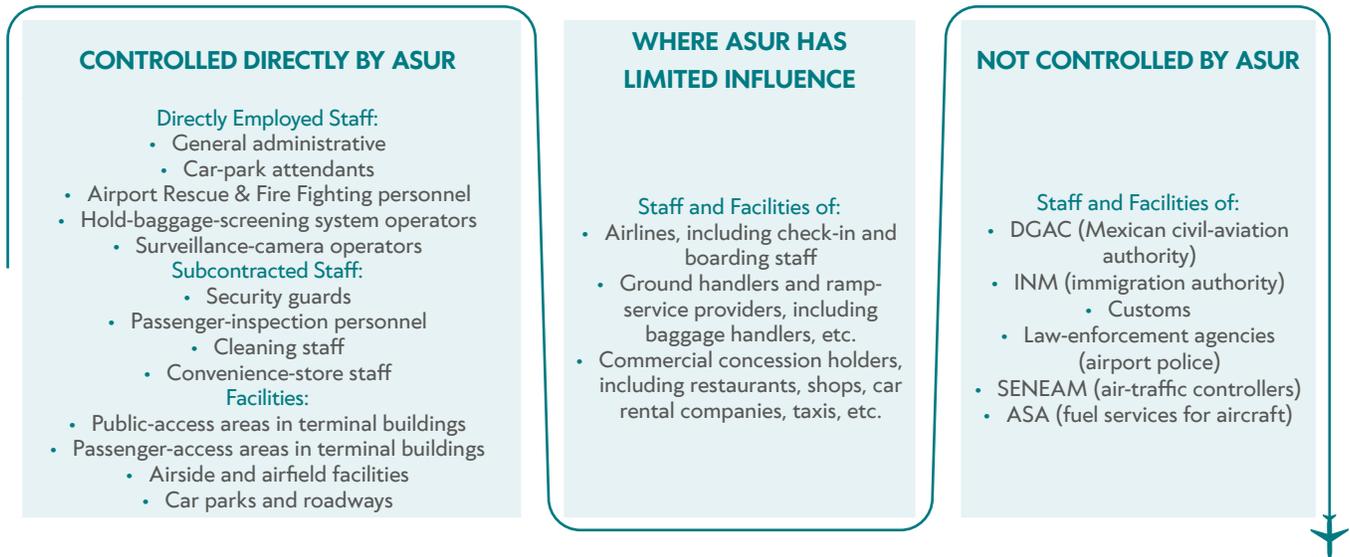
1.1.2 BUSINESS ACTIVITIES

The company's core activity is to manage, maintain, and develop the infrastructure of its airports to ensure sufficient capacity for safe, efficient operations and a high standard of service. Basic infrastructure includes that required for aircraft takeoff and landing operations and for arriving and departing passenger flows, as well as facilities for the authorities involved in airport operations (air-traffic controllers, customs, immigration, and so on).

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

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

FIGURE 1:
SUMMARY OF OPERATIONAL BOUNDARIES, ASUR AIRPORTS



1.1.3 COMPANY HISTORY

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

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

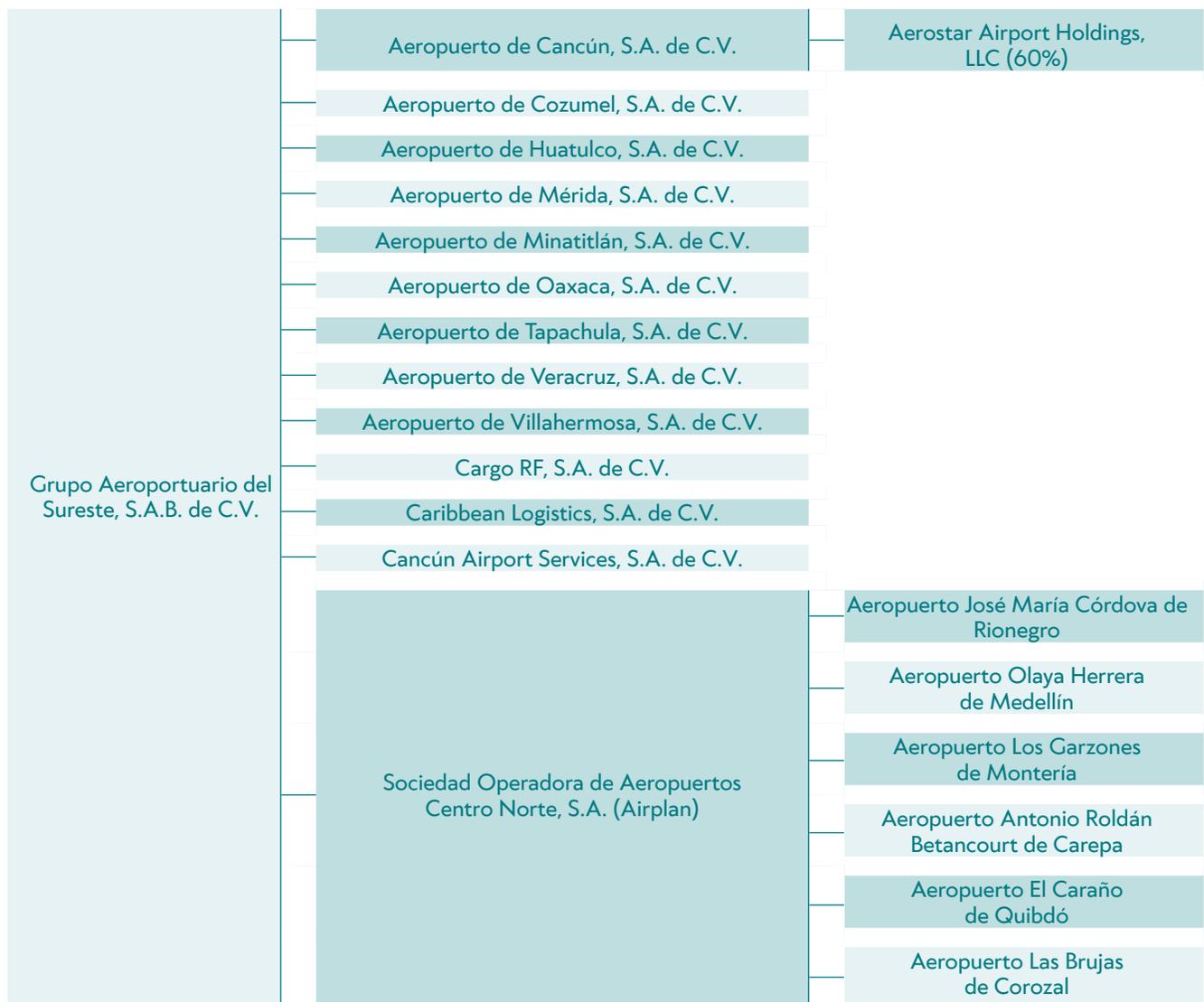
In June 2007, the strategic partner ITA reduced its shareholding in the company from 15% to 7.65%. The 92.35% of ASUR’s shares that are not held by ITA are traded on the New York Stock Exchange (NYSE: ASR) and the Mexico City Bolsa (BMV: ASUR).

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

1.1.4 ORGANISATIONAL STRUCTURE

As of the December 31, 2021, our organisational structure may be summarised as follows: the concession for each of the nine airports of ASUR is held by a separate subsidiary of the holding company, Grupo Aeroportuario del Sureste, S.A.B. de C.V., as is Airplan, which operates the six airports in Colombia. The company subsidiary Aeropuerto de Cancún, S.A. de C.V. holds a 60% stake in Aerostar, the operator of the main airport on the island of Puerto Rico. In addition, ASUR has three other subsidiaries that provide freight-handling and commercial services.

FIGURE 2:
STRUCTURE, HOLDING COMPANY AND SUBSIDIARIES



1.1.5 OPERATING DATA

In 2021, a total of 49,352,773 passengers (not including private aviation or transit passengers) passed through ASUR's airports in Mexico, Puerto Rico, and Colombia, of which 33,180,293 (67%) were domestic and 16,172,480 (33%) were international passengers.

In 2021, Mexico represented 59% of total passenger traffic (29,138,441 passengers), Puerto Rico accounted for 20% of total traffic (9,684,227 passengers), and Colombia represented 21% (10,530,105 passengers).

The total passenger figure for 2021 increased by 23,763,327 (93%) compared to the year 2020, due to the disruption caused in 2020 in the international travel industry by the coronavirus pandemic. Compared to pre-pandemic passenger figures, traffic in the company's airports has almost returned to normal, with a decrease of just 11% in 2021 compared to 2019.

1.1.6 SIGNIFICANT CHANGES IN OPERATIONS DURING REPORTING PERIOD

In 2021, there were no significant changes in the operations of the company. The most important infrastructure projects that began operating were remodelling and expansion works in the terminal building and other facilities at Mérida Airport, and the programmed expansion of Terminal 4 at Cancún Airport. Neither of these projects involved major extensions of the built-up surface areas or "footprint" of the airports in question.

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



1.1.7 ESG AWARDS AND EXTERNAL PROGRAMMES

During 2021, ASUR maintained its status as an active signatory of the United Nations Global Compact (UNGC) by complying with the UNGC's reporting requirements. The Global Compact is a sustainability initiative established by the United Nations to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption in businesses around the world.

Additionally, for the fourteenth year running, we were awarded recognition as a Socially Responsible Company by the Mexican Centre for Philanthropy, known by its Spanish initials CEMEFI. CEMEFI bases its awards on self-assessments of internal practices and programmes carried out by the companies themselves, which are required to submit adequate documentation of the corresponding activities. The assessments monitor performance in four key areas: quality of life for company employees; business ethics and anti-corruption practices; community support and relations; and environmental protection.

In the reporting period, ASUR received Environmental Quality Assurance certificates for five of its airports from the Mexican Environmental Protection Agency, PROFEPA. The certification in question represents official confirmation by the Mexican environmental authorities that the recipient has complied in full with all observations resulting from the audits conducted by the authorities to enforce Mexican environmental legislation. The airports certified were Cancún, Mérida, Minatitlán and Veracruz. Certificates are valid for a period of two years. The remaining airports in the Group—Cozumel, Huatulco, Oaxaca, Tapachula and Villahermosa—were certified in 2020 and are due for recertification in 2022.

As of the 31st of December 2021, the environmental management systems in place in all of ASUR's airports have valid ISO 14001 certification. The airports at Cozumel, Mérida, Minatitlán, Tapachula, Veracruz and Villahermosa were recertified for the period 2020-2023, and those at Cancún, Huatulco and Oaxaca were recertified for the period 2022-2025.

1.2 REPORT PARAMETERS

This Annual Sustainability Report relates to the company's operations in the period between the 1st of January and the 31st of December 2021, and follows on from ASUR's 2020 Annual Sustainability Report which can be consulted at www.asur.com.mx.

Any queries relating to this report may be addressed to:
contactos@asur.com.mx.



1.2.1 SCOPE AND LIMITATIONS OF REPORT

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

Unless otherwise stated, all figures and performance indicators refer to all 16 of the airports operated by the Group: the nine Mexican airports, the airport in San Juan, Puerto Rico, and the six Colombian airports. The report covers operations

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

Previously the data in our sustainability reports referred exclusively to our Mexican airports. As of this year, this report includes data from the airports in Puerto Rico and Colombia as well (except as otherwise stated). In all other material aspects, the report has been prepared on a consistent basis with ASUR's Annual Sustainability Report for 2020, and contains no restatements or reinterpretations of data contained in that report. At this time, it is not company policy to seek external assurance of our Annual Sustainability Report.

1.2.2 IDENTIFICATION OF MATERIAL ASPECTS

One of the fundamental decision-making tools used by ASUR is an assessment of the risks inherent to our operations. This analysis is prepared internally on a regular basis, and is presented to the company's Audit Committee. Further details regarding the company's risk analysis may be found in the reports submitted to the stock-market authorities in Mexico and the United States. The assessment in question covers both risks for the company itself, and those that might adversely affect stakeholder groups. Our internal risk assessments constitute one of the major tools for the identification of the material aspects reported on in this document.

Based on our stakeholder engagement activities (described in greater detail in Section 4 of this report) we have identified a series of additional material aspects to be reported on. In selecting the information to be included in this report, ASUR has applied the four principles of materiality, stakeholder inclusiveness, sustainability context and completeness established by the Global Reporting Initiative for defining report content.

The material aspects identified, which are all covered by this report, are listed in Figure 3 below. The boundaries, both within and outside the organisation, regarding how each aspect is reported on are discussed on a case-by-case basis in the relevant sections:

FIGURE 3:
MATERIAL ASPECTS FOR SUSTAINABILITY REPORTING

Material Aspect Identified	Refer to
Human rights: Gender equality; non-discrimination; freedom of association	Section 2
Working conditions: Collective bargaining guarantees; occupational safety; quality of life in the workplace	Section 3
Environment: Climate change; biodiversity and wildlife protection; use of resources	Section 5
Anticorruption: Systems in place to prevent corruption; company rules regarding facilitation payments and bribes to government officials	Section 7

2.0

COMMITMENT TO
HUMAN RIGHTS





2.1 RESPECT FOR INTERNATIONALLY RECOGNISED HUMAN RIGHTS

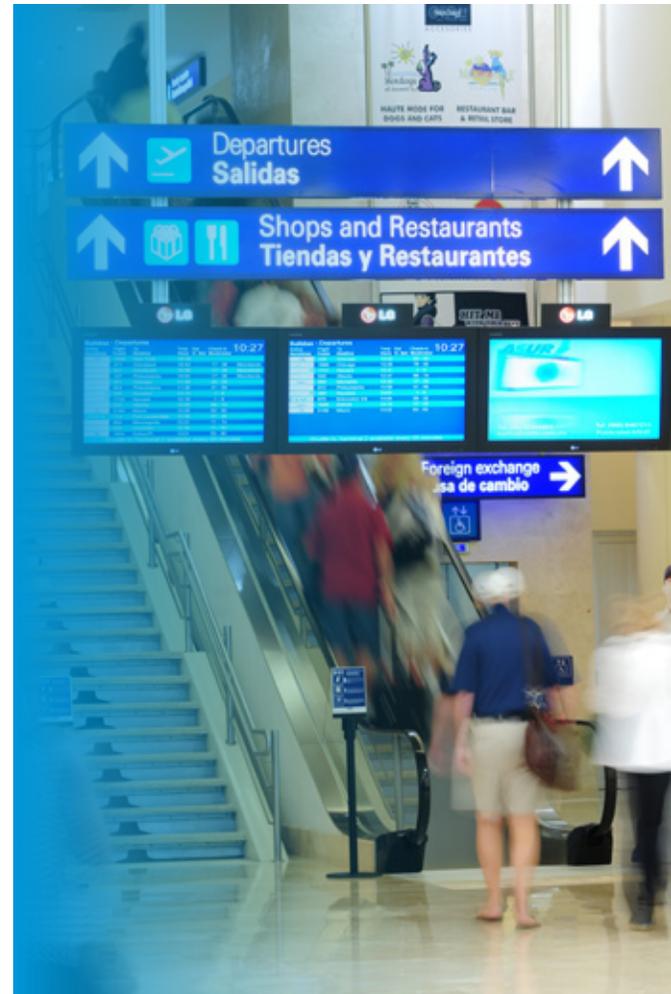
The goal of ASUR's management in relation to human rights is to ensure that the company and its employees do not incur any human rights infringements, and that in those cases where possible abuses are detected, the corresponding steps are taken to resolve them quickly, efficiently and transparently.

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

2.2 HUMAN RIGHTS DUE DILIGENCE PROCEDURES

On a regular basis, ASUR conducts analyses of any potential human rights issues that may arise as a result of or in connection with the company's operations. In the most recent analysis for 2021, the following issues were covered:

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



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

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

All newly hired staff members are provided with the text of the Code of Ethics as part of the employee induction process, and are required to certify their knowledge of and adherence to the Code of Ethics on a yearly basis. The Code of Ethics is publicly available on the company's website and includes instructions on how employees and other members of the community may report potential violations of the company's ethical standards.

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

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

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

2.3 POLICY ON FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The company's written policies expressly state that we will guarantee our employees and third-party contracted labour the right to freedom of association. The company management and the airport workers' union adhere to a collective bargaining procedure once every two years to establish employment conditions and benefits for unionised employees. Currently 19% of the company's full-time employees are unionised.

The right to freedom of association and collective bargaining is clearly stated in the Code of Ethics and our internal policy on human rights. Both of these documents are freely available to every employee on the company's internal information systems, and the Code of Ethics is provided to each new employee as part of the induction process.

Any complaints relating to these rights may be formally submitted directly to the company's Internal Auditor via the internal reporting system or to the Human Resources Department via the internal grievance reporting system. During 2021 no threats were identified to the freedom of association or collective bargaining rights of the company's employees.

2.4 POLICY ON NON-DISCRIMINATION

The company guarantees equal opportunities for all in hirings, promotions, salary levels, training and day-to-day treatment. Discrimination on the basis of ethnicity, nationality, gender, sexual orientation, gender identity, marital status, age, physical ability, social circumstances, religious beliefs or political affiliation is expressly prohibited in the Code of Ethics and the company policy on human rights. The company also expressly states that it will not discriminate unfairly against persons infected with the HIV and Covid-19 viruses, or persons who are pregnant.

ASUR is currently implementing a programme of measures to increase diversity in the upper management of the company. The number of female members on the Board of Directors increased from one to three between 2020 and 2021, while the number of women in management levels increased from 14% to 27%, due to the inclusion of staffing figures for the company's operations in Puerto Rico and Colombia.



2.5 POLICY ON PERSONAL INTEGRITY

The company assumes the obligation to protect its employees' right to personal integrity, which means that workers may not be subjected to physical or verbal abuse of any nature, and that sexual harassment of any kind is strictly forbidden. ASUR does not use or benefit from forced labour or child labour of any kind. All working agreements are governed by consensual, written employment contracts, and the company's policy is not to employ anyone who is under 16 years of age. Currently, no one under the age of 18 is employed by ASUR and no situations involving forced or migrant labour have been identified.

2.6 POLICY ON RESETTLEMENT AND COMPENSATION

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

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

The policy of ASUR is that any expropriation proceedings that are necessary should be carried out in accordance with principles of fair compensation for the owners of the land, insofar as this is enforceable by the company, and that free, prior and informed consent of any stakeholders that might be affected by potential resettlement agreements should be sought. The company will also endeavour to avoid complicity in forced evictions. In the case of the only expropriation that has taken place while the airports are under concession to ASUR, in Cancún, there were no communities living on the land and it was not necessary to resettle anyone.

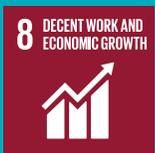
2.7 CASES IDENTIFIED INVOLVING HUMAN RIGHTS VIOLATIONS

During 2021, a total of eight cases were identified involving potential human rights violations. All of these cases were investigated by the Internal Auditing Department. In seven of them the reports were inadmissible, either due to mistaken or incomplete information, because the allegedly responsible party is a third party over which ASUR has no control, or for other reasons. In one case, a report was received from a female worker of inappropriate language used by her superior; this was found to be justified and disciplinary proceedings of temporary suspension without pay were taken.

3.0

QUALITY OF LIFE FOR EMPLOYEES **AND VALUE CHAIN**

PRINCIPAL U.N. SUSTAINABLE DEVELOPMENT GOALS
ADDRESSED IN THIS SECTION:





As a fundamental part of ASUR's duty of care toward its employees, we aim to provide decent working conditions in all the subsidiaries that form part of the Group, as well as the company's value chain. The company's main goal in this respect is to ensure that our airports constitute a reliable source of safe and stable employment for local populations.

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

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

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

3.1 RESPONSE TO COVID-19 PANDEMIC

ASUR's operations experienced significant disruption in 2020 and 2021 due to the Covid-19 pandemic. The company has implemented measures to protect both the passengers travelling through our airports and the staff members that work there. There have been no staff layoffs or wage cuts for the people employed by the company. As an austerity measure, to further protect sources of employment, the performance bonuses usually paid out to company executives and other eligible employees were cancelled in 2021.

Wherever possible, especially for administrative positions, a scheme of flexible working from home was applied. For those positions where work must necessarily be carried out on site, staff numbers were kept to a minimum, with many staff members being given paid time off, and protective measures were implemented including: the compulsory use of face masks inside airport buildings and offices, the installation of dispensers for hand sanitiser, the provision of personal protective equipment such as face shields and gloves, the implementation of distancing measures, the installation of physical barriers for people serving members of the public, and regular disinfection of indoor areas.

3.2 DESCRIPTION OF WORKFORCE

The following table shows a breakdown of the employees of the company according to the location where they work:

FIGURE 4:
BREAKDOWN OF ASUR WORKFORCE (PERMANENT EMPLOYEES) ON GEOGRAPHIC BASIS

	Total	Unionised	%	Non-Unionised	%
ASUR (México)					
Cancún	742	162	22%	580	78%
Mérida	121	45	37%	75	62%
Cozumel	72	35	49%	33	46%
Veracruz	69	27	39%	46	67%
Villahermosa	74	27	36%	33	45%
Tapachula	47	24	51%	31	66%
Ciudad de México	48	0	0%	48	100%
Oaxaca	59	23	39%	35	59%
Huatulco	49	20	41%	37	76%
Minatitlán	36	16	44%	20	56%
	1,317	379	29%	938	71%
Aerostar (Puerto Rico)					
San Juan	333	0	0%	333	100%
	333	0	0%	333	100%
Airplan (Colombia)					
Rionegro	192	0	0%	192	100%
Medellín	48	0	0%	48	100%
Montería	43	0	0%	43	100%
Carepa	41	0	0%	41	100%
Quibdó	26	0	0%	26	100%
Corozal	22	0	0%	22	100%
	372	0	0%	372	100%
GRAND TOTAL	2,022	379	19%	1643	81%

During 2021, as a result of changes in labour legislation in Mexico, all agency-hired employees in the nine airports in Mexico were employed directly by the company. Consequently our Mexican workforce increased from 1,077 in 2020 to 1,317 by the end of 2021, representing a year-over-year increase of 22.3%.

As of December 31, 2021, the airport located in San Juan, Puerto Rico—in which ASUR has a 60% controlling interest—employs 333 people, none of whom are unionised. There are also 47 subcontracted employees in this location. As of December 31, 2021, the six airports operated in Colombia by Airplan—which is a company wholly owned by ASUR—have 372 employees, no subcontracted employees, and no unionised employees.

Consequently, of the grand total of 2,069 employees in all 16 airports, 2,022 (98%) are employed on a full-time basis, with written employment contracts, and 2% are subcontracted. All of the airports in the group also enter into various contracts for services such as cleaning and security, which are discussed in more detail below.

Of the 2,022 workers directly employed by the company, 19% are unionised and 81% are non-unionised. 1,312 are male (65%) and 710 are female (35%). Of the company's 19 executive officers, 15 are male (79%) and four are female (21%). Of the 105 employees in managerial positions, 78 are male (74%) and 27 are female (26%). Of the remaining 1,898 employees, 1,219 are male (64%) and 679 are female (36%).

During 2021, in the nine airports in Mexico, a staff turnover rate of 5.89% was achieved. This figure is calculated on the basis of all voluntary resignations and involuntary dismissals; it does not include employees of the company subsidiary Cancún Airport Services, S.A. de C.V. and does not include employees of retirement age (61 years and older).

The principle of freedom of association is guaranteed in our Code of Ethics and company policies; this information is provided to new hires in the induction process and is reinforced on a yearly basis with information campaigns. ASUR's unionised workers all belong to Mexico's National Airport Industry Workers Union (Sindicato Nacional de Trabajadores de la Industria Aeroportuaria y de Servicios Similares y Conexos de la República Mexicana).

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

3.3 OCCUPATIONAL HEALTH MANAGEMENT SYSTEM

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

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

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

In all cases where potential risks are identified, measures are implemented to mitigate them. These range from the provision of the appropriate personal safety equipment, to maintenance procedures for critical

items of equipment and training programmes to help staff members recognise and avoid or neutralise potentially risky situations. On a scheduled basis, in compliance with our authorised security programmes, training exercises such as emergency drills are performed with the participation of the entire airport community, including the staff members of ASUR and other companies based at the airports, the airport rescue and firefighting teams, and members of the public.

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

During 2021, the 2,022 permanent employees of ASUR in Mexico, Puerto Rico, and Colombia worked a total of 5,422,000 hours, equivalent to 677,750 eight-hour shifts, or 335 shifts per employee during the year. In the period in question, the total number of lost days resulting from workplace risks was 566, equivalent to 0.08% of total days worked. There were zero cases of fatalities resulting from workplace risk in any of the airports operated in Mexico, Puerto Rico or Colombia.

3.4 WORK-LIFE BALANCE

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

In the same period, the absentee rate (defined as the total number of days that employees were absent from work due to general, non-work-related illness or when no justification was presented for the absence) corresponded to a total of 7,699 days, or 1.14% of total days worked. This figure must be seen within the context of the ongoing Covid-19 pandemic.

ASUR recognises that a positive work-life balance is essential for promoting employee wellbeing and productivity. The company's commitment to achieving this is established in its written human resources policies. Due to the nature of airport operations, it is necessary to ensure certain staffing levels all day long, and all year round. However, as a general principle, whenever an employee's activities allow it, they are provided with the greatest degree of flexibility possible.



3.5 EMPLOYMENT SECURITY

Throughout the Covid-19 pandemic, almost all administrative staff were given the option of working from home, and the necessary information and communication systems were provided to ensure that this transition took place smoothly. Meanwhile, on-site operational staffing levels were reduced as much as possible, and paid time off was provided to those whose presence was not required to keep the airports running.

Unionised working mothers are provided with fixed monthly financial support to pay for childcare services up to age six, and wherever possible flexible working hours are established for both unionised and non-unionised workers who are the primary caregivers for small children. These flexible working arrangements are necessarily established on a case-by-case basis, depending on the employees' professional activities and other considerations.

Also on a case-by-case basis, the company provides special leave for employees who are undertaking additional educational activities, and those who have other dependants in their families. In the case of staff members who experience a death in the family, all employees are entitled to compassionate leave and unionised employees are also entitled to financial support from the company to assist with funeral costs.

In addition, the company normally plans a series of activities, to provide an opportunity for employees to socialise and to support local cultural traditions, including celebrations of Children's Day, Mothers' Day, Father's Day, Christmas, and the traditional Mexican festivity of the Day of the Dead (Día de Muertos). Due to restrictions on in-person gatherings, however, in 2021 all of these activities were cancelled.

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

If a reduction in the workforce were necessary, company policy requires that certain steps be followed: the company must initially offer voluntary redundancy to any employee that decides to accept it; the company may then move on to involuntary redundancies on a case-by-case basis, and shall attempt to ensure that these measures have the least impact on the most vulnerable employees, taking into consideration such matters as age, economic dependants, and so on. The company is also committed to paying out the required severance pay under local legislation, and will assist the former employee in to the extent practicable in finding alternative employment.

3.6 TRAINING PROGRAMMES

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

A company-wide training programme has also been established for airport employees, contractors, and other key workers in the airport communities. This is based on an assessment of strategic training needs, and includes many different subjects ranging from occupational health and safety, customer service, and technical systems, to language skills, and so on. Finally, the company also provides ad hoc support for individuals to take the necessary courses or seminars to complement their professional activities, or to complete any required level of their education from basic schooling up to post-graduate degrees.

During 2021, the following total number of man hours of training (calculated on the basis of the total duration of training courses, multiplied by the number of trainees) were provided to the company's employees and airport communities: 61,207 hours in Mexico, 1,812 hours in Puerto Rico, and 16,651 hours in Colombia, for a total of 79,670 man hours in all locations. It is worth noting that in-person training programmes were still being affected by the Covid-19 pandemic during the year, which led to a reduced number of training hours. In Mexico, for example, 137,261 hours were provided in 2019, 31,772 hours in 2020, and 61,207 hours in 2021.

3.7 CONTRACTOR STANDARDS

In addition to the permanent employees and the agency-hired personnel that work at the company's airports, there are significant numbers of workers who are not directly employed by the company. They may be broken down into a number of different categories, including: government employees, such as those working for the air traffic control, immigration and customs services; the employees of commercial concession holders, such as food and beverage or retail outlets and car rental offices; the employees of other businesses with a permanent base at the airport, such as ramp service providers and the airlines; and the employees of those companies contracted directly by ASUR to provide specific services in the airports. The vast majority of the companies in ASUR's direct value chain are locally based, with the notable exception of some suppliers of airport-specific equipment such as boarding bridges, specialised vehicles, and baggage-handling equipment.

The most significant services directly contracted by ASUR in all of its airports are cleaning services for terminal buildings, administrative offices, and so on; security services, including general surveillance staff and the personnel manning security filters and passenger inspection points; and construction services for extensions and upgrades to airport infrastructure. These three different contractor types represent the top tier of ASUR's supply chain. During 2021, of the 20 biggest contracts for goods and services entered into by the company for the company's Mexican airports, eight were for construction services, seven were for other services (security services, cleaning services and maintenance, among others), and five were for the acquisition of equipment.

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

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

As per the terms of our policies on human rights and our Code of Ethics, the same protections enjoyed by our direct employees are applicable to all workers of service providers and contractors. This includes a prohibition on child labour, as defined in the Minimum Age Convention, 1973 (No. 138) of the International Labour Organization; a prohibition on forced labour, as defined in the Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105) of the International Labour Organization; a prohibition on discrimination and harassment on the basis of ethnicity, nationality, gender, gender identity, sexual orientation, marital status, age, physical capacity, social standing, religious beliefs, or political affiliation, as set forth in our Code of Ethics; as well as all the additional provisions of our Code of Ethics relating to fair treatment, safety and hygiene, cultural context, and so on.

In all contracts entered into, the company sets forth the relevant occupational health and safety standards that contractors are required to implement. The company is working on implementing a system to integrate data from our top tier supply chain contractors into our health and safety management system, in order to collect information regarding accident rates among contractors' employees. Our objective is to begin receiving these data by 2025.

4.0

COMMUNITY INVOLVEMENT **AND SUPPORT**

PRINCIPAL U.N. SUSTAINABLE DEVELOPMENT GOALS
ADDRESSED IN THIS SECTION:





4.1 RESPONSE TO COVID-19 PANDEMIC

The Covid-19 pandemic has caused significant disruption for ASUR's operations in 2020 and 2021. As soon as the pandemic started, the company implemented measures to protect both the passengers traveling through our airports and other airport users. The protective measures implemented for members of the public included: the compulsory use of face masks inside airport buildings, the installation of dispensers for hand sanitiser, the use of thermographic cameras to remotely measure body temperature, the implementation of distancing measures, the installation of physical barriers at checkpoints and counters, and regular disinfection of public and restricted indoor areas.

4.2 STAKEHOLDER DIALOGUE

ASUR's principal stakeholder groups have been identified based on internal assessments and external guidance, such as that provided by reporting frameworks, best practices, and the standards adopted by initiatives such as the United Nations Global Compact and the Mexico Stock Exchange Sustainability Index. ASUR's internal stakeholders include the company's employees, shareholders, and the members of the company's corporate governance bodies, and its main external stakeholders are local residents and business communities, and the passengers that travel through the airports.

Below is a summary of the main stakeholder engagement activities carried out by ASUR on regular basis:

FIGURE 5:
STAKEHOLDER GROUPS ENGAGED AND ENGAGEMENT METHOD

Stakeholder Group	Principal Engagement Method
Company employees	Internal communications and campaigns; feedback and grievances received via internal reporting system
Community groups	Identification of priority issues through local committees and direct communications; interaction with community groups at the local level
Business groups and associations	Identification of priority issues through local committees and direct communications; interaction with community groups at the local level
Passengers	Airport service quality surveys; feedback and grievances received via direct communications and internal reporting system
Shareholders	Direct communications with institutional investors and other shareholders; indirect communications via ESG ratings agencies

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

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

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

4.3 POLICY ON USER SAFETY

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

The company has written manuals and procedures covering such aspects as overall safety and security, operational safety, occupational health and safety, emergency and contingency plans and drills, and public health emergencies. Many of these are required by law and are subject to approval by the relevant aviation authorities. All airports have public address systems, and a programme of emergency drills is established to be implemented in the event of an evacuation due to fires, hurricanes, earthquakes, or other disasters.

The company has a hurricane centre based at Mérida Airport, which coordinates with local civil protection agencies and the National Hurricane Center based in Miami, Florida, whose mission it is to ensure that all ASUR airports and local communities are advised of and prepared for any approaching cyclones. The relevant earthquake warning and safety procedures are also established in those airports that are subject to this risk.

The appropriate mechanisms have been established to minimise operational hazards. These include the appropriate security systems to prevent acts of unlawful interference with aircraft, procedures to reduce the risk of birdstrikes, and the requisite fire detection and suppression systems, including permanent, on-site Airport Rescue and Fire Fighting teams. We also have procedures in place to ensure the continuity of vital air transport services if an unfortunate incident of any kind occurs, or that operations are restarted as soon as possible, in the event of an unavoidable suspension of activities.

All airport infrastructure is also fully accessible for users with disabilities, as required by the relevant local standards. Disabled facilities include wheelchair ramps, designated parking spaces, tactile paving and guide strips for the blind, low-level check-in counters, appropriate bathroom installations, designated access points to security filters, designated seating in boarding lounges, elevators, and aircraft boarding equipment. We are continually working to upgrade and improve these facilities, based on feedback obtained from the airport communities.

4.4 COMPLAINT MANAGEMENT

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

Depending on the nature of the grievance, they may be forwarded for the appropriate action directly to the administrator of the airport in question, or to the relevant authority within the airport, if applicable, for example in the case of complaints relating to customs and immigration procedures. Any complaints received that allege any breach of the company's ethical guidelines, including complaints of discrimination or any other infringement of human rights, are forwarded to the Internal Auditing Department. In 2021, the Internal Auditing Department investigated and resolved all complaints submitted by members of the public.

4.5 COMMUNITY IMPACT AND SUPPORT

The table below provides a breakdown of the direct economic value generated, distributed and retained by ASUR in 2021, in all business activities carried out in Mexico, Puerto Rico and Colombia.

FIGURE 6:
ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED

(Figures stated in millions of Mexican pesos)

ECONOMIC VALUE GENERATED	
Total economic value generated	18,785
ECONOMIC VALUE DISTRIBUTED	
Operating costs	9,082
Employee wages & benefits	1,044
Payments to providers of capital	3,334
Payments to governments	2,361
Community investments	3.1
Total economic value distributed	15,824
ECONOMIC VALUE RETAINED	
Total economic value retained	2,961

As per the methodology established in the Global Reporting Initiative's sustainability reporting guidelines, the figures in this table are based on ASUR's audited financial statements for the year 2021, which are prepared in accordance with the relevant financial reporting standards. The item "Total economic value generated" corresponds to the company's revenues. Under "Economic value distributed", the item of "Payments to providers of capital" includes interests on loans and dividends paid to shareholders. "Payments to governments" correspond to taxes, and the figure for community investments includes all cash donations, as well as the estimated values of donations in kind and man hours used for volunteer projects.

During the year 2021, ASUR did not receive any financial assistance from the Mexican government.

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

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

4.6 COMMUNITY INVOLVEMENT

ASUR's airports have been involved in a wide range of community projects at the local level for many years. Many of these projects are selected and administered by each airport individually, to respond to local needs and to promote a sense of ownership and greater commitment. Support is provided monetarily and in the form of outreach, donations of goods and services, as well as volunteering. In 2020 and 2021, as a direct result of the health emergency, many of these activities unfortunately had to be cancelled. The total estimated sum of ASUR's community investments in 2021, including donations in cash and in kind, was equivalent to \$3,050,056 (Mexican pesos).

ASUR's Board of Directors recently approved a management proposal to allocate a specific percentage of the company's earnings (EBITDA) for supporting community projects. While the airports will continue to provide the support that they always have, it is intended that this centralised programme should respond to specific strategic needs in the communities where we operate, and should be based on good community investment principles, with clearly established objectives and measurable results. The company will begin implementing this programme in 2022.

4.7 GOVERNMENT RELATIONS AND INFLUENCE ON PUBLIC POLICY

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

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

5.0

ENVIRONMENTAL RESPONSIBILITY

PRINCIPAL U.N. SUSTAINABLE DEVELOPMENT GOALS
ADDRESSED IN THIS SECTION:





5.1 MANAGEMENT STRATEGY

ASUR has a written policy (Appendix B) that expressly and formally sets forth the commitment of the company and its subsidiaries to take positive action in relation to the environment. This policy contains the stated goals of reducing the negative environmental effects of the company's operations and promoting environmental protection, the economical use of natural resources, and the reduction of the company's carbon footprint.

Each of ASUR's airports has an Environmental Management System that establishes guidelines and procedures for aspects such as training, monitoring, emergency response, and the environmental requirements for projects and contractors. The Environmental Management Systems of each of the Mexican airports are currently certified under the ISO 14001 programme. In addition to ISO 14001 certification, ASUR's airports have consistently been awarded Environmental Quality Assurance certification, which represents official confirmation by the Mexican environmental authorities that the recipient has complied in full with all observations resulting from the audits conducted by the authorities to enforce Mexican environmental legislation. To date, no administrative or judicial sanctions, including fines or non-monetary penalties, have been imposed on the company for failure to comply with national, international or local environmental laws or regulations.



All of the six executive officers of the company based in Mexico have differing responsibilities relating to environmental issues. Strategic objectives for environmental, social and governance issues have been established for each of them, effective as from 2022, and depending on the activities of each executive, they represent between 5% and 15% of the performance bonus payable.

On a day-to-day basis, the main responsibility for environmental issues within the organisation lies with the Chief Infrastructure and Compliance Officer, one of the six executive officers mentioned above. This position has responsibility for the oversight of infrastructure management (including infrastructure expansion), as well as all matters relating to the company's compliance with the various regulations it is subject to (including environmental regulations). ASUR's Operational and Safety Compliance Manager works below the Chief Infrastructure and Compliance Officer and manages a team of environmental coordinators, with members based in each of the airports in the Group.

Within the company's overall strategic approach to environmental matters, each of the nine Mexican airports in the Group establishes its own specific goals in accordance with local conditions. An overview of the principal environmental, social and governance strategic objectives for the company is available in Appendix C. Appendix D contains the specific environmental objectives for each of the Mexican airports.

5.2 SUMMARY OF ENVIRONMENTAL PERFORMANCE

FIGURE 7:
SUMMARY OF ENVIRONMENTAL PERFORMANCE INDICATORS FOR ALL AIRPORTS

TOTAL FIGURES, ALL AIRPORTS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	1,484,255	1,260,756	1,556,066	23.4%
Total water discharged	m ³	713,708	405,967	632,438	55.8%
Total electricity consumption	kWh	227,705,337	186,143,301	207,469,789	11.5%
	GJ	819,739	670,116	746,891	11.5%
Total hazardous waste produced	kg	36,705	39,185	46,731	19.3%
Total non-hazardous waste produced	t	8,295.5	4,304.6	6,620.4	53.8%
Non-hazardous waste recycled	t	1,468.2	810.0	1,083.0	33.7%
% non-hazardous waste recycled		18%	19%	16%	
Total fuel consumption	l	860,907	613,753	622,004	1.3%

PER-PASSENGER BASIS, ALL AIRPORTS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	26.6	48.9	31.3	-35.9%
Water discharged per passenger	l/pax	15.4	19.4	15.8	-18.4%
Electricity consumption per passenger	kWh/pax	4.1	7.2	4.2	-42.1%
	MJ/pax	14.7	26.0	15.0	-42.1%
Hazardous waste produced per passenger	g/pax	0.7	1.5	0.9	-38.1%
Non-hazardous waste produced per passenger	kg/pax	0.19	0.20	0.17	-15.0%
Fuel consumption per passenger	ml/pax	18.5	29.3	16.9	-42.5%

TOTAL FIGURES, MEXICO					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	797,217	692,355	836,640	20.8%
Total water discharged	m ³	457,066	263,128	415,040	57.7%
Total electricity consumption	kWh	113,315,672	92,644,182	105,913,939	14.3%
	GJ	407,936	333,519	381,290	14.3%
Total hazardous waste produced	kg	14,391	13,628	10,804	-20.7%
Total non-hazardous waste produced	t	6,679.9	3,238.6	4,695.7	45.0%
Non-hazardous waste recycled	t	1,119.2	501.1	795.6	58.8%
% non-hazardous waste recycled		17%	15%	17%	
Total fuel consumption	l	744,961	582,065	622,004	6.9%

PER-PASSENGER BASIS, MEXICO					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	23.3	41.7	28.7	-31.1%
Water discharged per passenger	l/pax	13.4	15.8	14.2	-10.1%
Electricity consumption per passenger	kWh/pax	3.3	5.6	3.6	-34.8%
	MJ/pax	11.9	20.1	13.1	-34.8%
Hazardous waste produced per passenger	g/pax	0.4	0.8	0.4	-54.8%
Non-hazardous waste produced per passenger	kg/pax	0.20	0.19	0.16	-17.3%
Fuel consumption per passenger	ml/pax	21.8	35.0	21.3	-39.1%

TOTAL FIGURES, PUERTO RICO					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	366,235	389,852	447,679	14.8%
Total water discharged	m ³		Data unavailable		
Total electricity consumption	kWh	96,467,458	80,925,840	84,513,534	4.4%
	GJ	347,283	291,333	304,249	4.4%
Total hazardous waste produced	kg	5,613	3,588	3,841	7.1%
Total non-hazardous waste produced	t	1,615.6	1,066.0	1,924.6	80.5%
Non-hazardous waste recycled	t	349.0	308.9	287.4	-7.0%
% non-hazardous waste recycled		22%	29%	15%	
Total fuel consumption	l		Data unavailable		

PER-PASSENGER BASIS, PUERTO RICO					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	38.8	80.5	46.2	-42.5%
Water discharged per passenger	l/pax		Data unavailable		
Electricity consumption per passenger	kWh/pax	10.2	16.7	8.7	-47.7%
	MJ/pax	36.8	60.1	31.4	-47.7%
Hazardous waste produced per passenger	g/pax	0.6	0.7	0.4	-46.4%
Non-hazardous waste produced per passenger	kg/pax	0.17	0.22	0.20	-9.7%
Fuel consumption per passenger	ml/pax		Data unavailable		

TOTAL FIGURES, COLOMBIA					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	320,803	178,549	271,747	52.2%
Total water discharged	m ³	256,642	142,839	217,398	52.2%
Total electricity consumption	kWh	17,922,207	12,573,279	17,042,316	35.5%
	GJ	64,520	45,264	61,352	35.5%
Total hazardous waste produced	kg	16,702	21,969	32,086	46.1%
Total non-hazardous waste produced	t		Data unavailable		
Non-hazardous waste recycled	t		Data unavailable		
% non-hazardous waste recycled					
Total fuel consumption	l	115,946	31,688	51,458	62.4%

PER-PASSENGER BASIS, COLOMBIA					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	26.1	41.3	25.1	-39.2%
Water discharged per passenger	l/pax	20.9	33.0	20.1	-39.2%
Electricity consumption per passenger	kWh/pax	1.5	2.9	1.6	-45.8%
	MJ/pax	5.3	10.5	5.7	-45.8%
Hazardous waste produced per passenger	g/pax	1.4	5.1	3.0	-41.6%
Non-hazardous waste produced per passenger	kg/pax		Data unavailable		
Fuel consumption per passenger	ml/pax	9.4	7.3	4.8	-35.1%

For a full breakdown of these performance indicators for each of the airports operated by ASUR in Mexico, Puerto Rico and Colombia, please refer to Appendix E.

5.3 EMERGING RISKS

Among the most significant environmental risks identified by the company are those associated with climate change, and the loss of natural habitats and biodiversity.

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

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



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

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

5.4 PRINCIPAL MITIGATION MEASURES

5.4.1 MITIGATION OF INFRASTRUCTURE EXPANSION

Large-scale infrastructure expansion at any of ASUR's airports, which tend to be surrounded by undeveloped land, often necessitates the modification or destruction of natural habitats. For this reason, projects of this type are only undertaken following careful consideration, consultation with local communities, and analysis of the mitigation measures that can be applied. Infrastructure expansion projects are only carried out when there is ample justification, usually to eliminate operational hazards or serious capacity constraints, in order to ensure the quality of service standards required of us by the relevant authorities.

In 2021, the most significant infrastructure expansion project that was completed in the airports in the Group was to increase the operational capacity of Mérida Airport. This project involved an extensive reconfiguration of terminal buildings and airside aviation aprons, in order to increase the number of passengers that the airport is able to handle, but did not entail any major extensions to the built-up surface areas or "footprint" of the airport. The scopes of several other planned infrastructure expansion projects were reassessed given the nature of the worldwide downturn in global aviation as a result of the Covid-19 pandemic.

All infrastructure expansion projects in the company's airports are carried out in compliance with our authorised Master Development Programmes, after completion of the requisite environment impact assessments, and in accordance with the mitigation measures imposed by the relevant environmental authorities.

5.4.2 MANAGEMENT OF CARBON EMISSIONS

ASUR is committed to contributing to the success of the long-term objectives of the Paris Agreement to limit global temperature rises to less than 2% compared to pre-industrial levels. In the medium-term, the company has set itself the target for the year 2028 of reducing carbon emissions per passenger by 50%, compared to a baseline of the relevant emissions in 2018.

This objective is mainly being pursued through the search for alternative sources of electricity, and a contract has been entered into with the operator of a solar plant, Prana Power, which is expected to begin supplying the company with clean energy in 2022. In 2021, the company also entered into contracts for the installation of solar panels in the car parking facilities of Cancún and Mérida Airports. This will be completed in 2022, and our objective is to include all the other Mexican airports in this initiative by 2025.

As part of the company's commitment to reducing greenhouse gas emissions, ASUR has registered its nine Mexican airports with the Airport Carbon Accreditation initiative organised by Airports Council International. The first stage of this process, which began in 2019, is to ensure robust mechanisms are in place to accurately measure the carbon footprint of the company's operations. We plan to advance to the next stage, involving emissions reductions, during 2022.

In 2015, in compliance with the Mexican Law on Climate Change, ASUR began reporting its scope 1 and scope 2 carbon emissions to the National Emissions Register (Spanish initials RENE). The methodology used for calculation of these emissions is published by the Mexican Environment and Natural Resources Ministry, and includes emissions factors for converting electricity consumption, fuel consumption, volumes of refrigerants, and so on, into metric tons of CO₂ equivalent. As per the reporting scheme established by the environmental authorities, our 2018 emissions report was subject to verification by an authorised independent auditor, involving site visits, interviews, and examination of supporting documents, and was found to be in compliance with a reasonable level of assurance. Our emissions report for 2021 will again be subject to independent verification.

In 2021, ASUR's nine Mexican airports produced a total of 50,202 tonnes of carbon dioxide (CO₂) or the equivalent in other greenhouse gases. Indirect GHG emissions resulting from the airports' electricity con-

sumption constitute by far the largest source of emissions: 44,802 tonnes of CO₂ in 2021, representing 89% of total emissions. The company's direct GHG emissions were comparatively low; emissions from facilities or equipment directly operated by ASUR accounted for 5,400 tonnes of CO₂, or 11% of total emissions. The most significant sources of direct GHG emissions in ASUR's airports are the refrigerants used in air-conditioning systems and fuel for vehicles such as airside buses and utility vehicles.

FIGURE 8:
SUMMARY OF CARBON EMISSIONS BY SOURCE

Carbon Emissions Report			
All figures expressed in tonnes of CO ₂ equivalent, Mexican airports only			
	2019	2020	2021
Scope 1 Emissions (Direct)			
Diesel	1,391.52	934.94	1,179.52
Gasoline	600.18	588.87	630.24
Liquid Petroleum Gas	30.59	26.90	25.39
Refrigerants	4,566.96	575.93	3,565.23
Total Scope 1 Emissions	6,589.25	2,126.64	5,400.39
Scope 2 Emissions (Indirect)			
Electricity Consumption	57,224.41	46,785.31	44,801.60
Total Scope 2 Emissions	57,224.41	46,785.31	44,801.60
TOTAL EMISSIONS, ALL SOURCES	63,813.66	48,911.95	50,201.98

It should be noted that the year-over-year increase in emissions between 2020 and 2021 is an anomaly: 2020 was an extremely atypical year in terms of the company's operations and the numbers of passengers served, due to the Covid-19 pandemic. Please also note that the company's carbon emissions figures at this time refer to the nine Mexican airports only; once we have completed the process of standardising calculation methodologies, we will begin reporting carbon emissions for Puerto Rico and Colombia.



5.4.3 ENERGY EFFICIENCY

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

The total amount of electricity consumed in all airports in the Group, including those in Mexico, Puerto Rico and Colombia, increased year-over-year by 11.5% from 2020 to 2021, while per-passenger consumption decreased by 42.1% over the same period. This variance may be explained by the start of a return to normal operations after the disruption caused by the Covid-19 pandemic.

5.4.4 WATER MANAGEMENT

ASUR is committed to responsible ground and wastewater management in all locations where we have operations, and the company has therefore established appropriate systems for managing both our water consumption and the wastewater and other effluents produced in the airports. We are currently working on identifying the airports based in locations with higher levels of water stress, so that our conservation efforts can be focused there first.

In accordance with the permits issued by the relevant authorities, the company extracts fresh water to supply airport terminals. The chillers in most of the company's air conditioning systems use brackish water extracted at low temperatures from deep underground, and therefore do not place a burden on local sources of water for drinking or irrigation. All wastewaters are given the appropriate treatments and then discharged into the environment, after the quality testing required by the authorities.

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

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

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

Overall, in 2021 ASUR's total water consumption in all airports in the Group, including those in Mexico, Puerto Rico and Colombia, increased by 23.4% compared to the previous year. Water consumption on a per-passenger basis, however, decreased by 35.9%. This variance may be explained by the start of a return to normal operations after the disruption caused by the Covid-19 pandemic. We have set ourselves the target of achieving a 5% reduction in freshwater consumption throughout the Group by 2025.

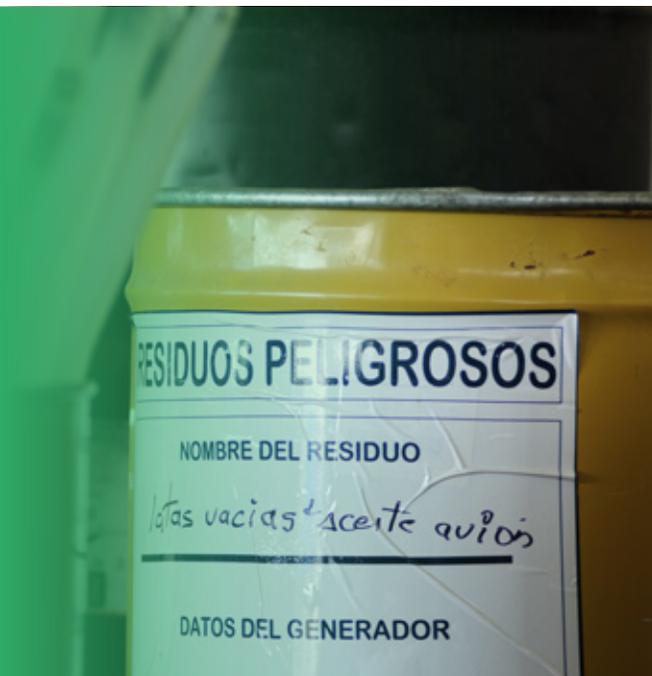


5.4.5 WASTE MANAGEMENT

An important aspect in ensuring that our operations do not damage local environments and ecosystems is to make sure that all the waste materials generated in our airports are appropriately disposed of. Consequently, each airport has waste management facilities for hazardous and non-hazardous waste. All waste materials classified as hazardous under local legislation are safely stored, appropriately labelled, and disposed of in strict adherence to the applicable regulations.

Non-hazardous waste is handled in separate facilities to avoid cross-contamination. Cancún Airport, which currently generates approximately 61% of all the non-hazardous waste in the Group, has a dedicated refuse-recycling plant, where reusable materials such as glass, PET plastic, cardboard and aluminium are sorted and sent for recycling. In 2021 Cancún Airport recycled 18% of the refuse it produced, up from 16% in 2020. All the other airports in the Group have now established similar recycling programmes.

Overall, in 2021 the airports in Mexico and Puerto Rico produced 6,620 tonnes of non-hazardous waste, or an amount of 0.2 kilograms per passenger. This represented an increase of 53.8% compared to the total for 2020, but a decrease of 15.0% when measured on a per-passenger basis. Of this total amount, 1,083 tonnes (16%) was recycled and the rest was sent for final disposal at local waste-handling facilities. The large discrepancies in these figures from one year to the next may be explained by the disruption caused in the company's normal operations by the Covid-19 pandemic.



5.4.6 FUEL CONSUMPTION

Petrol (gasoline) and diesel fuels are consumed mainly to operate emergency electricity generators, as well as a range of support vehicles, including shuttle buses for transporting passengers to various parts of the airports, utility vehicles, and so on. The total amount of fuel consumed by ASUR's airports in Mexico and Colombia increased from 2020 to 2021 by 1.3%, representing a decrease in per-passenger consumption of 42.5%. Once again, these atypical figures may be explained by the recent disruption caused to the company's operations by the Covid-19 pandemic.

The measurements of fuel consumption in ASUR's airports include only the fuel used in the facilities and the vehicles that are the property of the airport companies. They do not take into account fuel consumed by the airports' clients, suppliers, or contractors, or that consumed by aircraft for takeoff and landing procedures. ASUR has established the objective of achieving 100% mapping of all scope-3 carbon emissions by the year 2030.

5.4.7 BIODIVERSITY ISSUES

ASUR is committed to protecting biodiversity in the areas where we operate. This commitment includes responsible wildlife management, responsible ground water and wastewater management, and a commitment to limit the degradation of ecosystems and habitats wherever possible.

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

Since ASUR began operating each of the airports in Mexico, Puerto Rico and Colombia, there has only been one major expansion of an airport outside the area already assigned to each facility. This was for the land necessary to build the second runway at Cancún Airport, completed in 2009. As in all infrastructure expansion projects, detailed environmental impact assessments were carried out, including an inventory of local species of plants and animals that are vulnerable or endangered.



In various infrastructure expansion projects carried out by the company, more than 150,000 specimens of *Thrinax radiata* (known locally as the chiit palm) and *Coccothrinax readii* (or nakax palm) have been relocated and replanted. ASUR consults with local environmental authorities and external consultants on impact assessments such as these. Once new infrastructure becomes operational, the effectiveness of biodiversity management measures is subject to constant monitoring by the environmental team located in our airports.

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

5.5 COMPLEMENTARY ENVIRONMENTAL PROTECTION MEASURES

5.5.1 ENVIRONMENTAL STANDARDS FOR SUPPLY CHAIN

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

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

5.5.2 REDUCTION OF EMISSIONS BY AIRLINES

ASUR aims to assist its airline clients in reducing their carbon emissions wherever we can. The principal means that we have at our disposal to achieve this is by ensuring fast and efficient taxiing procedures for aircraft after landing and prior to takeoff.

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

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

6.0

CORPORATE
GOVERNANCE

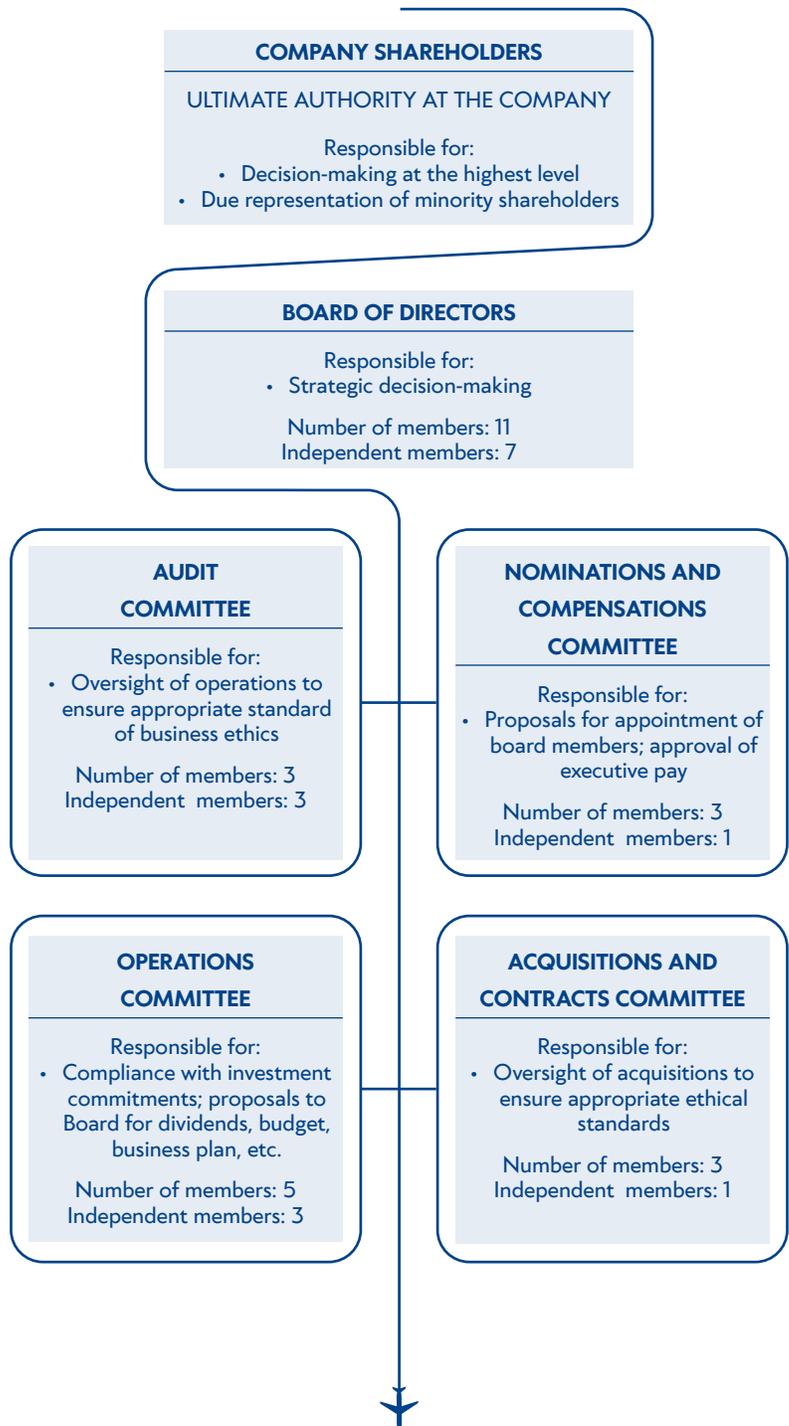




As a company that is publicly traded on the stock markets of both Mexico City and New York, ASUR adheres to a strict set of regulations in its corporate-governance practices. Our Board of Directors is made up of a majority of independent members, our Audit Committee is made up entirely of independent members and our other corporate-governance bodies all have varying degrees of independent oversight.

The term “independent” is defined in accordance with the Mexican Securities Market Law, and excludes any persons who are executive or non-executive employees of the company or its subsidiaries; shareholders that own a controlling share in the company; the company’s clients, service providers, suppliers, debtors, creditors and business partners, and their board members or employees; in general, any individuals who exert influence or authority over the company; and the relations by blood or marriage of any of the above.

**FIGURE 9:
OVERVIEW OF CORPORATE GOVERNANCE STRUCTURE OF ASUR**



6.1 SHAREHOLDERS' RIGHTS

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

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

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

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

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

6.2 DUTIES OF THE BOARD OF DIRECTORS

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

The Board of Directors is responsible for making strategic decisions regarding the company’s business operations. To do so, it receives reports from the company’s top management and corporate governance committees regarding such matters as the company’s financial performance, passenger figures, operations, compliance with investment commitments, and other important matters. On a yearly basis, the Board submits a report regarding its own activities and performance for the evaluation of the company shareholders.

FIGURE 10: MEMBERS OF ASUR CORPORATE GOVERNANCE BODIES



6.2.1

BOARD MEMBER PROFILES**FERNANDO CHICO PARDO**

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

JOSÉ ANTONIO PÉREZ ANTÓN

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

PABLO CHICO HERNÁNDEZ

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

AURELIO PÉREZ ALONSO

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

as a consultant for Arthur Andersen. Currently he is also the Chairman of the Board of Directors of CANAPAT (Mexico's National Chamber of Intercity and Tourism Transportation).

RASMUS CHRISTIANSEN

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

FRANCISCO GARZA ZAMBRANO

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

RICARDO GUAJARDO TOUCHÉ

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

GUILLERMO ORTIZ MARTÍNEZ

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

BÁRBARA GARZA LAGÜERA GONDA

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

HELIANE STEDEN

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

DIANA CHÁVEZ VARELA

Diana Chávez was appointed to our Board of Directors in 2021. She was the first woman to chair the United Nations Forum on Business and Human Rights. She is active on several advisory panels, including the Board of Trustees of UNITAR in Geneva and the Centre for Sport and Human Rights in London. She is the Executive Director of the Regional Centre for the Private Sector promoting the United Nations' Sustainable Development Goals. She previously directed the UN Global Compact in Latin America and the Caribbean. Over the course of her career she has obtained experience in sustainability, corporate affairs, multilateral processes and diplomacy. She has a bachelor's degree in English literature, further studies in national security and alternative conflict resolution, and master's degree in international relations and business administration

6.3 DUTIES OF THE CORPORATE GOVERNANCE COMMITTEES

AUDIT AND CORPORATE PRACTICES COMMITTEE

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

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

NOMINATIONS AND COMPENSATIONS COMMITTEE

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

OPERATIONS COMMITTEE

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

ACQUISITIONS AND CONTRACTS COMMITTEE

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

6.4 COMPOSITION OF CORPORATE GOVERNANCE BODIES

Board and Committee members are appointed in accordance with proposals presented by the Nominations and Compensations Committee, whose job it is to identify potential candidates, analyse their qualifications and expertise in the relevant strategic areas, and verify that they do not have any conflicts of interest with the company. Once a possible candidate has been identified for each vacant position, and this person has expressed his or her agreement to be appointed, the proposal is submitted for approval by either the company shareholders or the Board of Directors, as applicable.

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



All Board and Committee members are paid a fixed fee for each session they attend, which is proposed each year by the Nominations and Compensations Committee in line with market standards and is submitted for the approval of the company shareholders. The aggregate sum paid out by the company to Board and Committee members is reported in the relevant section of the Annual 20-F Report submitted to the Securities Exchange Commission, and amounted to 8.1 million pesos in the year 2021.

6.5 EXECUTIVE COMPENSATION

The compensation payable to the company's executive officers is subject to approval by the Nominations and Compensation Committee, and is reported to the independent Audit Committee. Compensation for all of the company's executive officers includes a fixed part and a performance-indexed part linked to a series of strategic objectives. Every executive officer has environmental, social and governance metrics that represent a percentage of variable compensation; the percentage and the specific metrics vary by position.

Fixed compensation generally represents 70% of total compensation, while variable compensation represents 30%. The performance parameters for variable executive compensation are also determined annually by the Nominations and Compensation Committee. The aggregate sum paid out in compensation to the company's 29 executive officers in Mexico, Puerto Rico and Colombia is reported in the relevant section of the Annual 20-F Report submitted to the Securities Exchange Commission, and amounted to 122.2 million pesos in the year 2021.

6.6 FREQUENCY OF SESSIONS AND ATTENDANCE RATE

As mentioned above, shareholders' meetings are held on at least an annual basis. The Board of Directors and the committees that report to it all hold four ordinary sessions per year, with the exception of the Audit Committee, which holds five, and the Nominations and Compensations Committee, which holds two. The Board and committees may also hold an extraordinary sessions that are needed.

In 2021, the Company's Board of Directors held four sessions, the Audit Committee held five sessions, the Operations Committee held four sessions, the Acquisitions and Contracts Committee held four sessions, and the Nominations and Compensations Committee held two sessions. There was a 94% attendance rate at these meetings.

FIGURE 11:
**ATTENDANCE RATES FOR EACH MEMBER OF ASUR CORPORATE
GOVERNANCE BODIES**

Name	Board of Directors	Audit Committee	Nominations Committee	Operations Committee	Acquisitions Committee
Fernando Chico	100%		100%	100%	100%
Pablo Chico	100%				
José Antonio Pérez	100%		100%	100%	
Aurelio Pérez	100%				100%
Diana Chávez	100%				
Rasmus Christiansen	100%			100%	100%
Bárbara Garza	100%		100%		
Francisco Garza	100%	100%		100%	
Ricardo Guajardo	75%	100%		75%	
Guillermo Ortiz	100%	80%			
Heliane Steden	75%				

7.0

CODE OF ETHICS AND **ANTI-CORRUPTION MEASURES**





7.1 CODE OF ETHICS AND POLICIES

All of ASUR's operations are founded on a series of core values: safety, honesty, respect, responsibility, quality and excellence, teamwork, commitment and confidentiality. ASUR has a written Code of Ethics that sets forth the company's ethical standards intended to uphold these values.

The Code of Ethics covers the general obligations of the company itself; the obligations of the company to its employees; the obligations of employees, executives and corporate governance officials to the company; the obligations of employees, executives and corporate governance officials to third parties; and the standards that ASUR expects from all parties in the value chain, including suppliers, clients, and contractors.

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

The company also has a series of written policies available to all staff members that are intended to ensure that its values are upheld, including policies on honesty and ethical conduct, as well as a policy against corruption and bribery that is based on the standards of the U.S. Foreign Corrupt Practices Act.



7.2 ANTICORRUPTION MEASURES

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

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

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

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

ASUR's Internal Auditing Department carried out audits in all nine Mexican airports in the Group, as well as the airports located in San Juan, Puerto Rico, and Colombia, and several commercial concession holders operating at the airports. Due to the Covid-19 pandemic and the resulting restrictions on travel to ensure safety, much of the programme of audits was performed remotely.

These audits resulted in a total of 10 critical observations, out of a total of 167. A total of 46 reports were submitted via the internal reporting system during the year, of which 18 were considered to be of critical importance, 18 were of medium importance and 10 were of minor importance.

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

7.3 COMPLIANCE PROCEDURES

A written copy of the company's Code of Ethics is provided to each new employee as part of the company's induction procedures. During 2021, 100% of the company's employees were provided with training relating to the Code of Ethics. Once a year, the company's Human Resources Department carries out an awareness campaign for all employees, whereby they are asked to complete and submit a questionnaire to demonstrate their knowledge of the company's ethical standards. Those employees with 100% of their answers correct are entered into a prize draw.

Also on an annual basis, company employees together with the members of the company's Board of Directors and corporate governance committees are required to certify in writing that they are familiar with the terms and have not incurred any violations of the Code of Ethics.

8.0

EXTERNAL
PROGRAMMES





8.1 SUSTAINABILITY INDICES

In 2011, ASUR was selected as one of the first group of companies to be part of the Mexico Stock Exchange Sustainability Index. To be considered for inclusion in the index, companies' practices and procedures in the areas of environment, governance and stakeholder issues are subject to a rigorous evaluation process, with the intention that the index can be used as a responsible-investment guide for ethical investors. As of the 31st of December 2021, ASUR continues to form part of the Mexico Stock Exchange Sustainability Index.

8.2 UNITED NATIONS GLOBAL COMPACT

The Global Compact is a voluntary initiative established by the United Nations to promote the values of social responsibility and respect for human rights in businesses around the world. ASUR became a signatory of the United Nations Global Compact (UNGC) in 2005, and the Chairman of ASUR's Board of Directors, Fernando Chico Pardo, held a position on the UN Global Compact Board between 2009 and 2015.



The UNGC requires companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption; these core values are the Ten Principles. Below is a table that states what the Ten Principles are and where they are addressed in the text of this report.

FIGURE 12:
UNITED NATIONS GLOBAL COMPACT PRINCIPLES

Principle	Refer to
1. Businesses should support and respect the protection of internationally proclaimed human rights	Section 2.0: Commitment to Human Rights
2. Businesses should make sure that they are not complicit in human rights abuses	Section 2.0: Commitment to Human Rights
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Section 2.0: Commitment to Human Rights
4. Businesses should uphold the elimination of all forms of forced and compulsory labour	Section 2.0: Commitment to Human Rights
5. Businesses should uphold the effective abolition of child labour	Section 2.0: Commitment to Human Rights
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	Section 2.0: Commitment to Human Rights
7. Businesses should support a precautionary approach to environmental challenges	Section 5.0: Environmental Responsibility
8. Businesses should undertake initiatives to promote greater environmental responsibility	Section 5.0: Environmental Responsibility
9. Businesses should encourage the development and diffusion of environmentally friendly technologies	Section 5.0: Environmental Responsibility
10. Businesses should work against corruption in all its forms, including extortion and bribery	Section 7.0: Code of Ethics and Anti-Corruption Measures

9.0

INDEX OF CONTENT RELATING TO **REPORTING STANDARDS**

Group
Pick-up
Area

Group
Pick-up
Area

2

13

馬維
傑特
CFO
PUBLISHER

14

馬維
傑特
CFO
PUBLISHER

15

16

U.N. SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goal	Refer to
SDG 3 GOOD HEALTH AND WELLBEING	Section 3
SDG 4 QUALITY EDUCATION	Section 3
SDG 8 DECENT WORK AND ECONOMIC GROWTH	Section 3
SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Section 4, Section 5
SDG 10 REDUCED INEQUALITIES	Section 4
SDG 13 CLIMATE ACTION	Section 5
SDG 15 LIFE ON LAND	Section 5

GRI REPORTING STANDARDS

Reporting Parameter	Description	Refer to
DISCLOSURES ON MANAGEMENT APPROACH		
DMA	Disclosure on Management Approach; Environment	Section 5.1: Management Strategy
DMA	Disclosure on Management Approach; Labour	Section 3.0: Quality of Life for Employees and Value Chain
DMA	Disclosure on Management Approach; Economic	Section 4.0: Community Involvement and Support
DMA	Disclosure on Management Approach; Society	Section 4.0: Community Involvement and Support
DMA	Disclosure on Management Approach; Human Rights	Section 2.1 Respect for Internationally Recognised Human Rights
STANDARD DISCLOSURES		
G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy	Section 1.0: Message from our C.E.O.
G4-3	Name of the organisation	Section 1.1: Company Profile
G4-4	Primary brands, products, and/or services	Section 1.1: Company Profile
G4-5	Location of organisation's headquarters	Section 1.1: Company Profile
G4-6	Number and names of countries where the organisation operates	Section 1.1: Company Profile
G4-7	Nature of ownership and legal form	Section 1.1: Company Profile
G4-8	Markets served	Section 1.1.5: Operating Data
G4-9	Scale of the reporting organisation	Section 1.1.4: Organisational Structure
G4-10	Total workforce by employment type, employment contract, and region	Section 3.2: Description of Workforce
G4-11	Percentage of employees covered by collection bargaining agreements	Section 3.2: Description of Workforce

Reporting Parameter	Description	Refer to
G4-12	Description of the organisation's supply chain	Section 3.7: Contractor Standards
G4-13	Significant changes during the reporting period regarding size, structure, or ownership	Section 1.1.6: Significant Changes in Operations during Reporting Period
G4-15	Externally developed initiatives to which the organisation subscribes or which it endorses	Section 8.0: External Programmes
G4-17	List of entities included in the organisation's financial statements or equivalent documents	Section 1.1.4: Organisational Structure
G4-18	Process for defining report content and aspect boundaries	Section 1.2.2: Identification of Material Aspects Section 4.2: Stakeholder Dialogue
G4-19	List of all material aspects identified in the process for defining report content	Section 1.2.2: Identification of Material Aspects
G4-20	For each material aspect, aspect boundary within the organisation	Section 1.2.2: Identification of Material Aspects
G4-21	For each material aspect, aspect boundary outside the organisation	Section 1.2.2: Identification of Material Aspects
G4-22	Effects of any restatements of information provided in previous reports, and the reasons for such restatements	Section 1.2.1 Scope and Limitations of Report
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	Section 1.2.1 Scope and Limitations of Report
G4-24	List of stakeholder groups engaged by the organisation	Section 4.2: Stakeholder Dialogue
G4-25	Basis for identification and selection of stakeholders with whom to engage	Section 4.2: Stakeholder Dialogue
G4-26	Organisation's approach to stakeholder engagement	Section 4.2: Stakeholder Dialogue
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Section 1.2.2: Identification of Material Aspects Section 4.2: Stakeholder Dialogue
G4-28	Reporting period	Section 1.2: Report Parameters
G4-29	Date of most recent previous report	Section 1.2: Report Parameters
G4-30	Reporting cycle	Section 1.2: Report Parameters
G4-31	Contact point for questions regarding the report or its contents	Section 1.2: Report Parameters
G4-32	Table identifying the location of the Standard Disclosures in the report	Section 9.0: GRI Standard Disclosures and Performance Indicators
G4-33	Policy and current practice with regard to seeking external assurance for the report	Section 1.2.1: Scope and Limitations of Report
G4-34	Governance structure of the organisation	Section 6.0: Corporate Governance
G4-56	Description of the organisation's values, principles, standards and norms of behaviour, such as codes of conduct and codes of ethics	Section 7.0: Code of Ethics
PERFORMANCE INDICATORS		
G4-EN1	Materials used by weight or volume	Section 5.4: Principal Mitigation Measures
G4-EN2	Percentage of materials used that are recycled input materials	Section 5.4: Principal Mitigation Measures
G4-EN3	Energy consumption within the organisation	Section 5.4.3: Energy Efficiency Section 5.4.6: Fuel Consumption
G4-EN6	Reduction of energy consumption	Section 5.4.3: Energy Efficiency Section 5.4.6: Fuel Consumption

Reporting Parameter	Description	Refer to
G4-EN8	Total water withdrawal by source	Section 5.4.4: Water Management
G4-EN15	Direct greenhouse-gas emissions (Scope 1)	Section 5.4.2: Management of Carbon Emissions
G4-EN16	Energy indirect greenhouse-gas emissions (Scope 2)	Section 5.4.2: Management of Carbon Emissions
G4-EN23	Total weight of waste by type and disposal method	Section 5.4.5: Waste Management
G4-EN27	Extent of mitigation of environmental impacts of products and services	Section 5.4.1: Mitigation of Infrastructure Expansion
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	Section 5.1: Management Strategy
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region	Section 3.3 Occupational Health Management System
G4-EC1	Direct economic value generated and distributed	Section 4.5 Community Impact and Support
G4-EC4	Significant financial assistance received from government	Section 4.5 Community Impact and Support
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Section 7.0 Code of Ethics and Anti-Corruption Measures
G4-SO4	Communication and training on anti-corruption policies and procedures	Section 7.0 Code of Ethics and Anti-Corruption Measures
G4-SO5	Confirmed incidents of corruption and actions taken	Section 7.0 Code of Ethics and Anti-Corruption Measures
G4-HR3	Total number of incidents of discrimination and actions taken	Section 2.7 Cases Identified Involving Human Rights Violations
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Section 2.2 Human Rights Due Diligence Procedures Section 3.7 Contractor Standards
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Section 2.2 Human Rights Due Diligence Procedures Section 3.7 Contractor Standards
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour	Section 2.2 Human Rights Due Diligence Procedures Section 3.7 Contractor Standards
AO1	Total number of passengers annually, broken down by passengers on international and domestic flights and broken down by origin-and-destination passengers and transfer, including transit, passengers	Section 1.1.5: Operating Data
AO4	Quality of storm water by applicable regulatory standards	Section 5.4.4: Water Management
AO6	Aircraft and pavement de-icing / anti-icing fluid used and treated by m ³ and/or tonnes	Section 5.4.4: Water Management
AO9	Total annual number of wildlife strikes per 10,000 aircraft movements	Section 5.4.7: Biodiversity Issues

SASB REPORTING STANDARDS

Reporting Parameter	Description	Refer to
SV-PS-330a.1.	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Section 3.2 Description of Workforce
SV-PS-330a.2.	(1) Voluntary and (2) involuntary turnover rate for employees	Section 3.2 Description of Workforce
SV-PS-510a.1.	Description of approach to ensuring professional integrity	Section 7.0 Code of Ethics and Anti-Corruption Measures
SV-PS-510a.2.	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Section 7.2 Anticorruption Measures

TCFD REPORTING STANDARDS

Reporting Parameter	Description	Refer to
Governance	Describe the board’s oversight of climate-related risks and opportunities.	Section 6.3 Audit and Corporate Practices Committee
Governance	Direct greenhouse-gas emissions (Scope 1)	Section 5.1 Management Strategy
Strategy	Energy indirect greenhouse-gas emissions (Scope 2)	Section 5.3 Emerging Risks
Risk Management	Total weight of waste by type and disposal method	Section 5.3 Emerging Risks
Risk Management	Extent of mitigation of environmental impacts of products and services	Section 5.3 Emerging Risks
Risk Management	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Section 5.3 Emerging Risks
Metrics and Targets	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region	Section 5.3 Emerging Risks
Metrics and Targets	Direct economic value generated and distributed	Section 5.4.2 Management of Carbon Emissions
Metrics and Targets	Significant financial assistance received from government	Section 5.4.2 Management of Carbon Emissions

10.0

APPENDIX

APPENDIX A

HUMAN RIGHTS POLICY

APPENDIX B

ENVIRONMENTAL POLICY

APPENDIX C

GLOBAL ESG STRATEGIC GOALS AND OBJECTIVES

APPENDIX D

ASUR ENVIRONMENTAL OBJECTIVES AND PERFORMANCE

APPENDIX E

ENVIRONMENTAL INDICATORS



APPENDIX A: HUMAN RIGHTS POLICY

TITLE: RESPECT FOR HUMAN RIGHTS

AREA RESPONSIBLE: CHIEF EXECUTIVE OFFICER

CODE: ORG-06

I. OBJECTIVE:

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

II. SCOPE:

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

III. POLICY:

1. GENERAL CLAUSES

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

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

- a. The right to life, in accordance with which the companies in the Group shall ensure that their employees have safe facilities in which to carry out their activities, where the risk of accidents is minimised and conditions are promoted that are conducive to good health;
- b. The right to personal integrity, in accordance with which the companies in the Group shall prohibit any behaviour that is demeaning or which is detrimental to the physical or mental wellbeing of their employees;
- c. The right to non-discrimination, in accordance with which all companies in the Group shall guarantee equal treatment for all employees;
- d. The right to exercise fundamental liberties, in accordance with which the companies in the Group will promote freedom of expression, encouraging frank and free communication between employees at all levels of the organisation, freedom of association and assembly, religious freedom and other social and cultural freedoms;
- e. The right to privacy, honour and a family life, in accordance with which the companies in the Group shall provide a source of decent, productive work, and shall afford the appropriate priority to the family relations of their employees;

- f. The right to information and the right to participation, in accordance with which the companies in the Group shall stimulate constant, candid dialogue and information flows from company to employee and vice versa, maintaining the necessary communication channels for this purpose;
- g. The right of defence, in accordance with which the companies in the Group shall ensure that in all internal matters in which an employee is involved, they shall have the appropriate opportunity to present any arguments they consider relevant, which shall be assessed and taken into consideration; and
- h. The right to a life free from violence, in accordance with which the companies in the Group shall under no circumstances tolerate physical aggression of any nature against an employee or their family members, or against any person using their facilities.

2. COMPLICITY

The obligation assumed by Grupo ASUR to respect and promote human rights shall also imply that its subsidiary companies shall at all times avoid being complicit in any human rights abuses. Consequently, the companies shall not actively participate nor shall they passively benefit, directly or indirectly, from any such abuses. The Group shall not sponsor or support any activity that is intended to incur, or may result in, any violation of the human rights of any individual or group, even when the companies

in the Group do not receive any benefit as a consequence. Finally, Grupo ASUR and all of its employees have the obligation to report to the competent authorities any instances of human rights abuses that they become aware of by any means.

3. FORCED LABOUR

Grupo ASUR supports the elimination of forced labour in all its forms. Consequently, the companies in the Group shall not under any circumstances oblige any person to carry out activities or labour of any nature unless voluntarily accepted by the person in question, and when there is a labour contract signed by both parties or another mutual agreement that formalises the employment relationship between company and employee, and sets forth the corresponding terms and conditions.

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

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

4. CHILD LABOUR

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

5. PERSONAL INTEGRITY

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

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

6. NON-DISCRIMINATION

Respect for others is one of ASUR's fundamental values, and the company's employees shall therefore be obliged to observe a policy of non-discrimination on the basis of ethnicity, nationality, gender, marital status, physical ability, religion, sexual orientation, socioeconomic class, political affiliation, or for any other reason.

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

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

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

The term employees in this context shall be understood to mean the board members, executive officers, subdirectors, airport administrators, managers, department heads, coordinators and employees in general of Grupo ASUR.

7. FREEDOM OF ASSOCIATION

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

APPENDIX B: ENVIRONMENTAL POLICY

TITLE: ENVIRONMENTAL PROTECTION
AREA RESPONSIBLE: CHIEF EXECUTIVE OFFICER
CODE: ORG-07

I. OBJECTIVE:

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

II. SCOPE:

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

III. POLICY:

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

ASUR will manage its operations with the aim of:

- preventing incidents that might have harmful effects on the environment;
- minimising emissions, effluents and the generation of solid waste as a result of the Group's operations;
- implementing measures that reduce the consumption of energy and natural resources within its facilities as far as possible;

- taking steps to reduce or compensate for greenhouse gas emissions due to the direct and indirect activities under the control of the Group; and
- adopting strategies to mitigate the effects of our operations on the environment.

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

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

APPENDIX C: GLOBAL ESG STRATEGIC GOALS AND OBJECTIVES

Presented to and approved by the Board of Directors, 10th March 2022

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

APPENDIX D: ASUR ENVIRONMENTAL OBJECTIVES AND PERFORMANCE

Airport	Objective	Activities	Measurement Parameter	Progress / Result
Cancún	Conservation of endangered species	Recovery and relocation of endangered plant and animals species from construction sites	Percent conclusion of project	100%
Cozumel	Reduce consumption of electricity	Replacement of two used air conditioning units with new, more efficient units	Percent conclusion of project	100%
Cozumel	Reduce consumption of electricity	Replacement of four high-capacity outdoor lighting units with LED technology	Percent conclusion of project	100%
Cozumel	Reduce consumption of fossil fuels	Replacement of two utility vehicles with new, more efficient units	Percent conclusion of project	100%
Cozumel	Reduce consumption of water	Replacement of 400 m of deteriorated water pipes with new pipes that do not leak	Percent conclusion of project	100%
Huatulco	Reduce consumption of water	Increase volume of treated water used for irrigation purposes by 5% compared to 2020	Percent conclusion of project	100%
Huatulco	Reduce consumption of electricity	Replacement of traditional bulbs with LED lighting system throughout check-in hall	Percent conclusion of project	36%
Huatulco	Conservation of natural resources	Display with campaign to reduce extraction of natural resources	Percent conclusion of project	100%
Huatulco	Reduce consumption of water	Automate system for filling main cistern	Percent conclusion of project	56%
Mérida	Improve quality of wastewater discharged	Reconfiguration and reconstruction of service area for wastewater treatment plant	Percent conclusion of project	50%
Minatitlán	Reduce consumption of water	Reduce total water extracted for consumption in airport by 5% compared to 2020	Percent increase in total water consumption	28.9%
Minatitlán	Reduce consumption of paper	Reduce amount of paper consumed in airport offices by 3% compared to 2020	Percent increase in total paper consumption	17.5%
Minatitlán	Reduce consumption of fossil fuels	Reduce amount of gasoline consumed in utility vehicles and staff transports by 3% compared to 2020	Percent increase in fuel consumption	6.0%

Airport	Objective	Activities	Measurement Parameter	Progress / Result
Minatitlán	Reduce consumption of fossil fuels	Reduce amount of diesel consumed in utility vehicles and staff transports by 3% compared to 2020	Percent decrease in fuel consumption	-3.8%
Minatitlán	Supply resources for reforestation of green areas	Deliver 1,200 fruit tree saplings grown on airport grounds to staff and public	Number of trees delivered	1448
Minatitlán	Recycling of solid non-hazardous waste	Recycle 1.5 tons of solid non-hazardous waste	Tons recycles	1.9
Oaxaca	Reforestation of green areas	Planting of 270 trees of endemic species in areas within and outside airport premises	Percent conclusion of project	100%
Oaxaca	Improve quality of wastewater discharged	Installation of additional compressor for wastewater aeration to create backup system at treatment plant	Percent conclusion of project	100%
Oaxaca	Reduce noise pollution	Installation of soundproof housing for visual landing aid emergency generator	Percent conclusion of project	100%
Oaxaca	Reduce consumption of electricity	Replacement of halogen lamps with LED lighting fixtures in various areas of airport	Number of bulbs replaced	210
Tapachula	Recycling of solid non-hazardous waste	Increase amount of solid, non-hazardous waste recycled by 2% compared to 2020	Percent conclusion of project	100%
Tapachula	Reduce consumption of electricity	Replacement of fluorescent lighting with LED lighting fixtures in various areas of airport	Number of bulbs replaced	212
Veracruz	Reduce consumption of electricity	Keep electricity consumption at or below consumption level of 2019	Percent reduction in electricity consumption	-12%
Villahermosa	Reduce solid non-hazardous waste produced	Update and improve waste management plan and present for approval by state environmental authorities	Percent conclusion of project	100%
Villahermosa	Reforestation of green areas	Planting of 250 trees of endemic species in areas outside airport premises	Percent conclusion of project	100%
Villahermosa	Improve quality of wastewater discharged	Reconfiguration and reconstruction of service area for wastewater treatment plant	Percent conclusion of project	100%
Villahermosa	Reduce solid non-hazardous waste produced	Construction of dedicated facility for producing compost	Percent conclusion of project	100%

APPENDIX E: ENVIRONMENTAL INDICATORS

ASUR ALL AIRPORTS					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	1,484,255	1,260,756	1,556,066	23.4%
Total water discharged	m ³	713,708	405,967	632,438	55.8%
Total electricity consumption	kWh	227,705,337	186,143,301	207,469,789	11.5%
	GJ	819,739	670,116	746,891	11.5%
Total hazardous waste produced	kg	36,705	39,185	46,731	19.3%
Total non-hazardous waste produced	t	8,295.5	4,304.6	6,620.4	53.8%
Non-hazardous waste recycled	t	1,468.2	810.0	1,083.0	33.7%
% non-hazardous waste recycled		18%	19%	16%	
Total fuel consumption	l	860,907	613,753	622,004	1.3%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	26.6	48.9	31.3	-35.9%
Water discharged per passenger	l/pax	15.4	19.4	15.8	-18.4%
Electricity consumption per passenger	kWh/pax	4.1	7.2	4.2	-42.1%
	MJ/pax	14.7	26.0	15.0	-42.1%
Hazardous waste produced per passenger	g/pax	0.7	1.5	0.9	-38.1%
Non-hazardous waste produced per passenger	kg/pax	0.19	0.20	0.17	-15.0%
Fuel consumption per passenger	ml/pax	18.5	29.3	16.9	-42.5%

ASUR MEXICO					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	797,217	692,355	836,640	20.8%
Total water discharged	m ³	457,066	263,128	415,040	57.7%
Total electricity consumption	kWh	113,315,672	92,644,182	105,913,939	14.3%
	GJ	407,936	333,519	381,290	14.3%
Total hazardous waste produced	kg	14,391	13,628	10,804	-20.7%
Total non-hazardous waste produced	t	6,680	3,239	4,696	45.0%
Non-hazardous waste recycled	t	1,119	501	796	58.8%
% non-hazardous waste recycled		17%	15%	17%	
Total fuel consumption	l	744,961	582,065	622,004	6.9%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	23.3	41.7	28.7	-31.1%
Water discharged per passenger	l/pax	13.4	15.8	14.2	-10.1%
Electricity consumption per passenger	kWh/pax	3.3	5.6	3.6	-34.8%
	MJ/pax	11.9	20.1	13.1	-34.8%
Hazardous waste produced per passenger	g/pax	0.4	0.8	0.4	-54.8%
Non-hazardous waste produced per passenger	kg/pax	0.20	0.19	0.16	-17.3%
Fuel consumption per passenger	ml/pax	21.8	35.0	21.3	-39.1%

ASUR PUERTO RICO					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	366,235	389,852	447,679	14.8%
Total water discharged	m ³		Data unavailable		
Total electricity consumption	kWh	96,467,458	80,925,840	84,513,534	4.4%
	GJ	347,283	291,333	304,249	4.4%
Total hazardous waste produced	kg	5,613	3,588	3,841	7.1%
Total non-hazardous waste produced	t	1,616	1,066	1,925	80.5%
Non-hazardous waste recycled	t	349	309	287	-7.0%
% non-hazardous waste recycled		22%	29%	15%	
Total fuel consumption	l		Data unavailable		

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	38.8	80.5	46.2	-42.5%
Water discharged per passenger	l/pax		Data unavailable		
Electricity consumption per passenger	kWh/pax	10.2	16.7	8.7	-47.7%
	MJ/pax	36.8	60.1	31.4	-47.7%
Hazardous waste produced per passenger	g/pax	0.6	0.7	0.4	-46.4%
Non-hazardous waste produced per passenger	kg/pax	0.2	0.2	0.2	-9.7%
Fuel consumption per passenger	ml/pax		Data unavailable		

ASUR COLOMBIA					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	320,803	178,549	271,747	52.2%
Total water discharged	m ³	256,642	142,839	217,398	52.2%
Total electricity consumption	kWh	17,922,207	12,573,279	17,042,316	35.5%
	GJ	64,520	45,264	61,352	35.5%
Total hazardous waste produced	kg	16,702	21,969	32,086	46.1%
Total non-hazardous waste produced	t		Data unavailable		
Non-hazardous waste recycled	t		Data unavailable		
% non-hazardous waste recycled					
Total fuel consumption	l	115,946	31,688	51,458	62.4%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	26.1	41.3	25.1	-39.2%
Water discharged per passenger	l/pax	20.9	33.0	20.1	-39.2%
Electricity consumption per passenger	kWh/pax	1.5	2.9	1.6	-45.8%
	MJ/pax	5.3	10.5	5.7	-45.8%
Hazardous waste produced per passenger	g/pax	1.4	5.1	3.0	-41.6%
Non-hazardous waste produced per passenger	kg/pax		Data unavailable		
Fuel consumption per passenger	ml/pax	9.4	7.3	4.8	-35.1%

CANCÚN AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	501,963	462,036	580,946	25.7%
Total water discharged	m ³	371,091	189,735	352,256	85.7%
Total electricity consumption	kWh	85,484,189	69,241,501	79,003,958	14.1%
	GJ	307,743	249,269	284,414	14.1%
Total hazardous waste produced	kg	2,950	7,973	5,636	-29.3%
Total non-hazardous waste produced	t	5,960	2,801	4,071	45.3%
Non-hazardous waste recycled	t	1,036	457	731	59.9%
% non-hazardous waste recycled		17%	16%	18%	
Total fuel consumption	l	436,876	292,694	311,415	6.4%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	19.7	37.6	26.0	-30.7%
Water discharged per passenger	l/pax	14.6	15.4	15.8	2.3%
Electricity consumption per passenger	kWh/pax	3.4	5.6	3.5	-37.1%
	MJ/pax	12.1	20.3	12.7	-37.1%
Hazardous waste produced per passenger	g/pax	0.1	0.6	0.3	-61.0%
Non-hazardous waste produced per passenger	kg/pax	0.23	0.23	0.18	-19.9%
Fuel consumption per passenger	ml/pax	17.1	23.8	14.0	-41.4%

COZUMEL AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	39,135	25,906	18,988	-26.7%
Total water discharged	m ³	27,494	23,243	11,432	-50.8%
Total electricity consumption	kWh	2,621,930	2,052,646	2,378,455	15.9%
	GJ	9,439	7,390	8,562	15.9%
Total hazardous waste produced	kg	4,036	1,397	1,539	10.2%
Total non-hazardous waste produced	t	50	29	52	82.6%
Non-hazardous waste recycled	t	22	12	19	59.4%
% non-hazardous waste recycled		45%	40%	35%	
Total fuel consumption	l	29,129	22,750	23,808	4.6%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	71.6	94.7	35.7	-62.3%
Water discharged per passenger	l/pax	50.3	85.0	21.5	-74.7%
Electricity consumption per passenger	kWh/pax	4.8	7.5	4.5	-40.4%
	MJ/pax	17.3	27.0	16.1	-40.4%
Hazardous waste produced per passenger	g/pax	7.4	5.1	2.9	-43.3%
Non-hazardous waste produced per passenger	kg/pax	0.09	0.11	0.10	-6.1%
Fuel consumption per passenger	ml/pax	53.3	83.2	44.8	-46.2%

HUATULCO AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	18,944	11,402	17,071	49.7%
Total water discharged	m ³	8,981	5,399	8,567	58.7%
Total electricity consumption	kWh	1,879,656	1,447,440	1,761,889	21.7%
	GJ	6,767	5,211	6,343	21.7%
Total hazardous waste produced	kg	1,672	263	510	93.7%
Total non-hazardous waste produced	t	115	37	53	42.4%
Non-hazardous waste recycled	t	6	2	3	17.2%
% non-hazardous waste recycled		5%	6%	5%	
Total fuel consumption	l	39,059	41,820	50,518	20.8%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	21.2	28.2	24.7	-12.6%
Water discharged per passenger	l/pax	10.1	13.4	12.4	-7.4%
Electricity consumption per passenger	kWh/pax	2.1	3.6	2.5	-28.9%
	MJ/pax	7.6	12.9	9.2	-28.9%
Hazardous waste produced per passenger	g/pax	1.9	0.7	0.7	13.0%
Non-hazardous waste produced per passenger	kg/pax	0.13	0.09	0.08	-16.9%
Fuel consumption per passenger	ml/pax	43.8	103.5	73.0	-29.5%

MÉRIDA AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	110,355	92,647	105,732	14.1%
Total water discharged	m ³	3,171	3,725	7,971	114.0%
Total electricity consumption	kWh	10,423,878	9,302,305	11,345,422	22.0%
	GJ	37,526	33,488	40,844	22.0%
Total hazardous waste produced	kg	1,720	1,419	756	-46.7%
Total non-hazardous waste produced	t	120	91	115	26.8%
Non-hazardous waste recycled	t	8	2	3	27.4%
% non-hazardous waste recycled		7%	2%	2%	
Total fuel consumption	l	50,783	43,304	47,491	9.7%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	39.5	70.6	50.8	-28.0%
Water discharged per passenger	l/pax	1.1	2.8	3.8	35.0%
Electricity consumption per passenger	kWh/pax	3.7	7.1	5.5	-23.0%
	MJ/pax	13.4	25.5	19.6	-23.0%
Hazardous waste produced per passenger	g/pax	0.6	1.1	0.4	-66.4%
Non-hazardous waste produced per passenger	kg/pax	0.04	0.07	0.06	-20.0%
Fuel consumption per passenger	ml/pax	18.2	33.0	22.8	-30.8%

MINATITLÁN AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	8,621	6,627	8,545	28.9%
Total water discharged	m ³	4,082	2,836	4,365	53.9%
Total electricity consumption	kWh	669,542	667,102	718,877	7.8%
	GJ	2,410	2,402	2,588	7.8%
Total hazardous waste produced	kg	280	479	183	-61.8%
Total non-hazardous waste produced	t	4	4	3	-7.7%
Non-hazardous waste recycled	t	3	2	2	-4.5%
% non-hazardous waste recycled		56%	54%	56%	
Total fuel consumption	l	30,811	26,419	30,476	15.4%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	58.2	93.1	86.7	-6.9%
Water discharged per passenger	l/pax	27.6	39.9	44.3	11.2%
Electricity consumption per passenger	kWh/pax	4.5	9.4	7.3	-22.2%
	MJ/pax	16.3	33.7	26.3	-22.2%
Hazardous waste produced per passenger	g/pax	1.9	6.7	1.9	-72.4%
Non-hazardous waste produced per passenger	kg/pax	0.03	0.05	0.04	-33.3%
Fuel consumption per passenger	ml/pax	208.0	371.2	309.3	-16.7%

OAXACA AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	22,952	17,400	19,664	13.0%
Total water discharged	m ³	8,670	7,959	5,427	-31.8%
Total electricity consumption	kWh	1,315,823	953,588	1,085,185	13.8%
	GJ	4,737	3,433	3,907	13.8%
Total hazardous waste produced	kg	1,059	585	609	4.1%
Total non-hazardous waste produced	t	127	80	124	55.6%
Non-hazardous waste recycled	t	8	4	12	196.8%
% non-hazardous waste recycled		6%	5%	9%	
Total fuel consumption	l	34,751	30,111	29,241	-2.9%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	19.2	29.0	21.5	-25.9%
Water discharged per passenger	l/pax	7.2	13.3	5.9	-55.3%
Electricity consumption per passenger	kWh/pax	1.1	1.6	1.2	-25.4%
	MJ/pax	4.0	5.7	4.3	-25.4%
Hazardous waste produced per passenger	g/pax	0.9	1.0	0.7	-31.8%
Non-hazardous waste produced per passenger	kg/pax	0.11	0.13	0.14	2.0%
Fuel consumption per passenger	ml/pax	29.1	50.3	32.0	-36.3%

TAPACHULA AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	15,598	13,244	14,731	11.2%
Total water discharged	m ³	7,940	5,276	4,749	-10.0%
Total electricity consumption	kWh	1,662,358	1,367,929	1,348,024	-1.5%
	GJ	5,984	4,925	4,853	-1.5%
Total hazardous waste produced	kg	656	320	352	10.0%
Total non-hazardous waste produced	t	38	23	52	129.4%
Non-hazardous waste recycled	t	2	1	2	229.5%
% non-hazardous waste recycled		5%	3%	4%	
Total fuel consumption	l	33,507	44,754	44,223	-1.2%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	40.5	46.5	34.7	-25.3%
Water discharged per passenger	l/pax	20.6	18.5	11.2	-39.6%
Electricity consumption per passenger	kWh/pax	4.3	4.8	3.2	-33.8%
	MJ/pax	15.5	17.3	11.4	-33.8%
Hazardous waste produced per passenger	g/pax	1.7	1.1	0.8	-26.1%
Non-hazardous waste produced per passenger	kg/pax	0.10	0.08	0.12	54.0%
Fuel consumption per passenger	ml/pax	86.9	157.1	104.2	-33.7%

VERACRUZ AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	41,804	29,992	33,884	13.0%
Total water discharged	m ³	11,784	10,914	11,751	7.7%
Total electricity consumption	kWh	5,530,974	4,583,051	4,883,448	6.6%
	GJ	19,912	16,499	17,580	6.6%
Total hazardous waste produced	kg	220	197	77	-60.9%
Total non-hazardous waste produced	t	141	88	123	40.0%
Non-hazardous waste recycled	t	19	9	14	56.5%
% non-hazardous waste recycled		13%	10%	11%	
Total fuel consumption	l	49,717	45,156	50,762	12.4%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	28.3	41.3	30.7	-25.6%
Water discharged per passenger	l/pax	8.0	15.0	10.6	-29.1%
Electricity consumption per passenger	kWh/pax	3.7	6.3	4.4	-29.8%
	MJ/pax	13.5	22.7	15.9	-29.8%
Hazardous waste produced per passenger	g/pax	0.1	0.3	0.1	-74.2%
Non-hazardous waste produced per passenger	kg/pax	0.10	0.12	0.11	-7.8%
Fuel consumption per passenger	ml/pax	33.7	62.1	46.0	-26.0%

VILLAHERMOSA AIRPORT					
TOTAL FIGURES					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Total water consumption	m ³	37,845	33,101	37,079	12.0%
Total water discharged	m ³	13,853	14,041	8,523	-39.3%
Total electricity consumption	kWh	3,727,322	3,028,620	3,388,681	11.9%
	GJ	13,418	10,903	12,199	11.9%
Total hazardous waste produced	kg	1,798	995	1,142	14.7%
Total non-hazardous waste produced	t	124	87	102	17.4%
Non-hazardous waste recycled	t	16	13	11	-10.9%
% non-hazardous waste recycled		13%	14%	11%	
Total fuel consumption	l	40,328	35,057	34,070	-2.8%

PER-PASSENGER BASIS					
Parameter	Unit mmt	2019	2020	2021	% change ('21 vs '20)
Water consumption per passenger	l/pax	30.4	51.4	38.0	-26.1%
Water discharged per passenger	l/pax	11.1	21.8	8.7	-59.9%
Electricity consumption per passenger	kWh/pax	3.0	4.7	3.5	-26.2%
	MJ/pax	10.8	16.9	12.5	-26.2%
Hazardous waste produced per passenger	g/pax	1.4	1.5	1.2	-24.3%
Non-hazardous waste produced per passenger	kg/pax	0.10	0.13	0.10	-22.5%
Fuel consumption per passenger	ml/pax	32.4	54.4	34.9	-35.9%

ASUR
AEROPUERTOS DEL SURESTE