

2022 Sustainability Report

OMA

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Ricardo Dueñas Espriu

MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

[GRI 2-11, 2-22]

Dear Stakeholders,

At OMA we take great pride in our continued growth, which enables us to strengthen our commitment to driving positive change in Mexico. We are dedicated to transforming and expanding our operations and airports in a sustainable and people-centered manner, creating benefits for the communities and environments in which we operate, as well as for all our stakeholders.

In 2022, we accomplished several remarkable milestones in both operational and sustainability endeavors. Despite the challenges posed by the COVID-19 pandemic to OMA and the aviation industry as a whole, we have made a full recovery from its impacts. In 2022, we served a total of 23.2 million passengers across all our airports, surpassing the pre-pandemic passenger traffic of 2019.

It is important to emphasize that the ongoing success and development of OMA are attributable to the dedicated efforts of our employees. Therefore, we strive to create equal opportunities for growth, and foster a diverse, positive and safe working environment. As a testament to our commitment, we were honored to be included in the Bloomberg Gender-Equality Index for the first time in 2022, among the ten recognized Mexican companies. Furthermore, I am pleased to share that OMA has once again been included in the Bloomberg Gender-Equality

Index for the second consecutive year in 2023. In addition, in 2022, OMA was also featured in the prestigious “Super Companies” ranking by Expansion magazine.

OMA remains steadfast in our commitment to mitigating the environmental impact of our operations. In 2022, we successfully installed solar panels at all our airports, generating approximately 18% of our total electricity consumption by year-end. Combined with our wind energy contract and other energy-efficiency measures, 95% of OMA’s electricity consumption came from clean energy sources.

Aligned with our ESG strategy, we conducted an updated sustainability materiality study during the year. Through this process, we identified 15 priority areas that are crucial for both OMA and our stakeholders. Our new strategy rests upon three fundamental pillars: sustainable business, support for people and communities, and environmental protection. These pillars are aligned with the United Nations’ Sustainable Development Goals and the principles of the Global Compact.

OMA stands stronger than ever, poised to tackle significant challenges and reap the rewards of our accomplishments. Our sustainability vision permeates every step we take, guiding our actions towards a more responsible future. Lastly, I express my gratitude for your interest in learning about the various initiatives outlined in this report, and for placing your trust in us everytime you travel through our airports.

Sincerely,

RICARDO DUEÑAS ESPRIU

CHIEF EXECUTIVE OFFICER





01 About Grupo Aeroportuario del Centro Norte

We are OMA .... a company with history

01 About Grupo Aeroportuario del Centro Norte
02 Our sustainability strategy
03 Our economic performance
04 Our governance, ethics, and compliance
05 Our People
06 Our Planet
07 Our Community
08 About our Sustainability Report

ABOUT OMA

[GRI 2-1, 2-2, 2-6]

Grupo Aeroportuario del Centro Norte, S.A.B. de C.V. ("OMA," the "Company," or the "Group") is a Mexican company listed on both the Mexican Stock Exchange and the NASDAQ Stock Exchange in New York. We operate and manage 13 international airports in north-central Mexico located in the metropolitan city of Monterrey the tourist centers of Acapulco, Mazatlán, Zihuatanejo, and several regional destinations such as Chihuahua, Culiacán, Durango, San Luis Potosí, Tampico, Torreón, and Zacatecas, as well as the border cities of Juárez and Reynosa. Through our combined operations we served 23.2 million passengers in 2022.

Our airports are important connection centers and gateways for people, investments, business, and for developing new opportunities. We have increased air connectivity and optimized the passenger experience by constantly expanding and renovating our airport infrastructure and service improvements, under conditions that guarantee the quality and safety of our operations.

As part of the Company's growth, and with the objective of continuing to provide additional service alternatives that drive mobility and generate opportunities in each location, OMA is developing multi-functional infrastructure that translates into optimal facilities for passengers, air and land cargo, as well as the development of commercial and real estate services.

As of December 7, 2022, VINCI, SA, through its subsidiary VINCI Airports, became our largest indirect shareholder through a share purchase transaction in which it acquired 29.99% of OMA's capital stock. As a result of this transaction, and through the stake acquired by VINCI Airports, as of that date, six new members of OMA's Board of Directors. These new members are part of the management team of different VINCI subsidiaries. For more information about this transaction, please refer to OMA's Annual Report or Form 20-F for the year ended December 31, 2022, available on our website.

VINCI Airports is a global leader in airport concessions around the world, which as of December 31, 2022 holds equity stake and/or operating contracts in more than 65 airports in 12 countries.

As part of its operations, VINCI Airports has established clear strategies and objectives to generate an environmental transition that will lead to net-zero emissions throughout its airport network by 2050, while also reducing and optimizing water and waste management.

All of the airports in the VINCI Airports network have been tasked with establishing a pathway towards optimization, which includes reducing carbon emissions, protecting biodiversity and natural areas, and controlling natural resources.

VINCI Airports' strategy is based on three priorities:

- To be a leader in reducing emissions through energy efficiency-related measures, and the use of renewable sources.
- To see beyond our own operations and help stakeholders reduce their carbon footprint.
- To support all regions in their energy transition.

OMA develops multi-functional infrastructure that translates into optimal facilities for passengers, air and land freight, and the development of commercial and real estate services

VINCI Airports launched its environmental strategy in 2015, which is unique in the airport sector, and it now includes this strategy as a fundamental component of its strategic priorities.[1]

Once OMA is fully integrated into VINCI's operations as an indirect subsidiary of VINCI Airports, we will align with and adopt the best practices and strategies established by VINCI and its subsidiaries, which are intended to create a positive impact throughout all operations ("Positive Mobility").[2]

1. For more information about VINCI's strategy and objectives, please click on the following link: https://www.vinci-airports.com/en/environmental-responsibility
2. For more information about "Positive Mobility," please click on the following link: https://www.vinci-concessions.com/en/



OUR HISTORY

[GRI 2-1]









1998 - 2006

1998

Government creates 13 aiport concessions

2000

Government privatizes concessions. ICA, ADP and VINCI win process

2005

OMA Carga starts operations

VINCI divestment

2006

Initial Public Offering on Mexican Stock Exchange and Nasdaq

Inauguration of Terminal C in Monterrey

2009 - 2013

2009

Inauguration of NH Collection T2 Hotel in Mexico City Airport

2010

Inauguration of Terminal B in Monterrey

2012

OMA-VYNMSA Industrial Park creation

2013

ICA follow-on offering of OMA shares

2015 - 2020

2015

Hilton Garden Inn Hotel begins operations at Monterrey airport

2016

Fintech involvement through ICA

ADP divest-ment in SETA

2019

Start of construction works of Terminal A expansion in Monterrey

2020

ICA divestment

2021 - 2022

2021

First Green Bond issuance in the Mexican market by an airport group

2022

Second Sustainability-Linked bond issuance in the world by an airport group

VINCI becomes main shareholder by acquiring Fintech´s stake

OUR CULTURE

MISSION

To develop world class airport facilities and services in terms of quality and safety that meet the needs of our clients and promote our sustainable development.

VISION

To be Mexico's leading airport operator, creating value for the air transportation industry, our people, and our shareholders, with the following values:

VALUES

Sustainability

Benefiting current and future generations through our operations.

Ethics

Performing our activities with integrity.

Collaboration

Promoting initiatives that contribute to teamwork.

Innovation

Applying new ideas that provide solutions and support continuous improvement.

Customer service

Exceeding expectations with our service-oriented focus.

INFRASTRUCTURE AND SUSTAINABLE OPERATIONS

[GRI 2-6, 2-7]

We are a Mexican company with 1,256 employees as of December 31, 2022, of whom 1,105[3] are part of airport operations and corporate offices. Our main business consists of operating, managing, and developing 13 airports in nine states throughout Mexico.

Additionally, through our diversification strategy, we have invested in real estate businesses, such as the NH Collection Hotel T2 inside Terminal 2 at the Mexico City Airport, and the Hilton Garden Inn Hotel in the Monterrey Airport, as well as an industrial park located in the Monterrey Airport. We also operate bonded warehouses under the OMA Carga brand.

Our corporate offices are located at Avenida Patriotismo 201, piso 5, Colonia San Pedro de los Pinos, C.P. 03800, Mexico City, Mexico.



3. As of December 31, 2022, 151 people were working at our NH Collection T2 and Hilton Garden Inn hotels. Our operating partners manage the personnel of these businsess, therefore the information on GRI indicators in this report will not be presented for this segment of the business.

CORPORATE STRUCTURE

[GRI 2-1]

The following is a list of OMA's consolidated subsidiaries as of December 31, 2022:

AIRPORT CONCESSIONS

1. Aeropuerto de Acapulco, S.A. de C. V.
2. Aeropuerto de Ciudad Juárez, S.A. de C.V.
3. Aeropuerto de Culiacán, S.A. de C.V.
4. Aeropuerto de Chihuahua, S.A. de C.V.
5. Aeropuerto de Durango, S.A. de C.V.
6. Aeropuerto de Mazatlán, S.A. de C.V.
7. Aeropuerto de Monterrey, S.A. de C.V.
8. Aeropuerto de Reynosa, S.A. de C.V.
9. Aeropuerto de San Luis Potosí, S.A. de C.V.
10. Aeropuerto de Tampico, S.A. de C.V.
11. Aeropuerto de Torreón, S.A. de C.V.
12. Aeropuerto de Zacatecas, S.A. de C.V.
13. Aeropuerto de Zihuatanejo, S.A. de C.V.

HOTEL SERVICES SUBSIDIARIES

- H Holding Consorcio Grupo Hotelero T2, S.A. de C.V.
- H Consorcio Grupo Hotelero T2, S.A. de C.V.
- H Consorcio Hotelero Aeropuerto Monterrey, S.A.P.I. de C.V.
- H Servicios Hoteleros Aeropuerto Monterrey, S.A. de C.V.
- H Servicios Corporativos TerminalT2, S.A. de C.V.

INDUSTRIAL PARK SUBSIDIARIES

- IP OMA-VYNMSA Aero Industrial Park, S.A. de C.V.

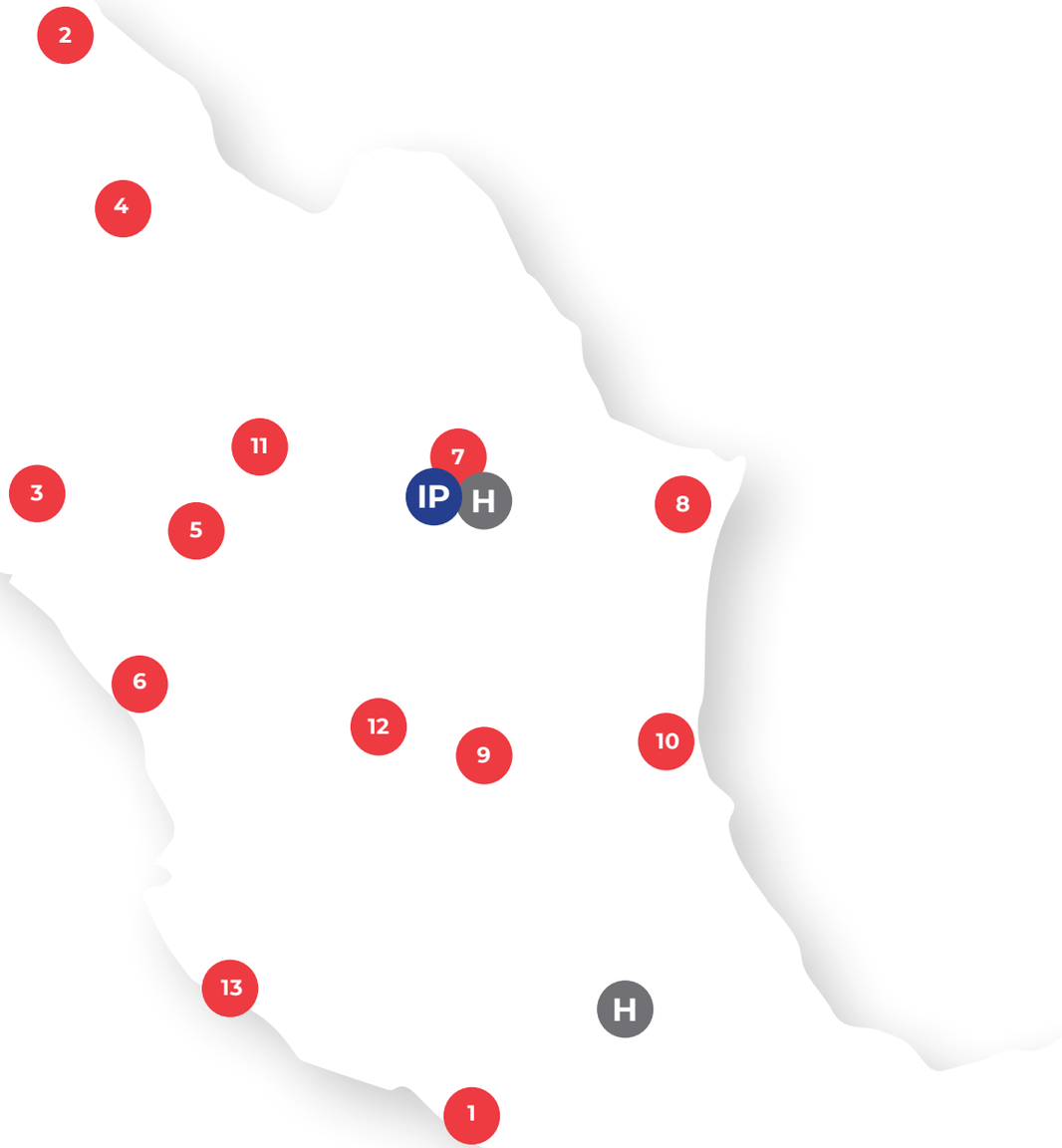
COMMERCIAL SERVICES[i]

- C OMA Logística, S.A. de C.V.

OTHER[ii]

- O Servicios Aeroportuarios del Centro Norte, S.A. de C.V.
- O Servicios Complementarios del Centro Norte, S.A. de C.V.
- O Servicios Aero Especializados del Centro Norte, S.A. de C.V.
- O Operadora de Aeropuertos del Centro Norte, S.A. de C.V.

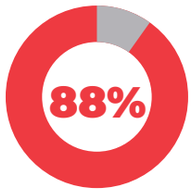
i. OMA Logistica operates commercial businesses in our airports and cargo warehouse in Monterrey
ii. Other. Subsidiaries that provide services across all airports.



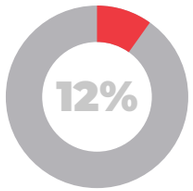
OMA IN NUMBERS 2022[4]

[GRI 2-7, 201-1]

23.2 million passengers served **+28.8%**



domestic



international

Aeronautical revenues
Ps.7,056
+33.7%

Non-Aeronautical revenues ("NAR")
Ps.2,230
+34.9%

Commercial activities	Diversification activities	Complementary activities
50% of NAR	**34%** of NAR	**16%** of NAR

Adjusted EBITDA
Ps.7,088
+38.7%
Margin
76.3%

EMPLOYEES 1,256

EXECUTED INVESTMENTS:
Ps.3,277

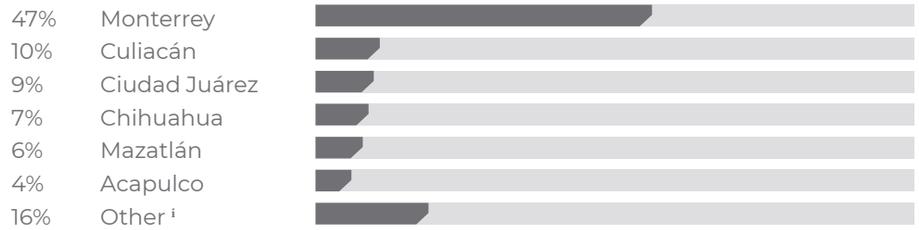
Issuance of Ps.4,000 in Mexico through sustainability-linked bonds

Note: figures in millions of Mexican pesos.

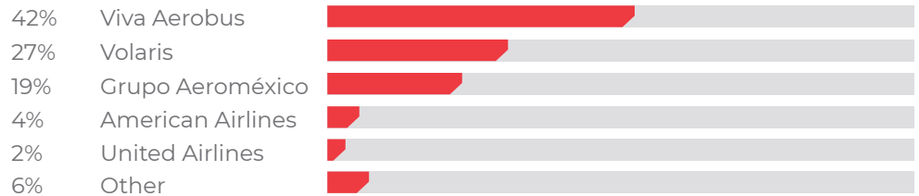
4. The percentages presented correspond to the growth with respect to 2021.

OUR PASSENGER TRAFFIC

BY AIRPORT



BY AIRLINE



Note: Passenger traffic of 2022.
i. Other airports include: Torreón, San Luis Potosí, Zihuatanejo, Reynosa, Durango, Tampico, and Zacatecas.

OMA OPERATIONS

[GRI 2-6]

The Company has concessions to manage, operate, and develop 13 airports in Mexico, all of which are concentrated in the north-central region of the country. Each of OMA's concessions has a 50-year term beginning November 1, 1998.

As operator of the 13 airports under the concession agreements, OMA receives certain fees from airlines, passengers and other users for the use of its airport facilities. It also receives revenues for the purpuse of rental and other commercial and diversification activities in its airports, such as the leasing of spaces to restaurant and retailers, parking facilities operation, operation of the OMA Carga business, NH Collection T2 Hotel and Hilton Garden Inn Hotel, among others.

REVENUES FROM AERONAUTICAL SERVICES

Aeronautical services represent the most significant source of the Company's revenues. All revenues from aeronautical services are subject to the maximum tariff regulation system applicable to airports.

Revenues from aeronautical services are mainly related to the following items: passenger charges, landing fees, aircraft parking charges, passenger walkway charges, and fees for screening passengers and their carry-on baggage. Revenues from aeronautical services rely mainly on the following factors: volume of passenger traffic, number of air traffic movements, weight of the aircraft, the duration of an aircraft's stay at the airport, the time of day the aircraft operates at the airport and the specific prices charged for the service.

REVENUES FROM NON-AERONAUTICAL SERVICES[5]

Historically, non-aeronautical services have generated a lower percentage of the Company's revenues compared to aeronautical services.

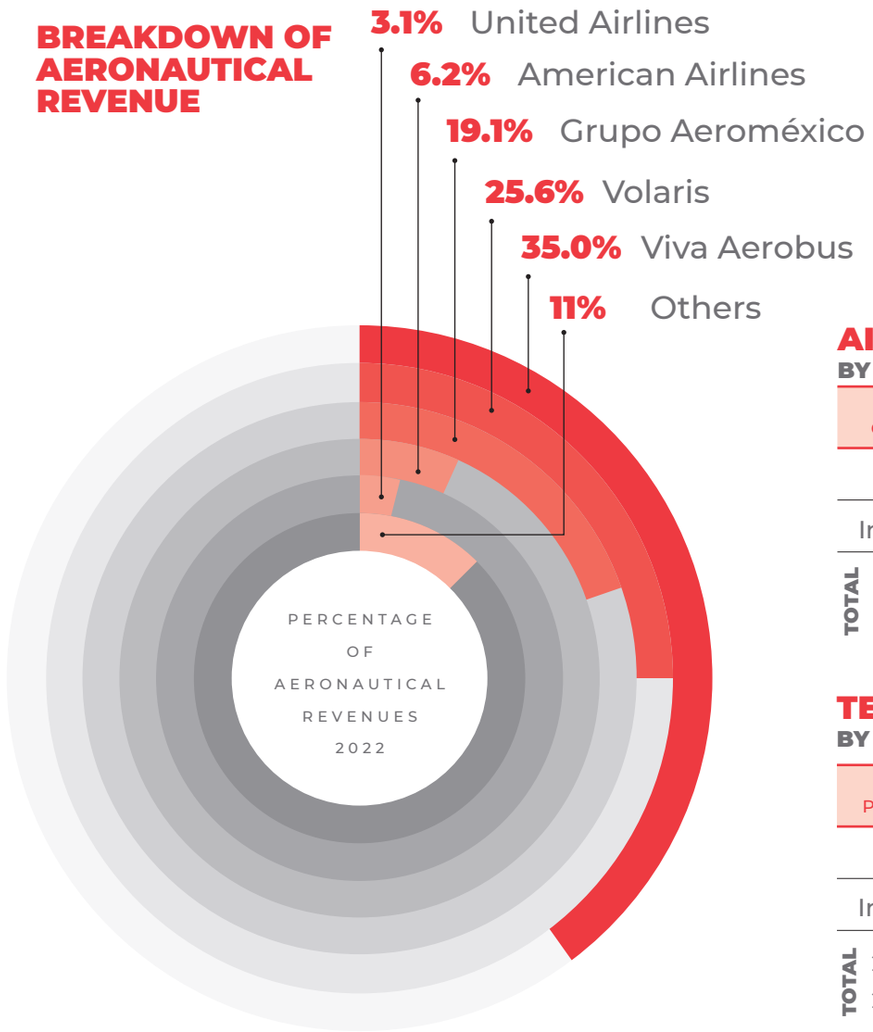
The revenues from non-aeronautical services provided by OMA are principally derived from (i) commercial activities, such the leasing of space in our airports to retailers, restaurants, and other services, maintaining and operating parking facilities and advertising; (ii) diversification activities such as OMA Carga, hotel services, and lease of the industrial park, as well as real estate services; and (iii) complementary activities that mainly include the mentioned baggage-screening system and leasing of certain areas to airlines.

5. Non-aeronautilcal revenue in 2022 was integrated by: 50% commercial activities, 34% diversification activities and 16% complementary activities.

AIRPORT INFORMATION

[GRI 2-6]

BREAKDOWN OF AERONAUTICAL REVENUE



AIR TRAFFIC MOVEMENTS [6]

BY TYPE OF OPERATION

TYPE OF OPERATION	2021	2022
Domestic	237,735	258,912
International	41,622	40,190
TOTAL 2021	279,357	
TOTAL 2022	299,102	

AIR TRAFFIC MOVEMENTS [6]

BY TYPE OF AVIATION

TYPE OF OPERATION	2021	2022
Commercial aviation	172,410	196,997
General aviation	106,681	101,475
Charter aviation	266	630
TOTAL 2021	279,357	
TOTAL 2022	299,102	

TERMINAL PASSENGERS

BY ORIGIN AND DESTINATION

TERMINAL PASSENGERS	2021	2022
Domestic	15,723,316	20,506,631
International	2,301,848	2,714,115
TOTAL 2021	18,025,164	
TOTAL 2022	23,220,746	

TERMINAL PASSENGERS

ARRIVALS AND DEPARTURES

TERMINAL PASSENGERS	2021	2022
Arrivals	8,994,209	11,757,714
Departures	9,030,955	11,463,032
TOTAL 2021	18,025,164	
TOTAL 2022	23,220,746	

6. Air traffic movement is either a departure or an arrival of an aircraft.

COMMERCIAL ACTIVITIES

NON-AERONAUTICAL BUSINESS OVERVIEW 2022

[GRI 2-6]



Parking

31% OF COMMERCIAL REVENUES
Direct operation and management of parking areas across our airports



Car Rental

18% OF COMMERCIAL REVENUES
250 + spaces of reservations, VIP services, delivery offices and vehicle shelter spaces



Restaurants

16% OF COMMERCIAL REVENUES
120+ spaces for local and international franchises 9,300 m²



Retail & Duty Free

13% OF COMMERCIAL REVENUES
200+ spaces for retail 7,000 m2



Other

8% OF COMMERCIAL REVENUES
Includes communications and networks, shared time, hotel promotion, financial services and passenger services



Advertising

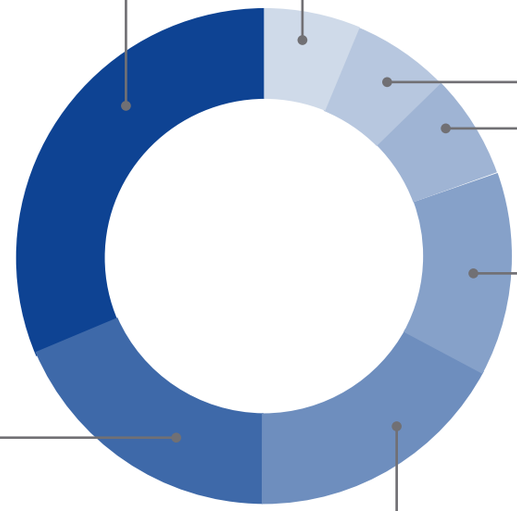
7% OF COMMERCIAL REVENUES
Along with advertising providers, commercialize 900+ advertising spaces



VIP Lounges

7%
OF COMMERCIAL REVENUES
12 lounges in 2,400 m2, of which 9 are directly operated by OMA under the OMA Premium Lounge brand

Four new lounges under construction in Durango, Reynosa, Tampico and Zihuatanejo & remodeling in Monterrey, Acapulco, Mazatlán and San Luis Potosí



DIVERSIFICATION ACTIVITIES

NON-AERONAUTICAL BUSINESS OVERVIEW 2022

43%* | 31%* | 12%* | 10%* | 4%*

OMA CARGA

Four bonded warehouses for cargo logistics services:

i. Monterrey - Ground Cargo
ii. Monterrey - Air Cargo
iii. Ciudad Juárez
iv. Chihuahua

NHT2 COLLECTION

90% stake in a 287-room hotel inside Terminal 2 of Mexico City airport

HILTON GARDEN INN

85% stake in a 134-room hotel at the Monterrey airport under the Hilton Garden inn brand

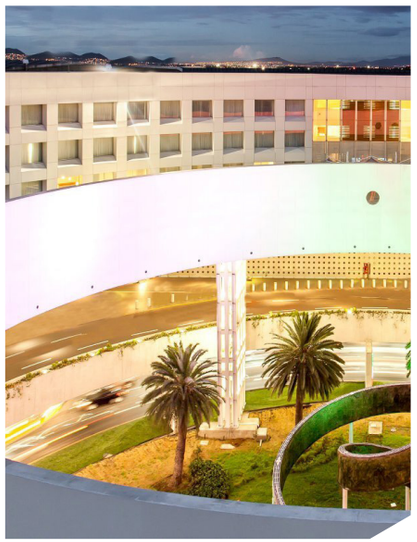
INDUSTRIAL PARK MTY

Since 2015, 51% stake in an industrial park with 10 operating warehouses and a leasable area of 64,000 m^2

REAL ESTATE & OTHER

Real estate activities include a strip mall, a gas station and office rentals at the Monterrey airport, among others











* Percentage of diversification revenues in 2022

CERTIFICATIONS AND AWARDS [GRI 2-28]

The sustainable management of our Company is based on international norms and standards such as the Organization for Economic Cooperation and Development (OECD), the World Bank (WB), and the United Nations (UN) through the Sustainable Development Goals.

INTEGRATED MANAGEMENT SYSTEM:

OMA has implemented a Management System that integrates Quality, Security, Occupational Health, the Environment, and Social Responsibility, which ensures suitability, adaptation, and efficacy in achieving sustainability objectives.

This system covers the provision of administrative services at facilities in the airport terminals, including passenger and baggage screening, cleaning and maintenance facilities and operation of parking, with coverage including the corporate offices and the 13 airports operated by the Group. With these activities we ensure continuous improvement in the following processes:

- **Services management:** information to users, security, and control.
- **Administration and conditioning of facilities and equipment**: cleaning, supply, conservation, and maintenance.
- **Leasing of spaces:** commercial locations and parking lots.

★★★★★

CIVIL AERODROME CERTIFICATION

The International Civil Aviation Organization (ICAO) is the main entity responsible for standardizing international civil aviation. It issues rules and recommendations through documents and annexes that serve as reference for developing best practices in cases where there are no domestic standards.
As of 2022, 11 of our 13 airports are certified as Civil Aerodromes, with the objective of ensuring compliance with the rules and methods described in Volume 1 of Annex 14 of the Convention on International Civil Aviation established by the ICAO, as well as applicable domestic regulation issued by the Federal Civil Aviation Agency (AFAC).

★★★★★

AIRPORT CARBON ACCREDITATION

The Group's 13 airports currently[7] have Level 1 Accreditation from the Airport Carbon Accreditation ("ACA") Program, which is issued by the Latin America and the Caribbean region of Airports Council International ("ACI-LAC").

★★★★★

FAMILY RESPONSIBILITY COMPANY CERTIFICATE

In 2022, the Mexican Ministry of Labor and Social Welfare (STPS) gave us special recognition for 11 years of implementing and promoting wide-ranging policies and practices at work, personally and professionally, to benefit our employees.

★★★★★

CSR AWARD

For 12 years OMA has been recognized as a Socially-Responsible Company "ESR" by the Mexican Center for Philanthropy (CEMEFI) and the Alliance for Corporate Social Responsibility (AliaRSE).
This award highlights the Group's commitment to the principles of transparency and accountability in our operations in terms of social and environmental performance.

★★★★★

DISTINCTIVE "S"

13 airports have received the Distintivo "S" or the Distinctive "S" Award granted by the Ministry of Tourism, recognizing our practices as a company in the tourism sector that operates according to global sustainability criteria.

7. The ACA accreditation process began in 2022 and concluded in February 2023.

SAFE COMPANY AWARD

Of our 13 airports, 10 have the Safe Company Award granted by the Mexican Ministry of Labor and Social Welfare (STPS). This award is granted to companies that have a safe place for their workers as part of their strategy to reduce the risk of occupational accidents and illnesses.

We are proud that our airports in San Luis Potosí, Acapulco, Ciudad Juárez, Culiacán, Monterrey, Mazatlán, Torreón and Zihuatanejo are certified as Level 3 Safe Company, which is granted to companies with achievements in health and safety at work. Zacatecas is certified as Level 2, which is granted to companies with continous improvement activities in health and safety; and Reynosa is certified as Level 1, which is granted to companies in compliance with health and safety standards.

HEALTH SECURITY DISTINCTION

The Mexican Social Security Institute (IMSS) recognized OMA with this award due to its achievements as a workplace committed to implementing safety measures to prevent and stop contagion chains of the SARS-CoV-2 virus.

SUPER COMPANIES

For the first time OMA was included in the ranking of "Super Companies" in the *Expansión* magazine and the firm TOP Companies, which ranks companies with the most innovative corporate practices in creating a positive work environment. Our Company participated in the category of companies with 500 to 3,000 employees. This effort has materialized thanks to the strategies to develop the organizational culture, which have been implemented to improve human capital management.

ENVIRONMENTAL QUALITY CERTIFICATE

All OMA airports have received the Environmental Quality Certificate granted by the Federal Office for the Protection of the Environment (PROFEPA), as a result of complying with applicable Mexican environmental regulations and laws, and the Official Mexican Standards (NOM) in force.

Environmental Commitment Recognition

This award is given by the Federal Environmental Protection Agency (PROFEPA) of the government of Mexico, to companies whose production processes and various activities include a sustainability-focused environmental strategy.

AFFILIATIONS WITH TRADE ASSOCIATIONS AND CORPORATE CHAMBERS

[GRI 2-28]

- Mexican Employers' Association (COPARMEX)
- Association of Human Resources Professionals (ERIAC)
- Institute of Public Accountants of Nuevo León (ICPNL)
- Local Committee for Mutual Help (CLAM)
- Binational Council for Economic Growth of Reynosa (COBIFER)
- Trust for Tourist Promotion (FIDETUR)
- Council for Economic Development of Sinaloa (CODESIN)
- Logistics Cluster
- Tourism Cluster
- Mexican Association of Travel Agencies in Nuevo León
- Hotel Association of Monterrey
- Monterrey Office of Conventions and Visitors
- National Chamber for the Transformation Industry
- National Chamber of Commerce, Services, and Tourism





02 Our sustainability strategy

We are OMA ....a company that drives sustainable development

A SUSTAINABLE AND RESILIENT BUSINESS

[GRI 2-22]

It is important that our Company's operations and businesses contribute to the well-being of its numerous stakeholders, and to protecting the environment. We work permanently to fulfill this objective, and our effort is reflected in the development of airports with innovative infrastructure and high-quality services.

Each of our operations has an important social aspect, which is respect for human rights, and the responsibility we have to create a culture that is solidly behind occupational health and safety matters, issues that are important pieces in OMA's management, and which are reflected in the quality of life of employees and contractors.

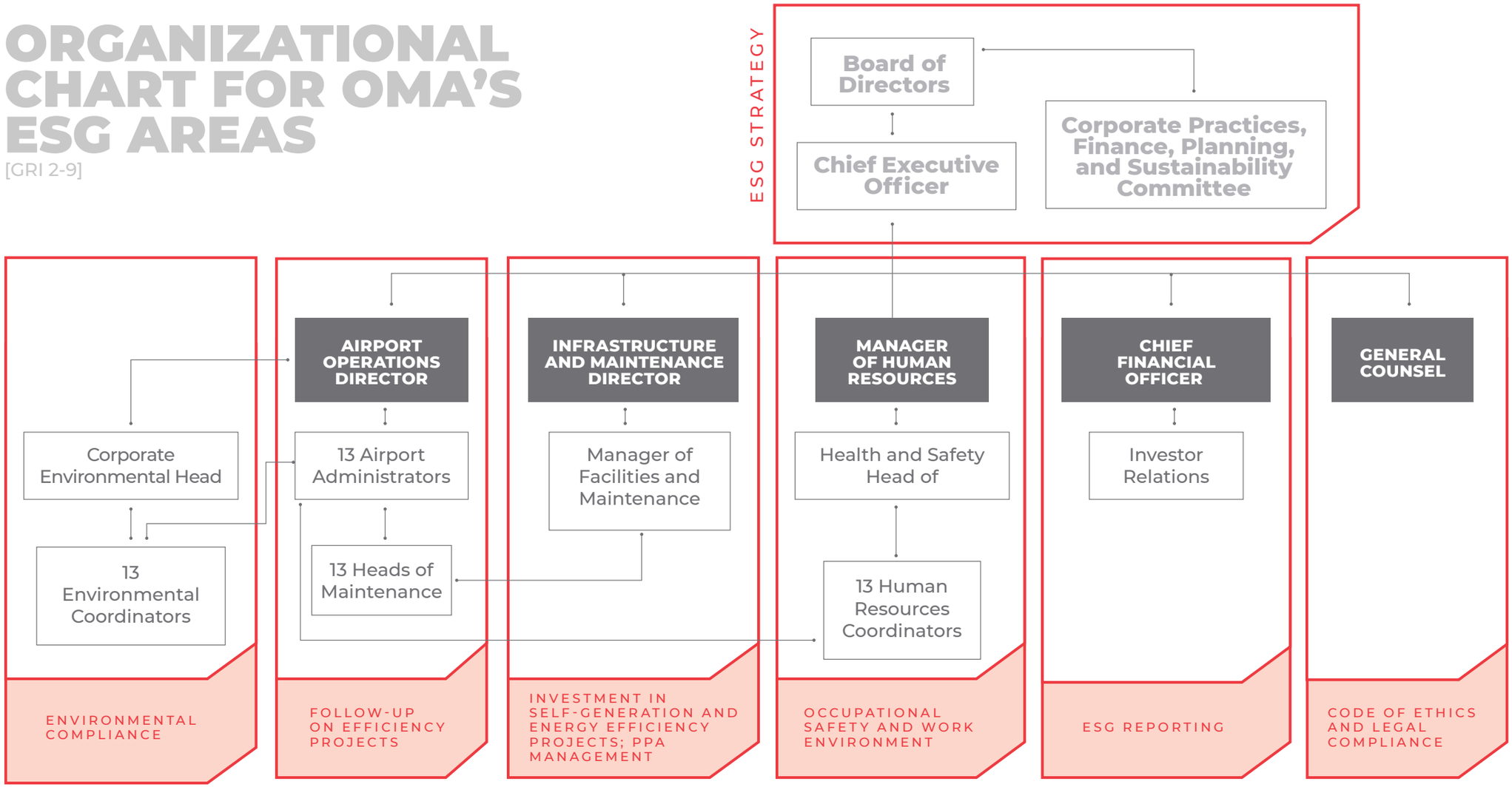
In addition, in environmental matters we work continuously to mitigate the impact caused by each of our airports. Through our strategic management, we work to protect the environment, simultaneously contributing to community development, and to preserving economic, social, and environmental resources from the perspective of investing in sustainable infrastructure that benefits these and future generations.

To ensure OMA's Environmental, Social, and Governance (ESG) performance, we have several functional areas throughout the organization that are responsible for following up on and complying with our various strategic ESG objectives, and which are established by the highest corporate governing body, and by the chief executive officer.



ORGANIZATIONAL CHART FOR OMA'S ESG AREAS

[GRI 2-9]



As part of the way in which we strengthen OMA's sustainability organizational culture, we train people in the Sustainability Policy, and the Company's sustainability commitments and results. This way, we guide and raise awareness of our people in sustainable development issues, and in how we can support the community.

In 2022, we trained *100% of our employees* in ESG-related matters.

OMA'S SUSTAINABILITY GUIDELINES

OMA's ESG commitments are laid out in both the Policy and in its Sustainability Strategy. These guidelines define the basic principles of our activities: corporate governance, social management, and environmental management (energy, air, water, contamination, soil use, and managing biodiversity).

SUSTAINABILITY POLICY

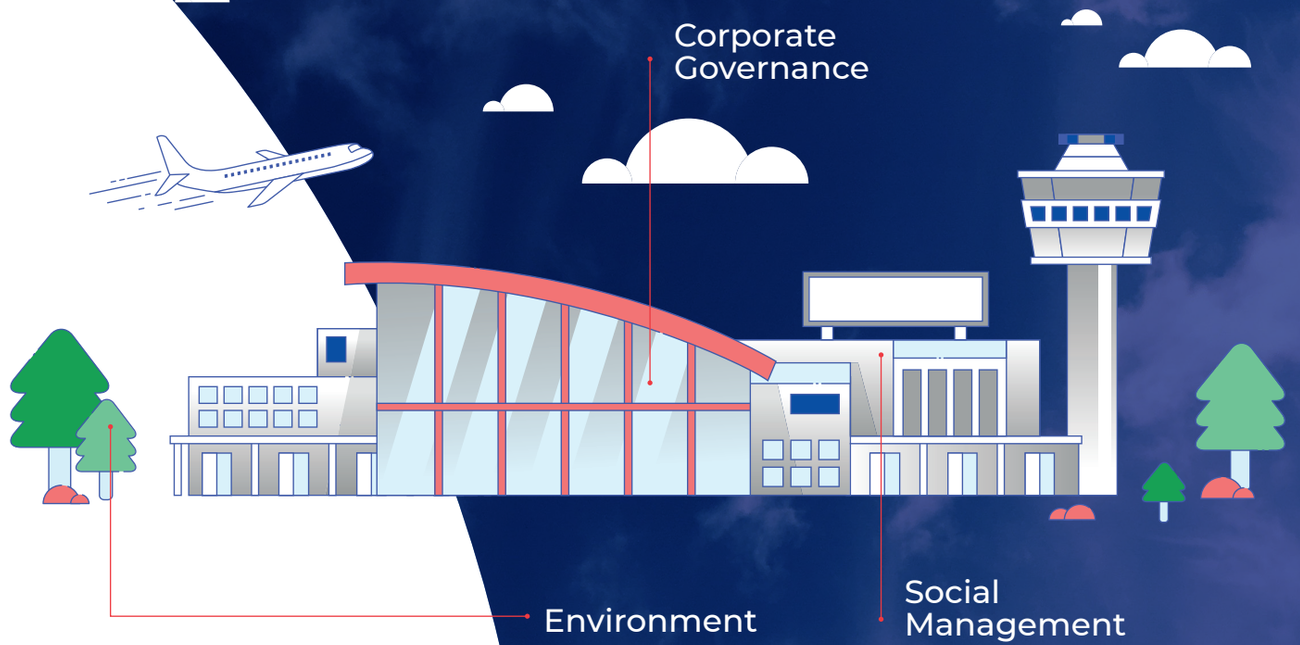
[GRI 2-23, 2-24, 3-3]

At OMA we contribute to the well-being and satisfaction of our employees and families, clients, shareholders, and business partners, by developing airports with quality infrastructure and quality services based on respect for human rights, mitigating environmental impacts, protecting the quality of life at work, and a balanced approach to using economic, social, and environmental resources, preserving them for future generations.

Similarly, at OMA we collaborate to achieve socio-economic development in the communities surrounding our airports.

OUR SUSTAINABILITY PILLARS

We have a Sustainability Policy and Strategy in which OMA's commitments are defined for the organization's current and future performance in ESG matters.



SUSTAINABILITY POLICY COMMITMENTS

CORPORATE GOVERNANCE

- To establish economic, corporate, environmental, and social performance in line with OMA's Code of Ethics, adopting best practices and complying with applicable domestic and international standards.
- To efficiently control the risks for which the Company is directly responsible.
- To promote a culture that fights corruption.
- To be responsible to our stakeholders, on a regular and transparent basis.

SOCIAL

- To respect universally recognized fundamental human rights.
- To operate within a framework of social responsibility.
- To help achieve social balance among our stakeholders.
- To respect diversity and promote equal opportunities.
- To promote inclusion at work for those with disabilities.
- To promote a workplace that contributes to better quality of life for employees.
- To establish occupational risk-prevention objectives that allow us to reach our goal of zero accidents at work and zero occupational illnesses.
- To stimulate individual and collective performance, developing the skills of our employees.
- To train our employees in the principles of Quality, Health and Safety, Environment, and Social Responsibility, so they will be able to face the challenges of our business and our community.

ENVIRONMENTAL

- To systematically integrate a preventive focus that seeks to protect the environment in all our activities.
- To promote values and share best environmental practices with stakeholders.
- To establish objectives to prevent environmental contamination.
- To seek to reuse, repurpose, and recycle materials.
- To mitigate the environmental impact of our operations on water, air, soil, biodiversity, noise, waste, and energy.
- To mitigate impacts to biodiversity arising from our operations.
- To educate employees about the importance and benefits of protecting and preserving biodiversity at airports and areas of influence.
- To identify species of flora and fauna present at airports to establish conservation priorities.
- To work with external entities and government agencies to protect and recover areas of ecological importance inside and outside our facilities.

MATERIALITY STUDY AND SUSTAINABILITY STRATEGY

[GRI 3-1, 3-2]

In 2022, OMA performed a new materiality study with the goal of updating its sustainability strategy and its relevant matters, in accordance with the Company's vision and commitments, and to realign to the new global reality and trends in sustainability, and its impacts on the business.

The analysis included the business model and strategy, its growth, commitments and operations, trends and best practices in the sector, and the expectations of the principal stakeholders.

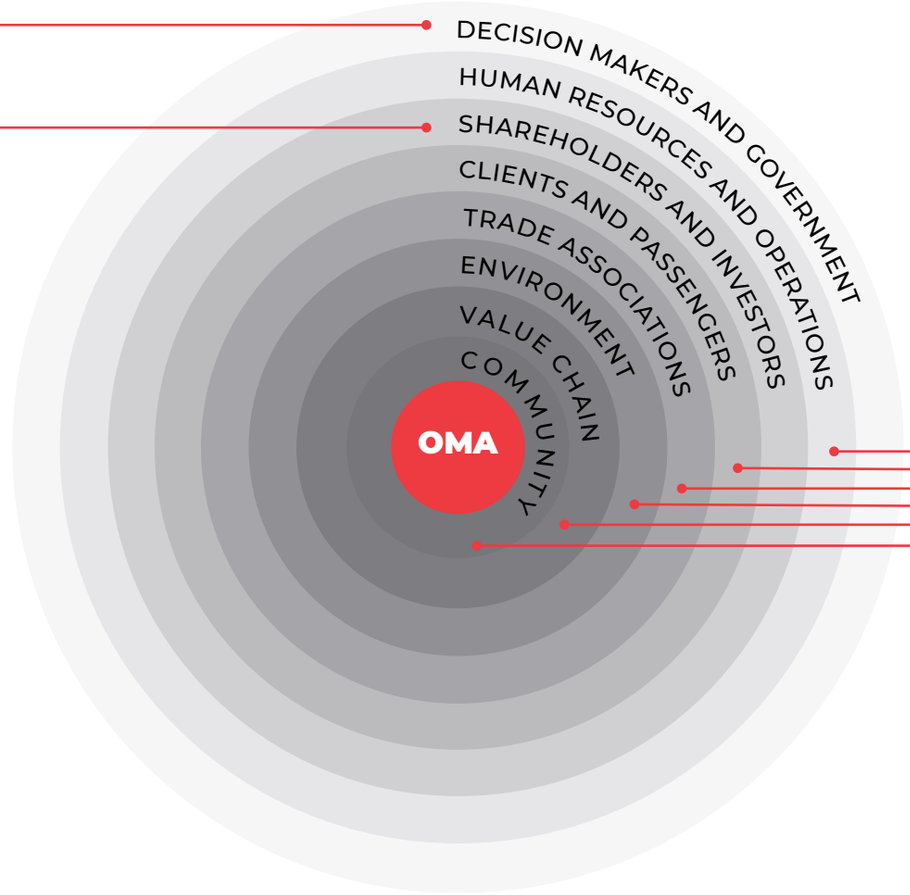
The process required in-depth dialogue that included interviews and team-working sessions, as well as an analysis of sector references to have direct, truthful, and timely information about the Company's risks, impacts, and opportunities.

STAKEHOLDERS

[GRI 2-29]

- Federal government
- State and municipal governments
- Mexican Federal Aviation Agency (AFAC)
- Navigation Services in Mexican Airspace
- Airports and Auxiliary Services (ASA)
- National Banking and Securities Commission (CNBV)
- Customs Authority

- Shareholders
- Investors
- Board of Directors
- Financial institutions (banks)
- Stock market indices



- Unionized personnel
- Non-unionized personnel
- Unions

- Clients (airlines and commercial tenants)
- Users / passengers

- Chambers of Commerce (COPARMEX, CAINTRA, CANACO, AMERICAN CHAMBER)

- Planet - Environment
- Certifying entities

- Suppliers – contractors
- Ground-support companies
- Fuel (fuel supply)
- Catering

- Community - Society
- Means of communication (Internet, print, radio, TV)
- Employee family
- Non-Governmental Organizations (NGOs)
- Educational institutions

As part of our operation, we interact with several stakeholder groups, so we have established different mechanisms and means of communication that allow us to meet their needs and expectations in our sustainable business strategy.

The results obtained during the discussions with stakeholder groups and from the business strategy allowed OMA to identify, validate, and prioritize the material issues, and with this information in hand, it was able to redefine its sustainability strategy, which is comprised of three main axes: Governance and Business; Our People and the Community; and Protecting the Planet, with a total of 15 material themes weighted in three levels of importance: ***Maximum Priority, High Priority, and Priority.***

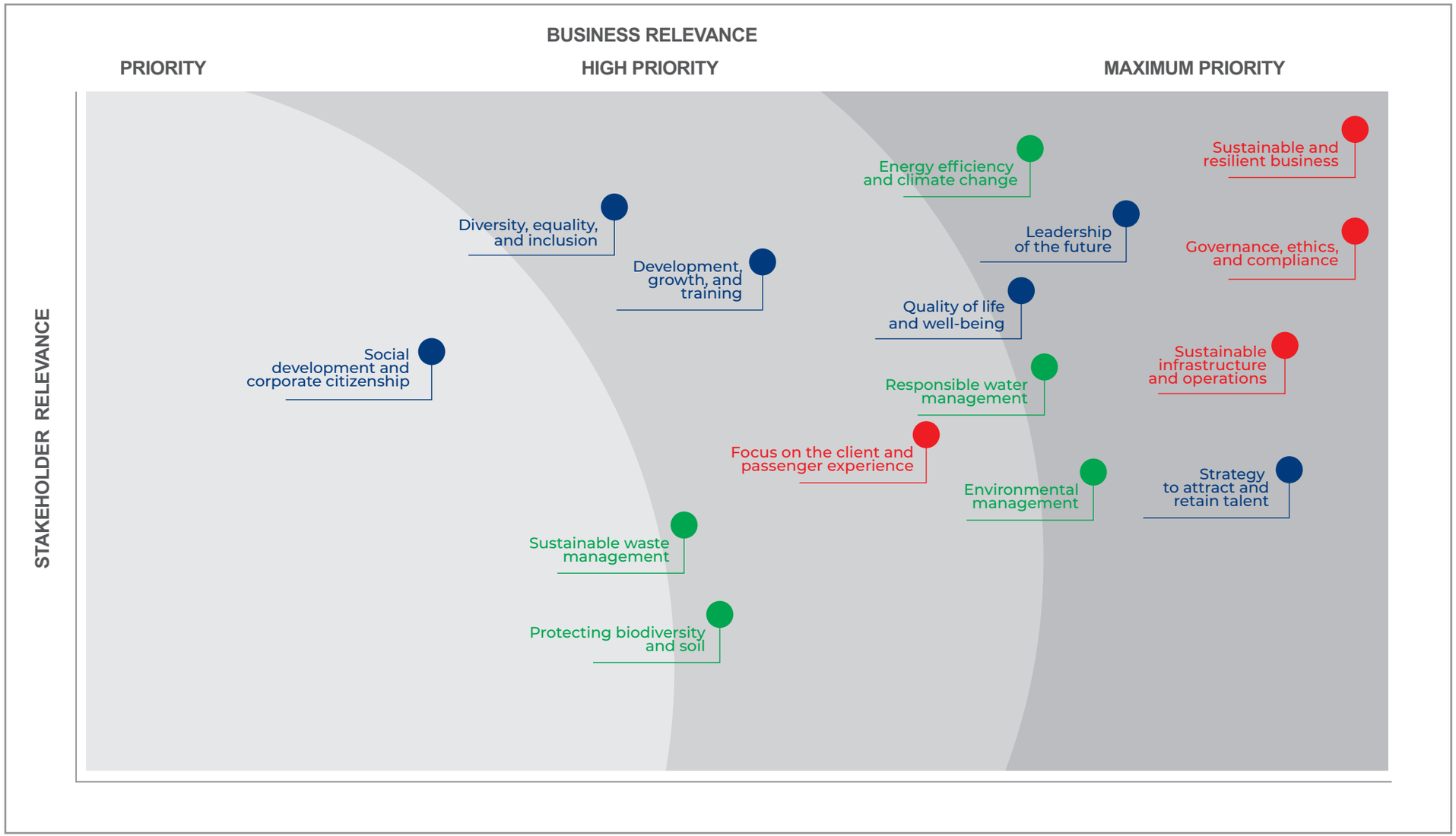
OMA MATERIALITY MATRIX

[GRI 3-2]

Governance and Business

Our people and the Communities

Protecting the Planet



OMA SUSTAINABILITY STRATEGY 2022 – 2025

[GRI 2-22, 3-3]

The strategy OMA has developed is a tool that allows the Company to focus its efforts on relevant ESG matters, as well as to manage risks, and to define its objectives and goals, all in line with the business and growth strategy.

Furthermore, this document provides guidance for organizational decision-making regarding the implementation of best practices in social and environmental matters, which will consolidate the Company's reputation and positive impact, both locally and globally.

Following is the strategic focus of the 15 material matters regarding which OMA will establish strategic lines and indicators, as well as its 2025 objectives, and it will ensure that these goals are in line with ESG best practices established by its main shareholder and airport operator, VINCI.



PRIORITY OF MATERIAL ISSUES

MATERIAL ISSUES MAXIMUM PRIORITY	FOCUS
Sustainable and resilient business	Strategic focus and profitability that includes trends, ESG risks, access to capital, and sustainable development, with an efficient, diversified, innovative, agile, and safe operation that will result in the current and future success of the business.
Governance, ethics and compliance	Legal compliance, following best ethical and corporate governance practices, with a robust system of policies, processes, and practices to manage the business and all its stakeholders, ensuring the results, reputation, and growth of the business, with the criteria of ethical relationships and value creation that is shared with the stakeholders.
Sustainable infrastructure and operations	Safe, innovative, and sustainable latest-generation infrastructure and technology and assets that consider long-term traffic as well as global trends in the services offered, and future investments to offer the best infrastructure and services for clients and passengers.
Leadership of the future	A leading team with a focus on improving profiles and obtaining results, considering current and future trends in managing human capital, focused on recognizing the person, teamwork, trust, innovation, and creativity in achieving objectives.
Strategy to attract and retain talent	The solidity of the company, as well as a work environment that supports new ways of working, where diversity, inclusion, and flexibility are promoted, focusing on detecting talent and creating spaces and opportunities for growth, developing and motivating people, under a philosophy of leadership that inspires with its purpose.
Quality of life and well-being	Safe and healthy spaces, from the position of a work-life balance, with a focus on quality of life of employees and their families, with space for personal and professional development, understanding the multi-dimensional reality of people.
Energy efficiency and climate change	Long-term strategy with a focus on energy efficiency and in reducing greenhouse gas emissions (GHG), using scientific methodologies to record, measure, mitigate and offset them, through innovation and technology that improves airport infrastructure, to comply with OMA's sustainability commitments within the context of global requirements.
Responsible water management	Recognition of water as a shared resource that is indispensable for operations and providing service to passengers and clients, with a focus on its responsible use and reuse, reducing its consumption, and implementing technologies to attain a certified closed system.
Environmental management	Legal compliance and management systems that facilitate obtaining environmental objectives, considering energy, air, water, pollution, soil use, and biodiversity management, using innovative technologies, performance metrics, and complying with impactful educational commitments by 2030.

MATERIAL ISSUES HIGH & PRIORITY	FOCUS
Focus on the Client and Passenger Experience	High-quality service for clients and passengers by improving internal processes that provide comprehensive solutions, facilitate administration, communication, and experience, supported by modern, affordable, safe, intelligent, accessible, and sustainable infrastructure.
Development, Growth, and training	Team-development strategy that includes career plans, comprehensive training, development of soft skills, and raising professional levels, encouraging talent and skills so that every person can meet their potential within the Company.
Diversity, equality and inclusion	Sustainable management that promotes inclusive, fair, and equitable environments, promoting human and labor rights through policies, procedures, practices, and goals, underlining our commitment in this area.
Sustainable waste management	A system to handle hazardous and non-hazardous waste in compliance with best practices, and managing eco-friendly, lower-impact supplies, to transition to a circular economy that involves providers, clients, and passengers.
Protecting biodiversity and soil	A system to handle hazardous and non-hazardous waste in compliance with best practices, and managing eco-friendly, lower-impact supplies, to transition to a circular economy that involves providers, clients, and passengers. A comprehensive system to protect flora, fauna, and soil affected by operations, where recovery of species is supported, impacts are measured, and work is done in collaboration with all sectors of society.
Social development and corporate citizenship	A complete program that supports the development of communities where OMA operates, from social and communication impact studies, to support and development programs; training OMA volunteers who are committed to the suppoorted causes, and in collaboration with organized civil society.



OMA'S COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS

[GRI 2-23, 2-24]

OMA recognizes the relevance and impact of the Sustainable Development Goals (SDG's), thus its Sustainability Strategy 2022 is in line with 2030 Agenda, so that we can be agents of change by taking actions that contribute to the goals established in the SDG, as shown below:

WE ARE TAKING ACTION ON THE FOLLOWING GOALS:

16.5 To considerably reduce corruption and bribery in all its forms.

7.2 From now to 2030, considerably increase the proportion of renewable energy in the mix of energy sources.

7.3 From now to 2030, duplicate the global rate of energy efficiency improvements.

15.3 By 2030, fight against desertification, restore degraded land and soil, including land affected by desertification, droughts and floods, and seek to have a world with neutral soil degradation.

15.5 Take urgent and significant measures to reduce the degradation of natural habitats, halt loss of biological diversity, and by 2020, protect threatened species and prevent their extinction.

6.3 From now to 2030, improve the quality of water, reducing contamination, eliminating dumping, and minimizing the emission of chemical and hazardous materials, reducing by half the percentage of untreated wastewater, and considerably increase risk-free recycled and reused water globally.

6.4 From now to 2030, considerably increase the efficient use of water resources in all sectors and ensure the sustainable extraction and supply of fresh water, to handle water scarcity and to considerably reduce the number of people suffering from lack of water.

5.1 End all types of discrimination against women and children all over the world.

5.2 Eliminate all types of violence against all women and girls in public and private environments, including sexual exploitation and other types of exploitation

8.3 Promote policies focused on development that supports production activities, the creation of decent employment, entrepreneurship, creativity, and innovation, and support the formalization and growth of micro, small, and medium companies, including through access to financial services.

8.7 Take immediate and effective measures to eradicate forced labor, end contemporary types of slavery, poor treatment of people, and ensure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and from now to 2025, put an end to child labor in all its forms.

8.8 Protect labor rights and promote a safe and risk-free work environment for all workers, including migrant workers, particularly female migrants and people with precarious jobs.

12.4 From now to 2030, attain ecologically rational management of chemical products and all waste throughout its life cycle, in conformance with internationally agreed frameworks, and significantly reduce their release into the atmosphere, water, and soil, in order to minimize their adverse effects on human health and on the environment.

12.5 From now to 2030, considerably reduce the generation of waste through prevention, reduction, recycling, and reuse activities.

12.6 Encourage companies, especially large companies and multinational companies, to implement sustainable practices and incorporate information on sustainability in their report presentation cycle.

12.8 From now to 2030, ensure that people all over the world have the pertinent information and knowledge for sustainable development and living in harmony with nature.

9.4 From now to 2030, modernize infrastructure and retool industries so they are sustainable, using resources more effectively, and promote the adoption of clean and environmentally rational industrial processes and technologies, and encourage all countries to take measures according to their respective capacities.

13.1 Improve resilience and the ability to adapt to climate-related risks and natural disasters in all countries.

RISK MANAGEMENT

[GRI 2-23, 2-24, 2-25, 207-2]
[SASB SV-PS-230a.1]

In a constantly changing global environment, we know that it is important to manage the risks of our operation, and to create value for the Company and its stakeholders.

We have two risk-management procedures at OMA. The first identifies and mitigates the risks inherent to the business' operation, and the second integrates the risks related to the Company's sustainability strategy (ESG).

RISKS RELATED TO THE COMPANY'S ACTIVITIES

The Company's Board of Directors is responsible for monitoring the main risks to which the Company is exposed, acting through the Risk Committee, which is the entity responsible for determining and managing risks to ensure business continuity. The Board also relies on the Audit Committee, which is responsible for accounting, control, and internal auditing systems to monitor the risk management process, and to supervise and approve the results of risk management.

OMA uses a risk-classification methodology, which places risks into five categories: compliance, operating, financial, market, and strategic. These risks are placed on a risk map that allows them to be managed based on their impact and probability of occurring. The risk inventory is comprised of 68 risks.

RISKS RELATED TO THE ESG SUSTAINABILITY STRATEGY

To manage the risks related to the sustainability strategy (ESG), ISO 31000 methodology was used in the materiality study that was conducted at the end of 2022. This allowed a map of current and potential ESG risks related to OMA's 15 material matters to be created, which were then classified into governance, social, and environmental risks. Note that the final analysis included 22 risks related to business operation, that is, those in the high- and medium-impact categories in the heat graph.



THE ESG RISK MATRIX FOLLOWS:

	MATERIAL ISSUE	RISK/OPPORTUNITY	ESG IMPACT
GOVERNANCE AND BUSINESS	Governance, ethics and compliance	Ongoing compliance with the obligations of the concession, the Sarbanes-Oxley law, and the Code of Ethics	MEDIUM
		Legal and administrative contingencies	HIGH
	Sustainable and resilient business	Impact on operations due to the pandemic	HIGH
		Expansion of competitors	HIGH
		Matters related to the airlines, ticket costs, and other services	HIGH
		Changes in the economic environment	HIGH
		Impact on traffic due to uncertainty in the country	MEDIUM
		Maintenance of operating permits, fees, contracts, and other government-related items	MEDIUM
		Cyber security	MEDIUM
		Downgrade of Mexico's safety rating from Category 1 to Category 2	MEDIUM
	Infrastructure and sustainable operations	Maintaining and updating infrastructure quality	MEDIUM
	Focus on the client and passenger experience	Meeting service and infrastructure expectations required by clients and passengers	MEDIUM
OUR PEOPLE AND THE COMMUNITIES	Leadership of the future	Salary pressure, radical demands, and strikes	MEDIUM
	Strategy to attract and retain talent, and quality of life and well-being	High personnel turnover and lack of talent	HIGH
	Development, growth and training	Focus on training and development by the competition	MEDIUM
	Diversity, equality and inclusion	Violation of human rights	MEDIUM
	Social development and corporate citizenship	Discontented communities	MEDIUM
PROTECTING THE PLANET	Environmental management, sustainable handling of waste, protecting biodiversity and soil	Violations to environmental regulation	MEDIUM
	Energy efficiency and climate change	Extreme climate conditions and natural disasters	HIGH
		Poor perception of carbon footprint	MEDIUM
	Responsible water management	Penalties due to breach of applicable legal framework in regard to domestic water	MEDIUM
		Water scarcity	HIGH

Identifying risks and opportunities allows OMA to include ESG risks in a continuous improvement process that seeks to prevent and mitigate the most significant impacts, to ensure sustainable business continuity. The Company does not currently adhere to the TCFD (Task Force on Climate-related Financial Disclosures) framework, but it has committed to implementing it within the next two years.

CORPORATE SOCIAL RESPONSIBILITY

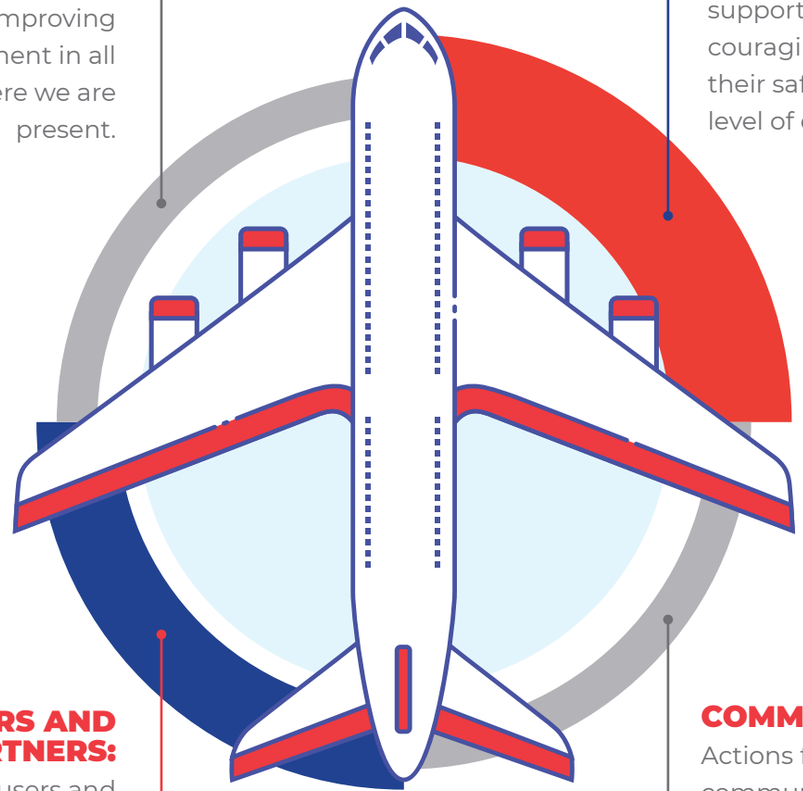
OMA considers Social Responsibility to be an express commitment to the well-being of our employees and their families, the communities where we operate, our clients, business partners, and protecting the environment. This vision is made reality through a coherent group of policies, practices, and actions that are incorporated into all operations and processes.

SOCIAL RESPONSIBILITY PROGRAM

OMA's Social Responsibility Program is divided into four lines of action:

ENVIRONMENT:
Actions focused on contributing to improving the environment in all locations where we are present.

EMPLOYEES AND FAMILY:
Actions focused on our employees and their families, with the goal of supporting their development, encouraging good health, ensuring their safety, and improving their level of education.



USERS AND BUSINESS PARTNERS:
Actions focused on our users and business partners, with the goal of ensuring safety and improving the quality of service provided.

COMMUNITY:
Actions focused on the communities where we are present, supporting educational programs and community development.



03 Our economic performance

We are OMA ....a company that creates value

ECONOMIC PERFORMANCE

At OMA, we recognize that creating value for our partners and shareholders is fundamental, as is creating an economic trickle-down effect that will help drive growth and development in the country. Our business objectives are reached by developing aerial traffic and connectivity, using current airport infrastructure as an advantage and an opportunity, constantly improving it, as well as focusing on developing diversification initiatives that bring new business opportunities.

In 2022, we reported outstanding operating and financial results, which were driven by our solid strategy, and based on the efficient use and management of all Company resources.

Airport management is measured based on financial and non-financial indicators, and from these results, decisions regarding improvements that are appropriate for each case are made, considering their impact and contribution to sustainable development.

In 2022, the Company's airports served more than 23.2 million passengers, achieving a 28.8% growth with respect to 2021. Total aeronautical and non-aeronautical revenues were Ps.9,285 million, of which Ps.7,056 million were generated from our aeronautical revenues, and Ps.2,230 million from our non-aeronautical revenues. In 2022, OMA's total revenues were Ps.11,935 million, which includes construction revenues.[8]

In 2022, OMA's adjusted EBITDA was Ps.7,088 million, increasing 38.7% over 2021. Adjusted EBITDA margin was 76.3%.

8. OMA invests in improvements to concessioned assets according to its Master Development Plans which are approved every five years by the Civil Aviation Agency (AFAC). Since revenues from the Company's construction services are equal to construction cost services, there is no impact on the operating results. For more information about the basis of these concepts, please refer to OMA's Annual Report ot its Form 20-F for the year ended December 31, 2022.



In 2022, 23 airlines used our airports

of which 15 airlines are foreign and eight are domestic, and we served 23.2 million passengers through different domestic and international destinations that we operate at our airports.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED IN 2022

[GRI 201-1]

The following table shows the economic value generated and distributed during 2022, on a cash basis, given that during the year OMA had a relevant cash position. This cash position, in conjunction with revenue generation during the year, enabled the Company to distribute economic value through the following concepts:

VALUE	COMPONENTS	MILLIONS OF PESOS
Direct economic value created (a)	Aeronautical and non-aeronautical revenues	9,285
	Interest income	171
	Cash and cash equivalents at the start of the period	5,987
Economic value distributed (b)	Operating costs	2,125
	Employee salaries and benefits	667
	Payments to the government (taxes and fees)[9]	2,151
	Dividends paid to shareholders	6,616
	Interest paid	759
Economic value retained[10] (= a-b)	Direct economic value generated minus economic value distributed	3,125

OMA'S CAPITAL STOCK

The Company's capital stock is represented by a total of 390,111,556 Series B and series BB Class I common nominative shares, with no par value. On December 31, 2022, OMA's shares outstanding (excluding repurchased shares) were 386,169,425.

OMA's economic performance is presented in detail in the 2022 Annual Financial Report, which can be found at: https://ir.oma.aero

9. Includes Ps.429 million in Concession Tax, and Ps.1,722 million of income taxes paid during 2022.
10. The result of the economic value retained during 2022, has mainly been used in investments in compliance with OMA's Master Development Program, which is part of the Company's regular operations.

CLIENTS AND PASSENGERS

[GRI 2-6, 2-25, 416-2, 418-1]

Clients and passengers are our reason for being, therefore we have established challenging commitments as part of our continuous improvement process in service, innovation, and sustainability. Our Quality Management System allows us to identify opportunities to meet and exceed expectations.

Our commitments to our clients and passengers:

- To meet the needs of our clients in a timely and innovative manner, with quality and efficiency.
- To continuously improve the efficiency and efficacy of our processes.
- To cooperate with airline companies, service providers, and business partners, involving them in projects to improve the quality of service.
- To use marketing tools that comply with ethical principles regarding respect for consumers, the community, and the environment.

OUR CLIENTS

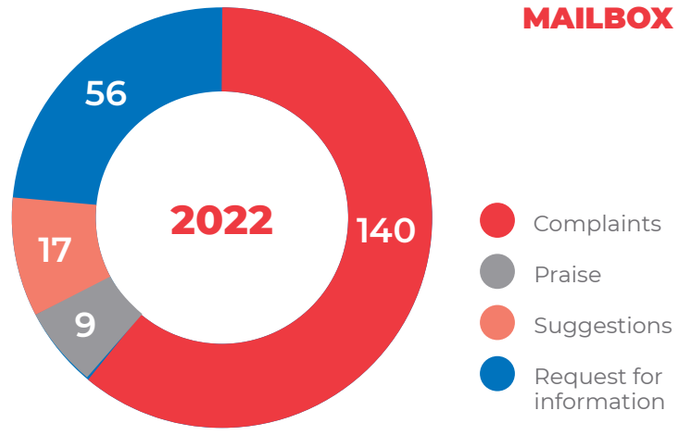
Airline companies are OMA's main clients. Among our domestic clients are Viva Aerobus, Volaris, and Grupo Aeroméxico airlines, which served the majority of our passenger traffic in 2022 at our 13 airports. The foreign airlines segment was comprised of airlines such as American Airlines, United Airlines, Alaska Airlines, Delta, and Westjet, among others.

FOCUS ON THE PASSENGER EXPERIENCE

To fulfill our commitment to meet the needs of our users, OMA offers a suggestion box as part of its communications system, which in 2022 saw a series of updates that transitioned from physical suggestion boxes to a digital format. As our main objective is to measure the experience of each passenger, this change enabled accessibility and coverage, as it could be used from any mobile device through a QR Code.

As a result of this technological improvement, which was operational as of September 2022, there were the following 222 findings:

CATEGORY OF ISSUES PRESENTED USING THE NEW DIGITAL MAILBOX





04 Our governance, ethics, and compliance

We are OMA ....an ethical company

01 About Grupo Aeroportuario del Centro Norte
02 Our sustainability strategy
03 Our economic performance
04 Our governance, ethics, and compliance
05 Our People
06 Our Planet
07 Our Community
08 About our Sustainability Report

CORPORATE GOVERNANCE AND ETHICS

[GRI 2-9, 2-10, 2-12, 2-13, 2-20, 405-1]
[SV-PS-330a.1, SV-PS-510a.1]

OMA has a solid corporate governance that reflects our commitment to maintain the highest standards on management, corporate ethics, transparency, and compliance in accordance with the requirements of the laws in effect in the financial markets in which OMA participates.

Economic, societary, environmental, and social performance objectives are established through governance protocols, according to OMA's Code of Ethics, and in compliance with best corporate practices, always adhering to applicable international and domestic standards.

FUNCTIONS OF OMA'S CORPORATE GOVERNANCE

- To effectively control the risks for which the Company is directly responsible.
- To promote a culture that is against corruption.
- To be accountable to all stakeholders on a regular and transparent basis.

OMA'S GOVERNANCE STRUCTURE

According to the Company's by-laws, OMA's administration and representation is entrusted to the Board of Directors and the Chief Executive Officer.

The main objectives of the Board are to conduct, manage, and represent the Company.

The Board of Directors is comprised of 11 board members, of whom five are independent, in compliance with Article 24 of the Securities Market Law, and in compliance with the general rules of the National Banking and Securities Commission (CNBV).

All series "B" shareholders that own 10% (ten percent) of the capital stock may appoint a member of the Board of Directors. Series "BB" shareholders have the right to appoint three members, and their respective alternates. Only the Board members that were appointed by the minority shareholders may be removed when all the others are removed as well.

The members of the Board of Directors will remain in their positions for the period of one year, except in the following cases:

a) Death or disability of the board member.
b) Resignation of the board member.
c) An unexpected impediment according to the applicable law.
d) When approved by 51% (fifty-one percent) of the shares outstanding convened at the General Ordinary Shareholder´s Meeting in question, with the exception of the three members of the Board of Directors that appoint series "BB" shareholders.

The members of OMA's Board and their alternates must be individuals with recognized experience, they may or may not be shareholders, they may be re-elected, and they receive the remuneration determined by the Shareholders Meeting, as proposed by the Board of Directors.[11]

11. Learn more about the experience and reputation of OMA's Board of Directors at: https://ir.oma.aero/wp-content/uploads/2023/04/OMA-20-F-Report-FY2022.pdf and https://ir.oma.aero/es/consejo-de-administracion/

MEETINGS OF THE BOARD OF DIRECTORS IN 2022

The Board of Directors met eight times in 2022, with participation of 100% of its members (the minimum required participation is 51%). During the Board meetings they discussed results regarding passenger traffic, operations, and freight; reports on the progress of commercial and diversification activities; strategic planning; human capital; investments and advances in the Master Development Programs of the 13 concession-holding companies for fiscal year 2022-2023; and the consolidated, unconsolidated, and audited financial situation of the Company and its subsidiaries.

During the General Ordinary Shareholders' Meeting held on April 22, 2022, the five independent board members were ratified. In the meeting held on November 30, 2022, the six proprietary board members on the Board of Directors were appointed, contigent on the closing of the pursache by VINCI of 29.99% of OMA's capital stock, which occurred on December 7, 2022.

BOARD OF **DIRECTORS**

NAME	POSITION
Nicolas Notebaert	Chairman and board member
Rémi Maumon de Longevialle	Board member
Olivier Mathieu	Board member
Pierre-Hugues Schmit	Board member
Eric Delobel	Board member
Emmanuelle Huon	Board member
Ricardo Maldonado Yáñez	Independent board member
Alejandro Ortega Aguayo	Independent board member
Federico Patiño Márquez	Independent board member
Martin Werner Wainfeld	Independent board member
Luis Ignacio Solórzano Aizpuru	Independent board member



Our Board of Directors

is comprised of 11 board members, of whom 10 are men and one is a woman.



FUNCTIONS OF THE BOARD OF DIRECTORS

[GRI 2-12, 2-14, 2-16, 2-17, 2-26]

The Board of Directors is the entity that establishes the Group's business strategy, approves the business plan, annual investments, monitors regulatory compliance, manages risks, and evaluates the Chief Executive Officer and senior management.

The main functions of OMA's Board of Directors are:

- To determine and establish general strategies for running the business, the business plan, and the budget for annual investments.
- To monitor compliance with standards, certifications, and the Code of Ethics and Conduct.
- To approve the Strategic Plan and the annual budget.
- To authorize the five-year Master Development Plan for the airports.
- To approve the way the Company will vote its shares in the Shareholders Meetings of its subsidiaries.
- To supervise compliance with the Sustainability Policy.
- To design and monitor the sustainability strategy.
- To propose capital increases.
- To appoint the Chief Executive Officer from among the candidates proposed by the members of the Board of Directors, and to remove him if duly justified.
- To establish and/or disband committees, and to delegate authority to them, or modify existing powers.
- To analyze potential risks.
- To present the annual reports of the Audit Committee and the Corporate Practices Committee, where applicable, as well as the Chief Executive Officer's annual report, which is accompanied by the external auditor's report.

OMA has robust mechanisms for maintaining consistent communication between the Company and its stakeholders, namely: conference calls with investors, monthly and quarterly reports published on OMA's web page, reports to the Mexican Stock Exchange, to the National Banking and Securities Commission, and to NASDAQ, as well as the Company's relevant events.

REMUNERATION OF THE BOARD OF DIRECTORS

[GRI 2-19, 2-20]

The members of OMA'S Board of Directors receive net payment of Ps.75,000 for each Board Meeting or Support Committee Meeting they attend. Board members that preside over Board of Directors Meetings or Board Support Committee Meetings also receive net payment of Ps.85,000.

When the Board requires a board member to dedicate themselves to specific matters entrusted to them by the Company, net payment of Ps.4,000 per hour is paid by way of fees, upon presentation of the working report developed.

It is important to highlight that the six proprietary (non-independent) members appointed at the Shareholders ' Meeting held on November 30, 2022, voluntarily resigned to their emoluments for the 2022-2023 period.



CORPORATE GOVERNANCE COMMITTEES

[GRI 2-9, 2-10, 2-11, 2-12, 2-13]

OMA's Board of Directors has the support of committees to develop their corporate practices and audit committees as established by the Securities Market Law. The Audit Committee, and the Corporate Practices, Finance, Planning and Sustainability Committee, are each comprised of three independent board members, all positions are performed by men.

AUDIT COMMITTEE

This Committee oversees compliance with corporate policies, internal control, accounting and financial information, it evaluates the performance of the independent auditor, and proposes the choice of external auditor. The Committee also ensures that the Chief Executive Officer complies with the agreements reached in the Shareholders Meeting and the Board of Directors Meetings, discusses the Company's financial statements, revises and approves the annual reports presented to the Securities and Exchange Commission (SEC), the Mexican Stock Exchange (BMV), and the National Banking and Securities Commission of Mexico (CNBV).

MEMBERS OF THE AUDIT COMMITTEE

Chairman
Alejandro Ortega Aguayo

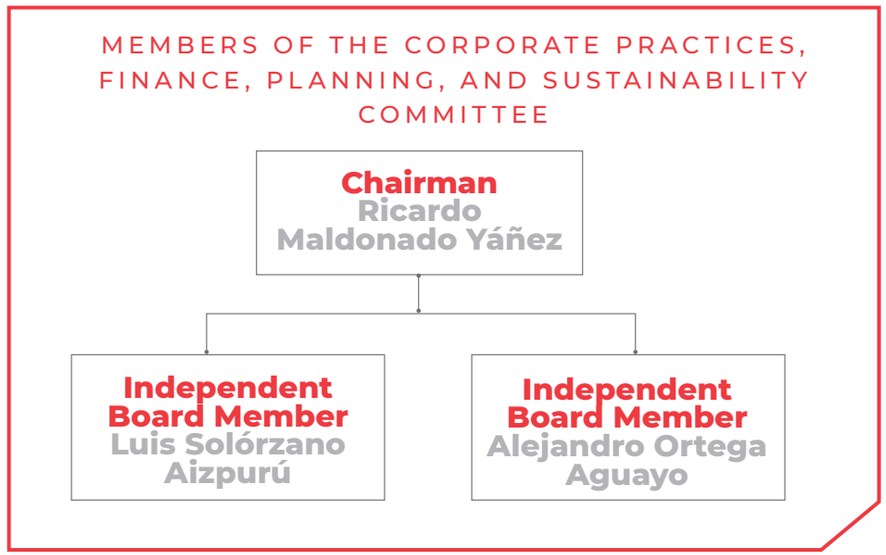
Independent Board Member
Federico Patiño Márquez

Independent Board Member
Martín Werner Wainfeld

Note: Members of the Audit Committee as of April 21, 2023

CORPORATE PRACTICES, FINANCE, PLANNING, AND SUSTAINABILITY COMMITTEE

This Committee is responsible for supervising the ethical principles by which OMA operates. It also assesses the investment and financing policies, establishes long-term strategic planning, and identifies the risks to which the Organization is exposed in sustainability, economic, financial, social, and environmental matters. It is also the entity responsible for evaluating and determining the compensation of the members of the Board, and senior management.



Note: Members of the Corporate Practices, Finance, Planning, and Sustainability Committee as of April 21, 2023

OVERSIGHT

[GRI 207-1, 207-2, 207-3]

OMA complies with all tax regulations in effect, as well as the pertinent obligations in matters of corporate governance. The Audit Committee is responsible for evaluating tax risks to ensure that OMA complies with the requirements established by Mexican and US regulations.

EXECUTIVE TEAM – 2022

[GRI 2-13]

OMA is managed by an experienced and dynamic executive team that is committed to ethical and transparent business results. It is focused on offering excellent airport and commercial services to passengers, airlines, and other clients, continually exceeding the Company's economic performance and stakeholders' expectations.

There are 44 executives:

6 directors / 25 managers / 13 airport administrators

Every year the Chief Executive Officer approves OMA's Sustainability Report and presents it to the Board of Directors.

OMA DIRECTORS

NAME	POSITION
Ricardo Dueñas Espriu	Chief Executive Officer
Ruffo Pérez Pliego del Castillo	Chief Financial Officer
Adriana Díaz Galindo	General Counsel
Enrique Chacón Tinajero	Infrastructure and Maintenance Director
Enrique Navarro Manjarrez	Airport Operations Director
Héctor Cortés Cortés	Chief Commercial Officer

EXECUTIVE COMPENSATION

[GRI 2-21]

Overall remuneration of the directors is approved by the Board of Directors and is comprised of a base salary and other payments and benefits, according to the performance level of each member. The remuneration contains fixed and variable compensation. OMA does not have any stock option program for the executive team.

- **FIXED COMPENSATION**
  The Corporate Practices Committee, which also functions as the Compensations Committee, and which supports the Board of Directors in matters related to the overall compensation policy for the Company's directors, establishes fixed compensation for the directors.

- **VARIABLE COMPENSATION**
  The variable compensation for OMA's directors is comprised of a performance bonus that focuses on achieving the financial objectives and strategic initiatives arising from strategic planning and the results of the Organization.

CYBERSECURITY

[SASB SV-PS-230a.2, SV-PS-230a.3]

To prevent cybersecurity incidents, we constantly update our infrastructure with the latest security technology, and we periodically analyze vulnerabilities and run hacking tests. Our information systems contain backup systems, including physical protection and software located outside the offices, with a cold site for critical systems. We also protect our systems with antivirus software, endpoint protection software, and latest-generation firewalls, including firewalls to filter Internet traffic. It cannot be assured that these preventive actions to mitigate risks and cybersecurity incidents will prevent future cyberattacks. Although measures are continuously being taken to improve and oversee our information technology systems, these systems are still vulnerable to failures or unauthorized access, which could negatively impact our operations, financial situation, and liquidity.

BUSINESS ETHICS

[GRI 2-15, 2-24, 2-27, 408-1, 409-1]

OMA's ethical and compliance guidelines underline the most relevant behavioral pillars of our organizational culture. The Company is firmly committed to complying with applicable legislation, and with best business practices, such as valued-based conduct and transparency throughout all operations.

Our contracts with third parties contain specific clauses such as abiding by human rights, and rejecting slave and child labor, among others.

Our ethical commitments:

- To promote a culture that is against corruption.
- To be accountable to stakeholders on a regular and transparent basis.
- To respect universally recognized fundamental human rights.
- To respect diversity and promote equal opportunities.
- To promote inclusion at work of disabled persons.

CODE OF ETHICS AND BUSINESS CONDUCT

[GRI 2-15, 2-27, 205-1, 205-2, 206-1, 415-1]
[SASB SV-PS-230a.2]

The ethical values and principles that guide our operation are established in the Code of Ethics and Business Conduct, which applies to board members, directors, employees, and others with whom the Company has a business relationship. This Code is a guide to the behavior expected from all parties involved, based on business and corporate citizenship commitments the Company has established.[12]

Our principle ethical standards are the following:

CONFLICT OF INTEREST

OMA recognizes and respects the rights of its employees to participate in private activities that do not constitute a conflict of interest for the Company. No worker should participate in activities or relationships that might be interpreted as posing a conflict of interest.

When any member of the Board of Directors, the Audit Committee, and the Corporate Practices Committee have a specific issue that might be considered a conflict of interest in conformance with the Securities Market Law, this must be brought to the attention of the Board of Directors and the Committees before a decision is made on the matter, the member must recuse themselves from the meeting during the discussion, and they must refrain from voting.

We understand a conflict of interest to be when personal interests interfere with any of OMA's interests. The following matters have been determined to be conflicts of interest for the organization:

- Conflict of interest due to a professional job with a third party
- Conflict of interest due to investments
- Conflict of interest due to use of Company time and assets to one's own benefit
- Conflict of interest due to loans made to employees
- Conflict of interest due to attention and gifts from third parties
- Conflict of interest due to family and friendship relationships
- Use of position and relationships to one's own benefit
- Conflict of interest due to public activities
- Abuse of confidential information

LEGAL COMPLIANCE

We are a company that respects the laws, standards, rules, and provisions that apply to the sector, across our operations. We respect contracts, concessions, intellectual property, licenses, patents, confidentiality agreements, and any other contractual commitment and good practices.

12. For more information, you can find our Code at: https://ir.oma.aero/wp-content/uploads/2021/10/C_digo_de_tica_y_Conducta_en_el_Negocio.pdf

MANAGING CONFIDENTIAL INFORMATION AND PATENTS

Information is a valuable asset for OMA and for all its stakeholders. Everyone in the Company and involved in its operations has the obligation to safeguard information that is confidential or owned by OMA, as well as the information of employees, clients, suppliers, or any other party for whom the Company possesses information.

At OMA, we assume the commitment to comply with laws on protection of personal data, confidential information, ownership of information containing formulas, patents, registered trademarks, exclusive technology and processes, construction processes, internal calculations, unit prices, internal information on bids, alternative processes to be proposed to clients, as well as financial, strategic, and corporate information, and confidential information on relationships with clients and providers.

FAIR TREATMENT

Our company is committed to treating employees, clients, suppliers, competitors, managers, and all other stakeholders with whom we have a relationship, fairly and honestly.

UNFAIR COMPETITION

The Company prohibits sensitive information from being shared with the competition, such as pricing policies, terms of bid tenders and contracts, alternative processes to be proposed to clients, unit prices, costs, inventory, product or marketing plans, construction processes, market studies, and any other non-public or confidential information.



AUSTERITY FOCUS

The Group is managed under austere but decorous operation, which includes the efficient use of resources, restricting unnecessary or superfluous spending.

BRIBERY OF PUBLIC SERVANTS

The Company prohibits payments of any type, promises of payment, or granting objects of value to domestic or foreign government officials or employees. This includes making any type of payment through middlemen, such as sales representatives, advisors, or consultants. Offering or giving anything of value, bribery, commission or consideration with the intent of influencing or persuading anyone to obtain or maintain an undue commercial advantage or benefit is also prohibited.

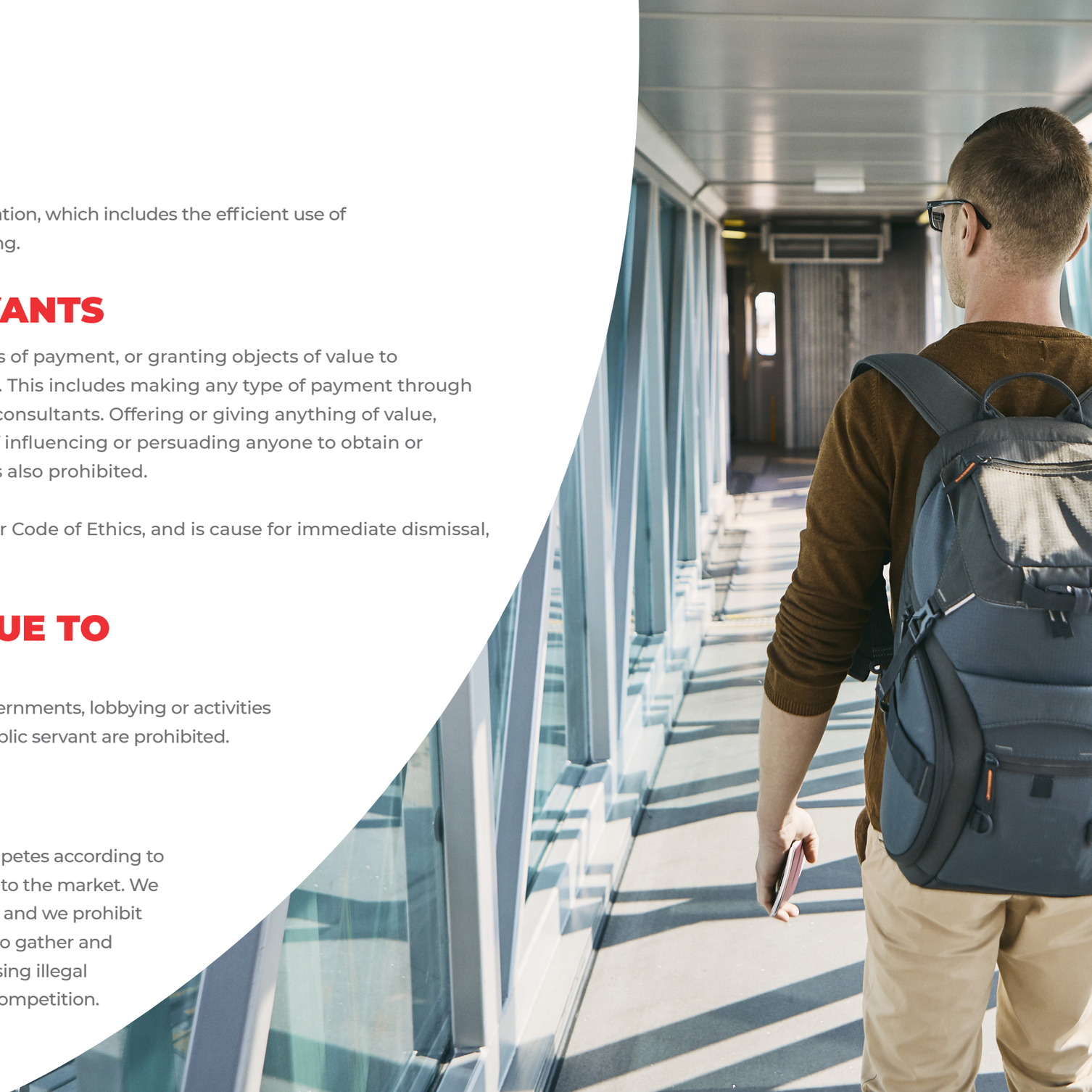
Bribery of any type is considered a serious breach of our Code of Ethics, and is cause for immediate dismissal, regardless of the applicable legal consequences.

CONFLICT OF INTEREST DUE TO PUBLIC ACTIVITIES

At OMA, making political contributions, donations to governments, lobbying or activities that seem like lobbying to any government agency or public servant are prohibited.

ETHICAL COMPETITION

As part of the Company's ethical commitment, OMA competes according to its quality standards in the services and products it offers to the market. We condemn unfair competition and monopolistic practices, and we prohibit employees from using any illegal or unethical measures to gather and disclose competitors' information, and we also prohibit using illegal information that might result in an advantage over the competition.



COMBATTING EXTORTION AND BRIBERY

[SASB SV-PS-510a.1.]

An anti-corruption clause is incorporated into all contracts, with the purpose of preventing unethical business practices, including extortion and bribery. OMA has identified the primary risks associated with corruption through a comprehensive risk evaluation process encompassing all its operations.

OMA maintains its zero-tolerance policy in matters of corruption. In 2022, the audit area detected a case of corruption in the airport in Culiacán involving parking lot operations, and it applied the control measures established in the corruption-risk analysis.

FRAUD AND CORRUPTION-RELATED RISKS

[GRI 205-3]

CORPORATE AND AIRPORTS

AREA	RISKS IDENTIFIED AS FRAUD	OF WHICH THE FOLLOWING RISKS ARE RELATED TO CORRUPTION	TOTAL ANTI-FRAUD/ CORRUPTION CONTROL
	104	56	137
Treasury	15	7	15
Fixed Assets	11	10	12
Financial Close	10	1	10
Expenses	1	1	1
Revenues	9	7	15
Payroll	10	6	12
Related Parties	7	2	9
OMA Carga	0	0	0
Entity Level	41	22	63

NHT2 AND HILTON GARDEN INN HOTELS

AREA	RISKS IDENTIFIED AS FRAUD	OF WHICH THE FOLLOWING RISKS ARE RELATED TO CORRUPTION	TOTAL ANTI-FRAUD/ CORRUPTION CONTROL
	17	12	18
Treasury	3	2	3
Fixed Assets	1	1	1
Expenses	1	1	1
Revenues	8	7	9
Payroll	4	1	4

TOTAL

- RISKS IDENTIFIED AS FRAUD OR CORRUPTION: 121
- OF WHICH THE FOLLOWING RISKS ARE RELATED TO CORRUPTION : 68
- TOTAL ANTI-FRAUD CONTROL: 155

CORRUPTION CASES BY AIRPORT 2022

INDICATOR	NUMBER	AIRPORT
Total corruption cases confirmed	1	Aeropuerto de Culiacán, S.A. de C.V.
Total confirmed cases in which an employee was fired due to corruption, or to whom disciplinary measures were applied	1	
Total confirmed cases in which contracts were terminated or not renewed with business partners due to corruption-related violations	1	
Total corruption cases	1	

TRAINING AND COMMUNICATION ON THE CODE OF ETHICS AND CONDUCT

[GRI 2-23]

The Company is committed to having an ethical and transparent business. The result is a value-based culture, which is strengthened by communication and ongoing cross-company training in matters of the Code of Ethics and Business Conduct.

We have trained 100% of our employees in the Code of Ethics and Business Conduct, 100% of our employees ratified their commitment to our Code of Ethics.

HOTLINE

[GRI 2-16, 2-26]

Following industry best practices, OMA has implemented a protocol to address inquiries related to the Code of Ethics. This protocol encourages employees to first approach their immediate supervisors to discuss any ethical concerns, ensuring a safe environment where reprisals are prohibited, and in alignment with the Company's "open door" policy.

Moreover, OMA has partnered with the external provider EthicsGlobal to establish an outsourced ethical reporting system referred to internally as "OMA Listens." This platform enables individuals to submit reports anonymously and confidentially, with a robust due process in place.

The hotline serves as a channel for addressing various matters, including but not limited to:

- Possible violations of the Code of Ethics and Business Conduct.
- Failure to disclose relevant information.
- Unethical accounting practices.
- Actions that compromise the independence of auditors.
- Concealment or alteration of factual data.
- Exploitation of one's position and relationships for personal gain.
- Unauthorized disclosure of confidential information.
- Misuse of assets and other of the Company's resources.
- Discrimination and harassment.
- Instances of bribery or kickbacks.
- Acceptance of gifts from suppliers that may compromise the judgment of managers and/or employees.
- Conflict of interest.

All complaints received through the various channels provided are promptly reported to the Chairman of the Board of Directors, the Chairman of the Audit Committee, and the Chief Executive Officer. These reports include detailed investigations of each case, ensuring a formal and diligent follow-up process.



The Ethics Line: 800-04-Ética (38422), is available 24 hours a day, and 365 days a year on the web page: http://omateescucha.ethicsglobal.com

During 2022, 18 complaints were received, of which nine were substantiated and investigated based on protocols. Three came by e-mail, and 15 came through the "OMA listens" hotline. Of the total number of substantiated complaints, 78% were in relation to harassment at work, 11% were related to poor practices, and 11% for abuse of authority.

SUBSTANTIATED COMPLAINTS



All of the matters were concluded according to due process and based on the type of issue recorded and its severity, punishments were applied, ranging from a reprimand to being fired.

CODE OF ETHICS FOR SUPPLIERS

[GRI 2-23, 2-24, 204-1, 308-1, 407-1, 414-1, 414-2]

Our primary objective is to engage in fair and ethical business practices with our suppliers and business partners. Each supplier holds great importance and should be treated in accordance with the principles and values of our Company.

OMA employs a rigorous selection process for suppliers, allowing us to objectively assess factors such as price, quality, and specific requirements of the goods or services needed. Furthermore, the Code of Ethics and Rules of Conduct for Suppliers, Subcontractors, and Business Partners (strategic partners) are applicable in all engagements.

The ethical guidelines for suppliers outline mechanisms that promote equitable and respectful commercial relationships. These activities prevent any party involved in the procurement process from accepting rules or benefits that may influence decisions in favor of a particular supplier.

Additionally, our Code invites companies we conduct business with to commit to a range of important matters, including health, safety, environmental responsibilities, financial and operational controls, conflict of interest, gifts, entertainment and courtesies in business, human rights, labor practices, improper conduct, fair competition, as well as prevention of money laundering and anti-corruption measures.

At OMA, we do not impose conditions on suppliers to cease doing business with our competitors or to acquire our own services. Furthermore, we refrain from establishing commercial relationships with suppliers who fail to comply with relevant regulations regarding illegal funds, terrorism, corruption, or human rights violations.

We reserve the right to verify that the business operations conducted with any strategic partner align with the established guidelines stated in the Code of Ethics and Business Conduct.

In 2022, the Company made purchases from 1,565 domestic suppliers, representing 98% of OMA's total acquisitions. Only 2% of purchases were made from 31 foreign suppliers primarily from the United States of America and Spain.

Our commitments along the value chain:

- Establish fair business relationships with suppliers.
- Apply OMA's Code of Ethics, and ensure it is complied with in acquisitions.
- Involve suppliers and business partners in complying with quality, corporate governance, environmental and social standards.



Powered by AMITAI

EMPRESAS + ÉTICAS 2022

MOST ETHICAL COMPANIES SURVEY

[SASB SV-PS-330a.3]

In 2022, OMA participated in the Most Ethical Companies Survey (E+E) conducted by AMITAI, which measures companies' best practices in organizational ethical matters, including those supported by:

- Ethics Compliance Initiative
- Ethics Centre Canada
- The Organization for Economic Cooperation and Development (OECD)

During this process, integrity programs such as the 3E´s (Elements, Efficiency, and Evidence) are evaluated. In 2022, 55% of our employees participated and OMA ranked in the Top 50 most ethical companies in Mexico. The survey included the following subjects:

- Promoting ethical culture
- Ethical philosophy of the business
- Ethical leadership
- Impact on the community

This survey reflects OMA's ability to overcome constant challenges, while remaining committed to supporting and driving an ethical culture, both inside and outside the Company.



05 Our people

We are OMA ....a company committed to our people

OMA'S TEAM

[GRI 2-7, 2-30, 202-2, 204-1, 401-1, 401-2]
[SASB SV-PS-330a.1]

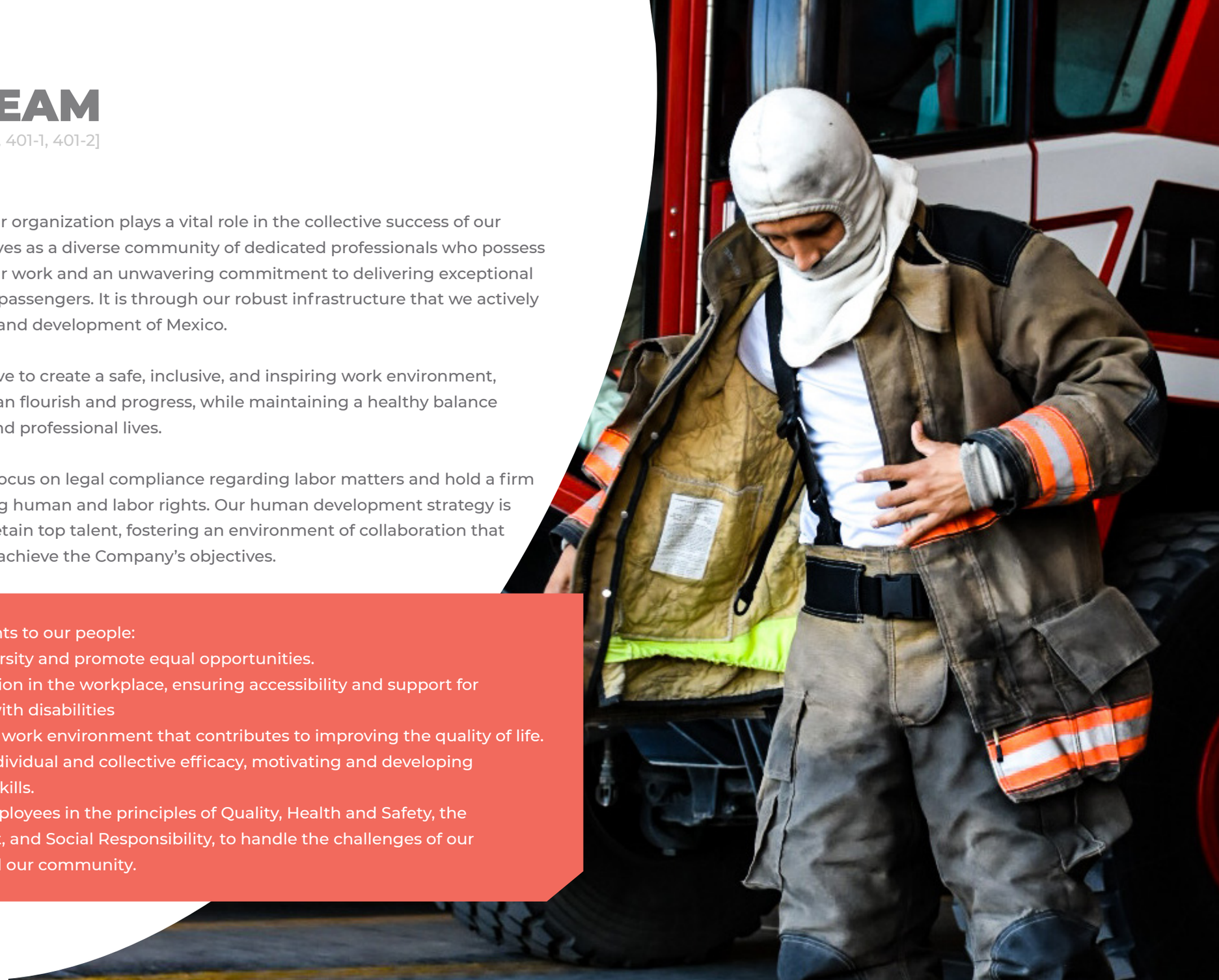
Every individual within our organization plays a vital role in the collective success of our Group. Our Company thrives as a diverse community of dedicated professionals who possess a genuine passion for their work and an unwavering commitment to delivering exceptional service to our clients and passengers. It is through our robust infrastructure that we actively contribute to the growth and development of Mexico.

At OMA, we diligently strive to create a safe, inclusive, and inspiring work environment, wherein our employees can flourish and progress, while maintaining a healthy balance between their personal and professional lives.

We maintain a steadfast focus on legal compliance regarding labor matters and hold a firm commitment to upholding human and labor rights. Our human development strategy is designed to attract and retain top talent, fostering an environment of collaboration that enables us to collectively achieve the Company's objectives.

Our commitments to our people:

- Respect diversity and promote equal opportunities.
- Foster inclusion in the workplace, ensuring accessibility and support for individuals with disabilities
- Encourage a work environment that contributes to improving the quality of life.
- Stimulate individual and collective efficacy, motivating and developing employees' skills.
- Train our employees in the principles of Quality, Health and Safety, the Environment, and Social Responsibility, to handle the challenges of our business and our community.



In 2022, our team consisted of 1,256 employees, of whom 1,105[13] work in airport operations and the company's corporate offices, broken down as follows: 302 women and 803 men who work to innovate and ensure that the services we offer meet market expectations and are in balance with the environment under a sustainability framework.

OMA EMPLOYEES **BY BUSINESS UNIT**

BUSINESS UNIT	2019	2020	2021	2022
Acapulco	78	64	71	72
Ciudad Juárez	52	45	52	58
Culiacán	60	54	62	61
Chihuahua	55	51	71	75
Durango	44	37	41	41
Mazatlán	61	57	65	65
Monterrey	197	169	252	297
Reynosa	44	37	43	43
San Luis Potosí	48	43	53	52
Tampico	55	47	50	53
Torreón	46	38	43	43
Zacatecas	46	43	45	45
Zihuatanejo	46	39	42	43
Corporate offices	144	145	155	157
TOTAL AIRPORT OPERATIONS	976	869	1,045	1,105
HOTEL SERVICES	184	134	137	151
TOTAL OMA	**1,160**	**1,003**	**1,182**	**1,256**



13. As of December 31, 2022, 151 people were working at our hotels NH Collection T2 and Hilton Garden Inn. Management of the personnel in these businesses is under the responsibility of our operating partners, therefore the information on GRI indicators in this report will not be presented for this segment of the business.

EMPLOYMENT

[SASB SV-PS-000.A]

OMA EMPLOYEES BY TYPE OF JOB

	Men with full-time jobs	Women with full-time jobs
2022	801	302
	2 temporary jobs	0 temporary jobs
2021	766	279
	0 temporary jobs	0 temporary jobs
2020	684	185
	0 temporary jobs	0 temporary jobs
2019	783	193
	0 temporary jobs	0 temporary jobs

EMPLOYEES AT DIRECTOR AND MANAGEMENT LEVEL BY GENDER

2022 TOTAL: 44	37	7
2021 TOTAL: 42	36	6
2020 TOTAL: 40	34	6
2019 TOTAL: 40	33	7

EMPLOYEES BY TYPE OF CONTRACT

	2019 TOTAL: 976	2020 TOTAL: 869	2021 TOTAL: 1,045	2022 TOTAL: 1,105
UNIONIZED	575	474	475	479
NON-UNIONIZED	401	395	570	626

NUMBER OF EMPLOYEES BY AGE RANGE

	2019 TOTAL: 976	2020 TOTAL: 869	2021 TOTAL: 1,045	2022 TOTAL: 1,105
18 TO 30 YEARS OLD	209	178	256	285
31 TO 50 YEARS OLD	637	581	644	663
OLDER THAN 50	130	110	145	157



Note: employees are listed as temporary when they have a sick leave.

STRATEGY TO ATTRACT AND RETAIN TALENT

[GRI 401-1]
[SASB SV-PS-330a.1]

OMA strongly believes that a diverse range of skills, experience, knowledge, and aptitude create value for the Company. Thus, the personnel recruitment and selection process focuses on choosing candidates based on their skills, abilities, and training.

Our Company values and supports diversity, equality, and inclusion under the principle of zero tolerance for racial, ethnic, religious, moral, and sexual discrimination, or discrimination due to union affiliation, political opinions, and health status.

We have a Personnel Integration Policy which, in addition to the Code of Ethics and Business Conduct, promotes equal opportunities and best practices at work.

In 2022, OMA had 255 new hires to meet the requirements at airports and its corporate offices.

NEW HIRES AND **INTERNAL OPPORTUNITIES**

HIRES	2019	2020	2021	2022
Number of hires	125	53	292	255
% of development opportunities filled by internal candidates	28%	45%	14%	20%
Average cost of a new hire (Ps.)	$1,545	$ 1,394	$ 1,359	$ 1,250

HIRES BY **AIRPORT AND CORPORATE OFFICES**

BUSINESS UNIT	2019	2020	2021	2022
Acapulco	9	1	12	12
Ciudad Juárez	6	0	11	19
Culiacán	8	7	17	7
Chihuahua	6	2	33	29
Durango	8	0	6	0
Mazatlán	1	2	10	1
Monterrey	21	14	106	131
Reynosa	4	3	12	9
San Luis Potosí	3	2	15	7
Tampico	5	5	11	7
Torreón	0	2	6	1
Zacatecas	1	1	10	5
Zihuatanejo	5	1	13	5
Corporate offices	48	13	30	22
TOTAL	125	53	292	255



PERSONNEL HIRES **BY GENDER**

161	2022 TOTAL: 255	94
157	2021 TOTAL: 292	135
11	2020 TOTAL: 53	42
85	2019 TOTAL: 125	40

HIRES **BY AGE RANGE**

AGE RANGES	2021	2022
18 to 30 years old	152	152
31 to 50 years old	118	98
Older than 50	22	5
TOTAL	292	255

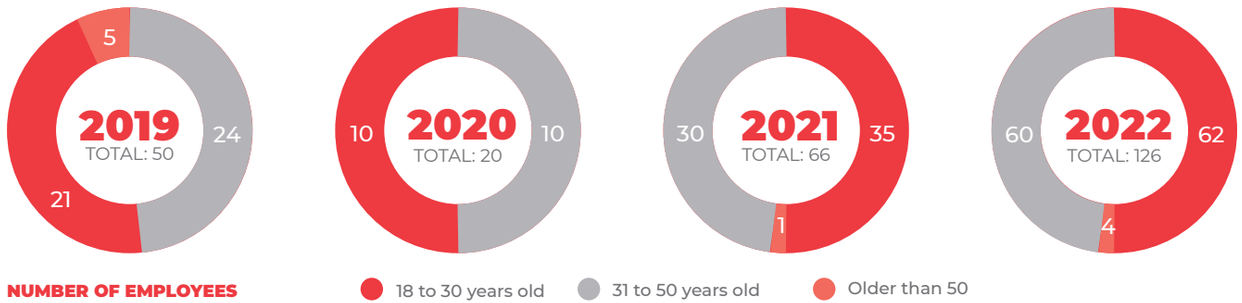
PERSONNEL SEPARATION AND TRANSITION

[GRI 402-1]
[SASB SV-PS-330a.2.]

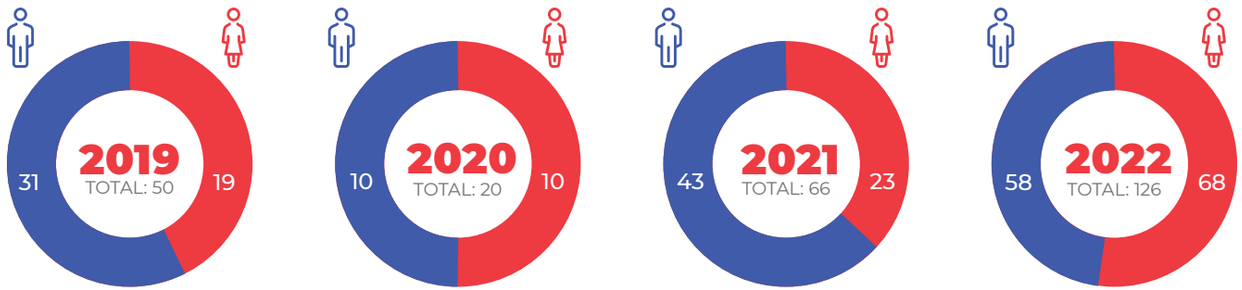
OMA has a policy on "Personnel Separation," which outlines the guidelines that the Company adheres to when a labor relationship comes to an end, either through contract termination, or employee dismissal with a severance payment. In accordance with this policy, OMA maintains detailed records including the employment agreement, resignation letter, severance documentation, and the handover letter for the respective position.

This policy serves as a framework for analyzing information related to the reasons for employee dismissals, enabling informed decision-making on areas of improvement and risk assessment. By following this policy, OMA aims to ensure transparency and fairness throughout the personnel separation process.

DISTRIBUTION OF SEPARATED EMPLOYEES **BY AGE RANGE**



DISTRIBUTION OF SEPARATED EMPLOYEES **BY GENDER**



DISTRIBUTION OF SEPARATED EMPLOYEES **BY AIRPORT**

BUSINESS UNIT	2019	2020	2021	2022
	SEPARATION / TURNOVER PERCENTAGE			
Acapulco	6 / 8%	0 / 0%	3 / 4%	5 / 7%
Ciudad Juárez	3 / 6%	0 / 0%	3 / 6%	7 / 13%
Culiacán	1 / 2%	0 / 0%	5 / 8%	3 / 5%
Chihuahua	4 / 7%	2 / 4%	9 / 13%	20 / 27%
Durango	2 / 5%	0 / 0%	1 / 2%	0 / 0%
Mazatlán	1 / 2%	0 / 0 %	0 / 0%	1 / 2%
Monterrey	9 / 5%	3 / 2%	23 / 9%	58 / 20%
Reynosa	2 / 5%	3 / 8%	3 / 7%	4 / 9%
San Luis Potosí	1 / 2%	2 / 5%	3 / 6%	7 / 13%
Tampico	2 / 4%	1 / 2%	5 / 10%	1 / 2%
Torreón	0 / 0%	1 / 3%	0 / 0%	1 / 2%
Zacatecas	0 / 0%	0 / 3%	1 / 2%	3 / 7%
Zihuatanejo	1 / 2%	1 / 3%	2 / 5%	3 / 7%
Corporate offices	18 / 13%	7 / 5%	8 / 5%	13 / 19%
TOTAL	50	20	66	126

PERSONNEL **TURNOVER**

TYPE	2019	2020	2021	2022
Personnel Turnover (%)	7.48%	16.34%	11.00%	17.65%
Personnel Turnover by Voluntary Resignation (%)	5.12%	2.30%	6.32%	11.40%

UNION RELATIONSHIPS

[GRI 2-30, 402-1]

For OMA, legal compliance extends beyond mere obligations; it reflects our commitment as a responsible corporate citizen to uphold the rights of workers to engage in collective bargaining at the highest level.

Our collective bargaining agreement adheres to the current legislation and is duly registered and authorized by the relevant authorities, who oversee its compliance with the stipulated conditions for formalization.

Clauses of the collective bargaining agreement, are renewed every two years and salary increase is negotiated every year, and encompasses 479 unionized employees across 13 locations. Each airport has a dedicated union representative and assistant, who serve as the primary point of contact for the union and are responsible for ensuring compliance with the agreements and addressing any queries or concerns raised by unionized workers.

In 2022, training was provided to 100% of safety personnel at our airports in human rights matters.

DIVERSITY, EQUALITY, AND INCLUSION

[GRI 2-23, 2-24, 406-1, 410-1]
[SASB SV-PS-330a.1.]

OMA is committed to maintaining a work environment that is devoid of any form of discrimination based on race, ethnicity, gender, beliefs, religion, age, disability, sexual orientation, or any other characteristic that may lead to exclusion.

Our company's policy is to ensure equal opportunities for all employees with regard to recruitment, salary levels, training and development, promotions, and other relevant terms of employment.

We have a zero-tolerance approach to harassment, including sexual harassment, in any form. This encompasses verbal or physical conduct that intimidates or threatens employees, creates a hostile work environment, unreasonably interferes with an individual's job performance, or in any other way detrimentally affects their responsibilities.

DIVERSITY INDICATORS

PERCENTAGE OF WOMEN	2019	2020	2021	2022
At OMA	20%	21%	27%	27%
In management and director positions	18%	15%	16%	16%
In management positions	18%	18%	17%	16%
In management positions related to revenue generation*	100%	100%	50%	50%
In positions related to science, technology, engineering, and mathematics	35%	34%	38%	40%

* Women who are in positions that contribute directly to the sale of products or services

SALARY GAP

ORGANIZATIONAL LEVELS	DIFFERENCE BETWEEN FEMALE AND MALE EMPLOYEES IN 2022 (PERCENTAGE)
Directors and managers	4.9%
Non-unionized	14.5%
Unionized	2.2%

OCCUPATIONAL HEALTH AND SAFETY

[GRI 403-1, 403-2, 403-3, 403-4, 403-7, 403-8, 403-9, 403-10, 416-1]

OMA places the highest priority on the safety and health of its employees, passengers, clients, and users at all its facilities. Our management objective is to implement controls that prevent risky situations and that always comply with the goal of zero work-related accidents.

With this objective in mind, potential risks at facilities and in processes are identified and evaluated, notably those in which it is believed that the probability of occurrence, exposure, and consequences are high, with the objective of decreasing frequency indices, gravity, and accident rates.

One of the ways we have provided our employees with a healthy and safe working environment is by implementing a Health and Safety Management System[i] that incorporates the best practices that guarantee our purpose.

Our commitments to occupational safety:

- To prevent work-related risks in order to reach our goal of zero work-related accidents, and zero occupational illnesses.
- To transmit the focus of health and safety to our visitors, users, and value chain.

The management system contains policies that include handling of chemical substances, determining personal protective equipment, and identifying dangers and risks to occupational health and safety.

In addition, a Safety and Hygiene Labor Commission (CLSH) has been created, which investigates security incidents at worksites, work at height, cutting and welding work, work in confined spaces, and electrical work. Measures have also been implemented to prevent psychological and social risks, with the goal of creating a safe and healthy environment for everyone.

This Commission also establishes compliance with legal obligations in matters of occupational health, safety, and hygiene, as well as the obligations that the Company and its employees must fulfill. It is also responsible for supervising training, quarterly reviews of labor risk verification, drafting minutes, following up on matters, and monitoring compliance with the corrective actions.

With the objective of driving the participation of our employees in the safety and hygiene program, 121 employees from our 13 airports participated in the CLSH.

CLSH MEMBERS **BY AIRPORT**

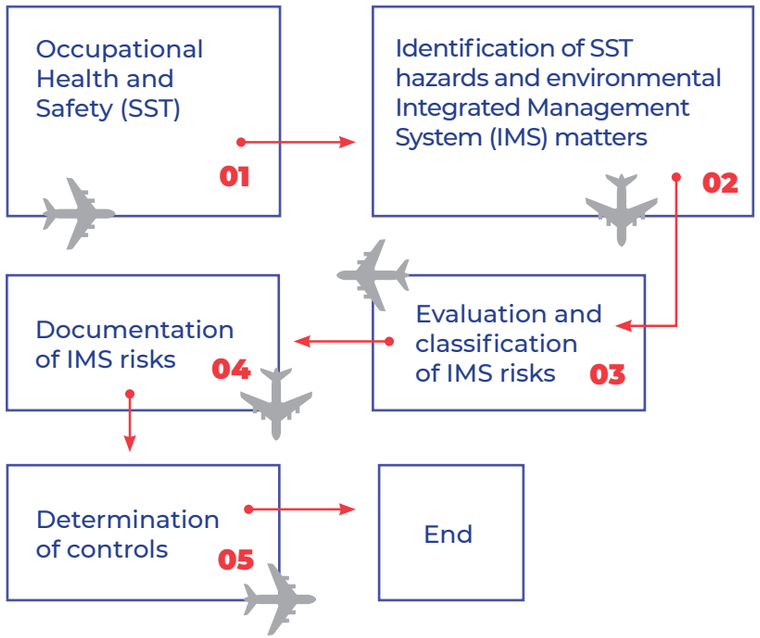
BUSINESS UNIT	NUMBER OF PARTICIPANTS
Acapulco	11
Ciudad Juárez	8
Culiacán	9
Chihuahua	9
Durango	9
Mazatlán	7
Monterrey	16
Reynosa	9
San Luis Potosí	7
Tampico	11
Torreón	7
Zacatecas	7
Zihuatanejo	8
Corporate offices	3
Total	121

100% of our employees are covered by the Health and Safety System.

We comply with 115 legal requirements that support management of occupational health and safety

i. The Health and Safety System refers to all procedures and internal regulations related to health and safety at OMA that apply to all our employees.

OCCUPATIONAL HEALTH AND SAFETY PROCESS



In 2022, of the 2,291,872 hours worked at the 13 airports, seven work-related accidents were recorded, which caused the following types of injuries: knee and shoulder sprains, conjunctivitis, and backaches. In 2023, we will continue reinforcing health and safety practices at work to reduce accidents.

WORK-RELATED **ACCIDENTS**

BUSINESS UNIT	NUMBER	TYPE OF INJURY
Acapulco	2	Conjunctivitis and right knee sprain
Tampico	4	Left knee sprain (2 cases), shoulder sprain, backache
Monterrey	1	Backache
Total	7	

EMPLOYEE INJURY RATE **BY WORK-RELATED ACCIDENT**

CONCEPT	2019	2020	2021	2022
Number of hours worked	2,054,448	1,981,232	1,992,672	2,291,872
Injury rate by work-related accident[i]	7.30	1.51	2.01	3.05

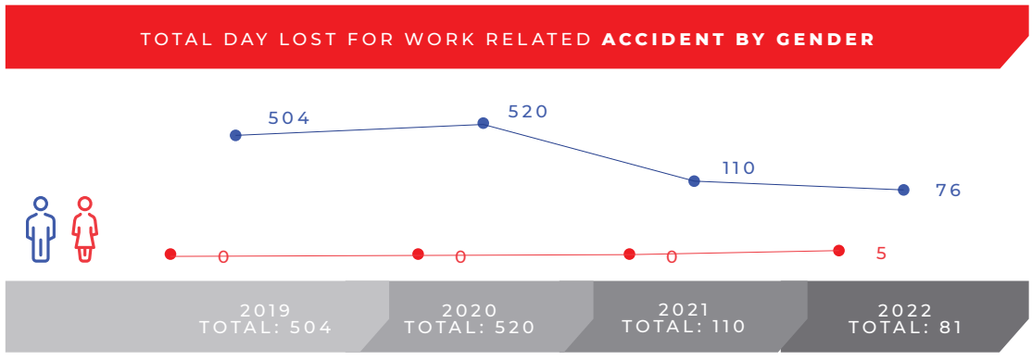
INJURIES BY WORK-RELATED ACCIDENT **AND DAYS LOST FROM WORK**

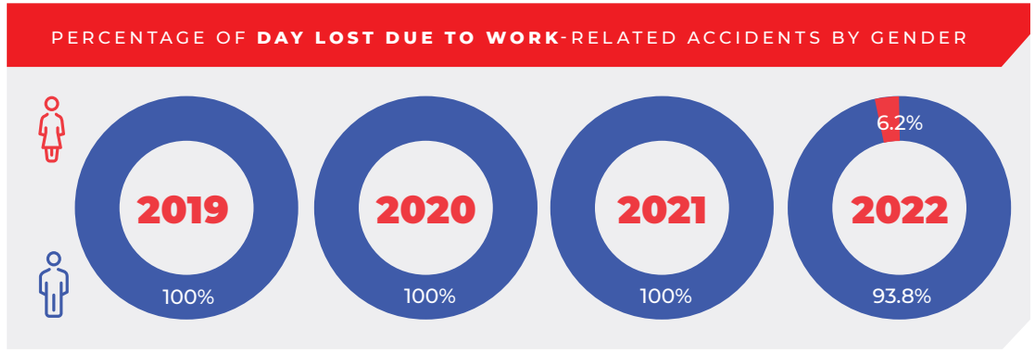
CONCEPT	2019	2020	2021	2022
Number of injuries by work-related accident	15	3	4	7
Days of disability due to work-related injuries	504	520	110	81

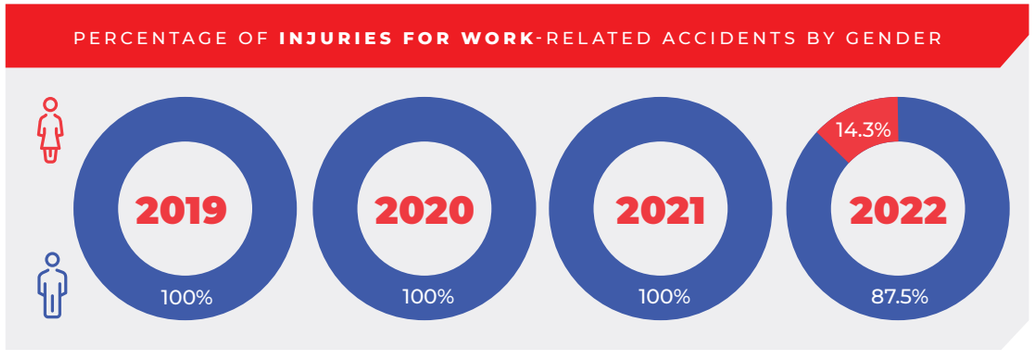
INJURIES FROM WORK-RELATED ACCIDENT **BY GENDER**

CONCEPT	2019		2020		2021		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Number of injuries by work-related accident	15	0	3	0	4	0	6	1
Days of disability due to work-related injuries	504	0	520	0	110	0	76	5

i. Injury rate calculated as number of injuries per 1,000,000 hours worked.







There is also a procedure to identify environmental issues and dangers, evaluation and control of environmental risks, and occupational health and safety risks that include: the responsibility of the people involved, the description for the identification, evaluation, and classification of dangers, and occupational health and safety risks.

With the results obtained in the risk classification, whether they are significant, controls such as the following are determined:

- Elimination
- Substitution
- Engineering controls
- Signage, warnings, or administrative controls
- Personal protective equipment

PROCESS OF IDENTIFYING WORK-RELATED RISKS



Identifying health and safety risks allows us to find:

- Unsafe conditions
- Unsafe acts
- Work-related accidents
- Emergencies
- Work-related risks
- Work-related injuries

In 2022, 4,360 work-related risks were evaluated, of which 90.3% (3,935) were not significant.

OCCUPATIONAL HEALTH AND SAFETY PROGRAM (OHS)

[GRI 403-1, 403-4, 403-5, 403-6, 403-7, 403-8]
[SASB SV-PS-000.B]

It is highly relevant that OMA maintains its certification in the Safe Company Occupational Health and Safety Self-Management Program ("PASST"). This program is supported by the Ministry of Labor and Social Security ("STPS"), and it recognizes those companies that encourage actions to reduce accidents and occupational illnesses.

Within this system, among other items the tasks of training are assigned, which include both operating and administrative personnel, with a focus on three areas:

a. Standards
b. Health and safety videos
c. Occupational health and safety procedures

The matters on which OMA concentrates its training efforts are the following:

- Preventing incidents in the work area
- Preventing fires and handling emergencies
- Electrical facilities, blocking, and energy labeling
- Handling and storing hazardous chemical sub stances and materials
- Work at height
- Cutting and welding

We train personnel in one or various of the following standards:

- **NOM-001-STPS-2008:** Buildings, locations, facilities, and areas in work centers.
- **NOM-006-STPS-2014**: Handling and storage of materials.
- **NOM-011-STPS-2001:** Health and safety conditions in work centers where there is noise.
- **NOM-017-STPS-2008**: Personal protective equipment. Selection, use, and handling in work centers.
- **NOM-018-STPS-2015:** Harmonized system for identifying and communicating hazards and risks from hazardous chemical substances in work centers.
- **NOM-019-STPS-2011**: Formation, integration, organization, and operation of hygiene and safety commissions.
- **NOM-022-STPS-2015**: Regarding safety conditions in work centers where static electricity presents a risk.
- **NOM-026-STPS-2008**: Safety and hygiene colors and signs, and identification of risks caused by piped fluids.
- **NOM-027-STPS-2008**: Welding and cutting activities.
- **NOM-029-STPS-2011**: Maintaining electrical facilities in work centers.
- **NOM-030-STPS-2009**: Preventive occupational health and safety services.
- **NOM-033-STPS-2015**: Safety conditions for performing work in confined spaces.
- **NOM-035-STPS-2018:** Psychological and social risk factors at work – identification, analyais, and prevention.
- **NOM-036-STPS-2011: Construction** – Occupational health and safety conditions.

There is also a procedure to communicate, participate, and consult on hazards and risks, which establishes the guidelines to be considered to ensure correct execution in all work centers. The process is described below:



HEALTH AND SAFETY RISK MANAGEMENT

OMA has ensured that managing occupational health and safety risks extends to the value chain, therefore, all contracts with providers establish their acceptance of those provisions according to the Federal Regulation on Occupational Health and Safety. With this guidance, risks are prevented that might impact people related to the operation. Furthermore, supervisory measures are taken when third-party activities are performed within the Company's facilities.

HEALTH

Respecting and supporting the health of our employees is important to OMA, which is why we protect their physical and emotional integrity by providing a safe and healthy work environment.

At OMA we have a medical procedure that helps us verify the health status of new hires, allowing us to ensure they are able to perform their work safely. In 2022, 153 medical exams were performed.

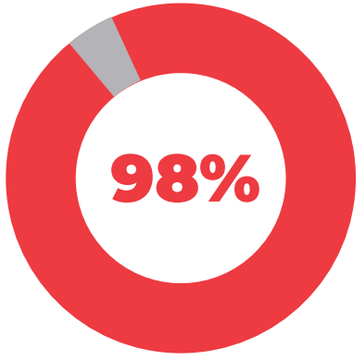
Until October 2022, we continued with our awareness campaign, and continued with our sanitary measures to prevent contagion from COVID-19 at our 13 airports and corporate offices. Since that date we have followed the new guidelines established by the Secretary of Health for work centers, and those established by the Federal Civil Aviation Agency (AFAC), which issued specific measures for airports.

Also in 2022, we implemented two vaccination campaigns, the first of which was for the vaccine against the COVID-19 virus. We conducted this campaign in partnership with the Mexican Social Security Institute (IMSS) and the Secretary of Health, placing a module in our airports so that personnel, the community, and passengers could get vaccinated. We also provided facilities so that workers could go to their Family Medical Unit to receive this vaccine. The second campaign was to vaccinate personnel against the flu. With these actions we decreased the risk of contagion, and health complications that arise from these illnesses.

In 2022, 1,151 employees were trained in NOM-035-STPS-2018, *with a focus on preventing psycho-social risk factors,* to support a favorable working environment in work centers.



153 medical exams for newly hired personnel



of personnel were vaccinated with the second dose against COVID-19

837 employees trained in health matters

730 people vaccinated

4,767 hours of training in health-related matters

PAE PROGRAM

OMA's Employee Assistance Program (PAE) is based on a model of Overall Well-Being, comprised of six services: emotional, medical, nutritional, and legal care, family budgeting, and veterinary services for pets.

These services contribute to improving the productivity and well-being of our personnel. The services include a telephone help line and a web page with 24/7 service to ensure accessibility and availability for everyone.

Online: www.orienta-me.com

By telephone at: 800 999 22 33 and 442 295 3001. The service is free for workeres and their families

Our Orienta PAE program ensures the confidentiality of personal and company information

DEVELOPMENT, GROWTH, AND TRAINING

[GRI 404-1, 404-2]

The Company has an ongoing training program that begins with an analysis regarding the strategic needs in the area, and with scope in all of the Company's operations, which includes both unionized and non-unionized personnel.

The annual training plan for unionized personnel is developed by the human capital area, with the objective of meeting the operating needs, standards, and safety requirements, according to the collective bargaining agreement.

Training for non-unionized personnel is validated by the direct head of the area, and includes courses, diplomas, certifications, and refresher courses.

TRAINING NEED-DETECTION PROCESS (DNC)

Define training needs (Collaborate with direct supervisor)

The direct supervisor validates the DNC and the employee sends it to Human Resources

Human Resources integrates the training program through the collected DNCs. They may be individual or group courses

Human Resources notifies the supervisors and employees about the dates when training will be provided

The employee attends the assigned training at the established time and date

The employee sends Human Resources the diploma, certificate, or proof of course taken

Human Resources registers the course in the training log that is part of the individual's file

Our training programs are designed to develop the ability, knowledge, and skills necessary for people to have the required tools that will allow them to occupy key positions at OMA, in the event of internal promotions or when vacant positions become available.
Training is divided into two main areas:

1. Technical. Courses are provided to improve certain areas of work and are defined by the direct head.

2. Institutional. These are courses on OMA's organizational culture and are mandatory for all personnel. Some of the courses provided are the following:

- Institutional onboarding
- OMA values in action
- Code of Ethics and Business Conduct

ANNUAL AVERAGE NUMBER OF TRAINING HOURS BY PERSON AND TYPE OF CONTRACT

TYPE OF CONTRACT	2019	2020	2021	2022
Unionized personnel	84	84	58	111
Non-unionized personnel	34	63	27	55

ANNUAL AVERAGE NUMBER OF TRAINING HOURS BY PERSON AND BY GENDER

TYPE OF CONTRACT	2019		2020		2021		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Unionized Personnel	88	26	87	29	75	8	100	11
Firefighters	50	0	49	0	48	0	60	0
Rest of Unionized Personnel	38	26	38	29	27	8	40	11
Non-Unionized Personnel	39	25	52	48	25	19	34	21

TOTAL NUMBER OF TRAINING HOURS BY TYPE OF CONTRACT

TYPE OF CONTRACT	2019	2020	2021	2022
Unionized personnel	48,343	39,916	33,299	45,201
Non-unionized personnel	13,823	25,325	12,974	18,068
Total	62,166	65,241	46,273	63,269

In the 2022 training program, a total of 63,269 hours were allocated, with 71.5% dedicated to unionized personnel and 28.5% to non-unionized personnel. It is noteworthy that unionized personnel receive a higher number of training hours, reflecting their crucial role in operations and airport safety. Specifically, male unionized personnel, primarily consisting of firefighters, received 44,847 hours of training, while female unionized personnel, who contribute across various roles, received 354 hours of training during this period.

E-LEARNING TRAINING PLATFORM

During this reporting period, an E-Learning Platform was developed in order to expand the coverage and scope of various institutional programs, including:

- Code of Ethics and Conduct
- 5S Methodology
- How to detect phishing attacks
- A presentation for administrative personnel on major medical insurance
- Onboarding from the platform

JOB POSTING

This program offers internal development opportunities that are communicated to all employees. If interested, employees are encouraged to apply for published vacancies. It is important to emphasize that OMA follows a non-discriminatory approach, and therefore, any candidates who meet the required qualifications are welcome to apply without any restrictions.

MASTER'S PROGRAM SCHOLARSHIPS

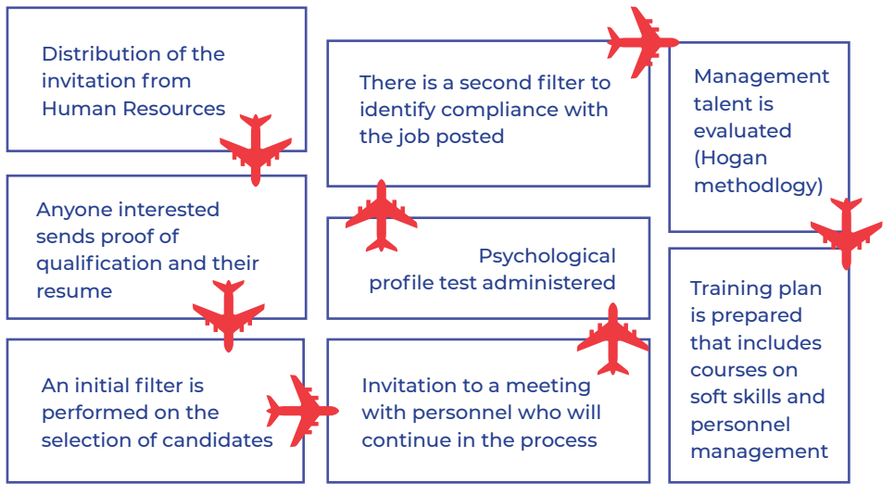
Through this process, employees are prepared to fill key positions inside the Organization. The selection mechanisms take place through an internal process that allows all employees who meet the requirements to apply.

CAREER AND SUCCESSION PLAN

OMA's various programs facilitate the identification of professionals with the talent required to occupy strategic positions within the Organization in the short, medium, and long term, notably the following:

TRAINING PROGRAM FOR AIRPORT ADMINISTRATORS

In order to improve the skills and professional level of all employees who are interested in becoming an airport administrator (executive level at airports), we invite our personnel to participate in the airport administrator training and development program. Twenty-four people participated in 2022, following the process below:



TRAINING PROGRAM FOR HEAD OF OPERATIONS AND SAFETY

The training plan for this position includes three focal points, as per the job description: theory, technical application, and projects. The training focuses on meeting the demands of the position so that duties can be performed efficiently.

During this reporting year, 11 people participated in the program, as per the following process:



QUALITY OF LIFE AND WELL-BEING

[GRI 401-2, 401-3]

OMA is proud to have a team of highly skilled and dedicated professionals. As part of our commitment to their well-being, the Company strives to provide benefits and incentives that exceed legal requirements. Our goal is to retain talent and enhance the quality of life for our employees. It is important to note that specific benefits for unionized personnel are outlined in their respective collective bargaining agreements.

EMPLOYEE SATISFACTION SURVEY	
CONCEPT	2022
% of employees with a high level of commitment, satisfaction, and/or well-being, according to the survey	92.09%
Main focus of the survey	Commitment, well-being, and satisfaction

PERSONNEL BENEFITS

[GRI 401-2]

All full-time employees receive the following benefits:

- Cafeteria service for airport staff
- Life insurance
- Major medical insurance
- Savings fund
- Parental leave
- Marriage leave
- Economic support in the event of a death in the family
- Five-day paid leave for a death in the family
- Commercial and educational agreements
- Vacations and vacation bonus

EXECUTIVE BENEFITS

OMA's middle and senior management have the same benefits as all employees, plus variable compensation for performance, among other benefits.



PARENTAL LEAVE

[GRI 401-3]

The Company respects, protects, and promotes employees' right to take parental leave, as a space that allows them to celebrate the arrival of a new family member.

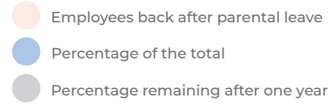
Of the 31 employees who had the right to take parental leave in 2022, 88% of the men and 93% of the women returned to work at the end of their parental leave.

NUMBER OF EMPLOYEES WHO TOOK PARENTAL LEAVE

GENDER	2019	2020	2021	2022
Men	0	0	7	17
Women	6	5	14	14
Total	6	5	21	31

EMPLOYEES WHO TOOK PARENTAL LEAVE AND RETURNED TO WORK AT THE END OF THE LEAVE

GENDER	2019			2020			2021			2022		
Men	0	0.00	0	0	0.00	100	7	33	100	15	48	88
Women	6	100	100	5	100	100	14	67	100	13	42	93
Total	6	100	100	5	100	100	21	100	100	28	90	90



AGREEMENTS

We work to create alliances with numerous companies and institutions that can offer our people additional benefits in educational and business matters, and services, all of which contribute to improving their quality of life.

In 2022, agreements were entered into with learning establishments, clinical laboratories, ophthalmologists, doctors, hotels, insurance, and duty-free stores, creating preferential offers and discounts for personnel and their direct family members.

Our main agreements include the following:

- **Hotels**
  - Comfort Inn Monterrey Valle
  - JW Marriott
  - Novotel
  - Hyatt Place / House
  - Camino Real
  - Quinta Real
  - IBIS Styles / Budget Hotels
  - Holiday Inn
- **Funeral Services**
  - Inmobiliaria del Valle de San Pedro / Valle de la Paz
- **Schools**
  - Universidad Tecmilenio
  - Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM)
  - Universidad de Monterrey (UDEM)
  - Universidad Autónoma de Nuevo León (UANL)
  - Universidad Única
  - Universidad Internacional de Liderazgo y Desarrollo (UINTER)
  - Instituto Mexicano de Profesionalización Educativa
- **Health**
  - Precisión Óptica (Ópticas LUX)
  - Hospital Sierra Madre
  - Swiss Hospital
- **Recreation**
  - Top Golf

ORGANIZATIONAL CLIMATE

[SASB SV-PS-330a.3]

At OMA, we are dedicated to fostering a safe and healthy workplace that promotes freedom, inclusion, and respect. In recognition of our efforts, we participated in the Super Empresas ranking conducted by Expansión magazine in 2022. We achieved a participation rate of 94% of our employees, ranking 104th out of 116 companies. These results provide valuable insights for self-assessment and enable us to develop strategies for continuous improvement.

PERFORMANCE EVALUATIONS

[GRI 404-3]

As part of our regular processes, OMA conducts annual performance evaluations, supplemented by follow-up assessments twice a year. The primary objective of these evaluations is to recognize and reward productivity while enhancing the potential of revenue-generating areas that require high levels of efficiency.

This continuous evaluation process assesses the extent to which employees have achieved the objectives of their respective roles, encouraging them to enhance their skills and capabilities. It ensures equal opportunities for all employees within the organization.

Our commitment as a Group is to facilitate the comprehensive development of our workforce. To fulfill this commitment, we have established various tools that support both professional and personal growth. These tools include planned change processes, short-, medium-, and long-term programs, all aligned with the Company's overarching business strategy.

During this reporting period, we achieved a remarkable level of employee engagement in the performance evaluation process. A notable 100% of personnel who had been with the Company for more than six months actively participated, resulting in evaluations for 537 out of 626 administrative personnel.

In 2022, 100% of the administrative personnel were evaluated:

305 men and 232 women.

PERFORMANCE EVALUATION PROCESS

- Definition of objectives
- Mid-term evaluation
- Feedback meeting to advance with objectives
- Final evaluation
- Feedback meeting with the supervisor



06 Our planet

We are OMA ....a company committed to protecting and preserving the environment

ENVIRONMENTAL MANAGEMENT

[GRI 2-25, 2-28, 201-2, 203-1]

OMA demonstrates a steadfast commitment to environmental protection and preservation. Our management approach is preventive and aims to implement strategic plans that effectively mitigate and offset the impacts generated by our airport activities and associated businesses.

Furthermore, the Company complies fully with applicable legislation regarding water, waste, energy, environmental emergencies, air and noise, natural resources, forest, wildlife, soil, and environmental risk and management.

The Group's 13 airports have an Environmental Quality Certificate that is granted by the Federal Environmental Protection Agency (PROFEPA), which evaluates companies that comply with both federal and local laws, environmental regulations, and Official Mexican Standards of the Secretary of the Environment and Natural Resources (SEMARNAT).

Our airports were also awarded the Distintivo S award in 2022, which is granted by the Secretary of Tourism (SECTUR), in recognition for complying with good corporate practices in global sustainability matters. The federal government uses this instrument in its efforts to drive a sustainable tourism sector in Mexico.

Our 13 airports have a PROFEPA Environmental Quality Certificate and the Distintivo S for good sustainability practices from SECTUR



ENVIRONMENTAL MATTERS

[GRI 2-25, 201-2, 203-1, 302-1, 302-2, 302-4, 302-5]

GREEN INVESTMENTS, ENERGY EFFICIENCY, AND CLIMATE ACTION

At OMA, we strive for our airports to be increasingly efficient and sustainable. To continually decrease our carbon footprint, various strategies have been defined that focus on reducing the use of fossil fuels, electricity from non-renewable sources, water consumption, and optimizing waste treatment. These strategies have created a positive impact on the performance of the airports in recent years.

Some of the projects that have been invested in or implemented in recent years, with the objective of reducing Scope 1 and 2 carbon emissions are:

POWER PURCHASE AGREEMENTS (PPA)

We signed a power purchase agreement ("PPA") with a wind energy provider. OMA's electricity has been partially supplied through this agreement since March of 2019. In 2020, 2021, and 2022, energy consumed through the PPA represented 77%, 84%, and 78%, respectively, of OMA's total electricity consumption.

INVESTMENT IN SOLAR PANELS AT OUR 13 AIRPORTS

In 2021, we invested more than Ps.250 million pesos in the installation of solar panels, with added capacity of 8.44 MWp among the 13 airports.

Approximately 17.8% of the company's energy consumption needs were produced by our solar panels in 2022. Note that this investment was financed by the issuance of our Green Bonds.

INVESTMENT IN ENERGY-EFFICIENT SYSTEMS

During this reporting period, the Company began switching runway lighting technology from halogen to LED and solar at the airports in Reynosa, Acapulco, Monterrey, Mazatlán, Durango, Torreón and Zacatecas.

Also in 2022, OMA finalized the installation and start-up of battery banks with added storage capacity of 6.6 MWp in the airports in Monterrey, Chihuahua, Ciudad Juárez, Mazatlán, Acapulco, and Culiacán, allowing to reduce consumption of the grid in peak hours.

AIRPORT CARBON ACCREDITATION PROGRAM

The Group's 13 airports currently[14] have Level 1 Accreditation from the Airport Carbon Accreditation ("ACA") Program, which is issued by the International Association of Airports for Latin America and the Caribbean ("ACI-LAC").

This global standard is unique, as it certifies carbon management for the airport sector, and its objective is to evaluate and recognize the efforts made by airports to reduce their carbon emissions.
In addition to being proud of receiving this public recognition, which positions OMA as a cutting-edge group, through these initiatives we not only support the implementation of best practices, but also knowledge transfer, raising the profile and credibility of our airports, standardizing processes, and raising awareness and specialization.

OMA is also in the process of evaluating the requirements and implementing the actions necessary to obtain Level 2 Accreditation from the ACA Program at all its airports.

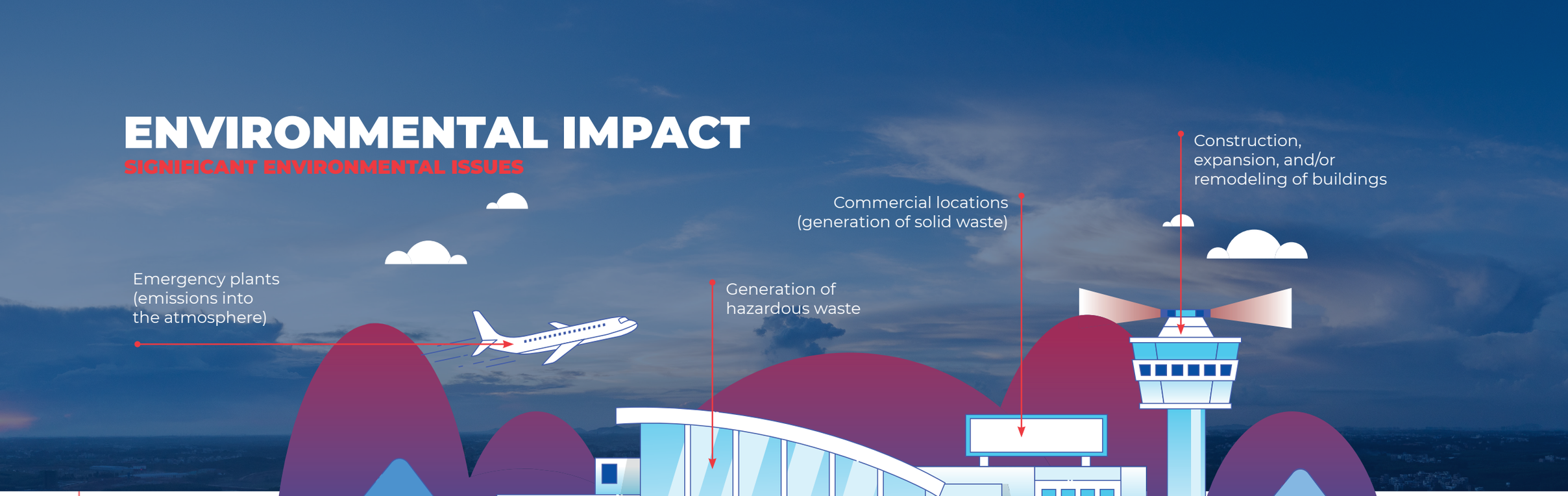
airport carbon accredited
MAPPING

OMA's 13 airports have Level 1 Accreditation from the Airport Carbon Accreditation (ACA) Program

14. The ACA accreditation process began in 2022 and concluded in February 2023.

ENVIRONMENTAL IMPACT

SIGNIFICANT ENVIRONMENTAL ISSUES



In 2022, OMA complied with environmental legislation and standards, and during the year we did not receive any fines or warnings related to environmental matters.

ENERGY CONSUMPTION

[GRI 302-1, 302-2, 302-3, 302 4, 302-5]

The Company's energy requirements arise mainly from electricity consumption, which is used for illumination and air conditioning at airports, and to a lesser extent, the use of fuels such as gasoline, diesel, natural gas, and LP gas used in construction machinery and vehicle transport.

ELECTRICITY CONSUMPTION

ELECTRICITY CONSUMPTION	2019		2020		2021		2022	
	KWH	%	KWH	%	KWH	%	KWH	%
Federal Electricity Commission	28,277,269	45%	8,623,398	22%	7,882,909	16%	2,547,983	4%
PPA	34,480,990	55%	29,983,507	77%	42,120,748	84%	49,092,689	78%
Solar panels	331,554	1%	308,163	1%	244,726	0%	11,224,100	18%
Total	63,089,813	100%	38,915,068	100%	50,248,383	100%	62,864,772	100%

FUEL CONSUMPTION

FUEL CONSUMPTION	2019		2020		2021		2022	
	LITERS	%	LITERS	%	LITERS	%	LITERS	%
Diesel	130,095	25%	108,030	28%	116,430	27%	118,859	24%
Gasoline	254,048	50%	176,983	45%	164,982	38%	197,710	39%
LP Gas	122,055	24%	101,427	26%	125,575	29%	162,553	32%
Natural Gas	7,005	1%	5,197	1%	24,888	6%	26,335	5%
Total	513,202	100%	391,636	100%	431,874	100%	505,457	100%

EMISSIONS MANAGEMENT

[GRI 2-25, 305-1, 305-2, 305-4, 305-5, 305-7]

OMA is committed to reducing greenhouse gas emissions, as reflected in its defined goals and annual investments, which contribute to enhancing the efficiency of our airports.

To accurately measure emissions, OMA adheres to SEMARNAT regulations, including the General Law on Climate Change (LGCC), its Regulation, and the National Emissions Registry (RENE). However, for the purpose of this report, OMA utilizes the market-based methodology of the GHG Protocol to calculate the total quantity of Scope 1 and 2 CO2 emissions. This approach considers the emissions intensity factor for each energy source used by OMA (Federal Electricity Commission (CFE), PPA, and solar panels) and provides an accurate representation of both direct and indirect emissions. It also allows for the inclusion of the benefits derived from installed and acquired renewable energy.

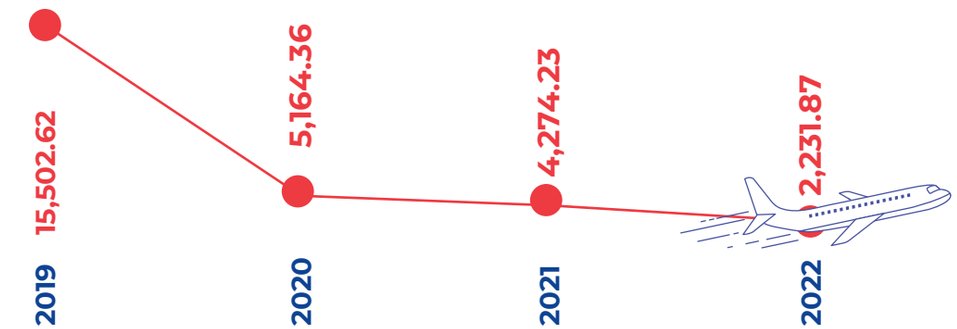
Through this rigorous methodology, OMA has developed a comprehensive record that enables precise measurement of Scope 1 and 2 emissions, encompassing non-renewable fuel sources and electricity consumption, respectively, stated in CO2 equivalent.

In 2022, the Company generated a total of 2,231.87 tons of CO2 equivalent (tCO2e). Scope 1 emissions accounted for 1,123.50 tCO2e, representing 50.3% of the total, while Scope 2 emissions amounted to 1,108.37 tCO2e, accounting for 49.66%. It should be noted that Scope 3 emissions, which largely pertain to the “airplane” component such as landing, take-off, and taxiing, have not yet been measured by OMA as of the date of this report.

SUMMARY OF SCOPE 1 AND SCOPE 2 **CARBON EMISSIONS (TCO2E)**

	2019	2020	2021	2022
Total Scope 2 Emissions [ii]	SCOPE 1 DIRECT EMISSIONS			
Diesel	367.48	301.62	325.08	336.02
Gasoline	619.41	406.51	378.95	483.77
LP Gas	194.85	167.22	207.003	267.96
Natural Gas	40.86	29.05	28.73	35.75
Total Scope 1 Emissions [i]	**1,222.60**	**904.40**	**939.76**	**1,123.50**
	INDIRECT SCOPE 2 EMISSIONS			
Electricity	14,280.02	4,259.96	3,334.47	1,108.37
Total Scope 2 Emissions [ii]	**14,280.02**	**4,259.96**	**3,334.47**	**1,108.37**
Total Scope 1 and Scope 2 Emissions	**15,502.62**	**5,164.36**	**4,274.23**	**2,231.87**

Total Emissions (tCO2e)



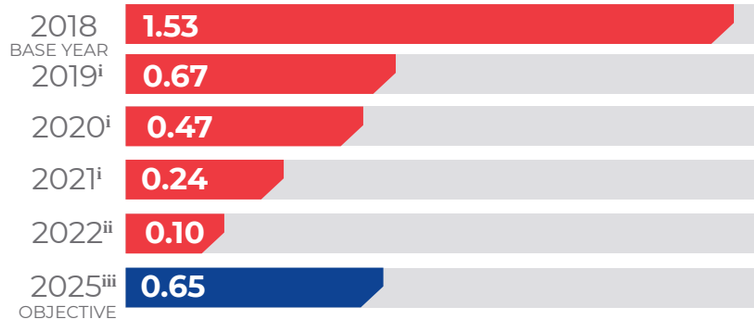
i. For the purposes of calculating tCO2 for Scope 1 emissions, and for the electricity that comes from the Federal Electricity Commission, OMA uses the factors published by SEMARNAT for the different sources, and it uses a 0 tCO2e emission factor for consumption through the PPA and solar panels, given that they come from 100% renewable energy.
ii. As of March 2019, Scope 2 emissions decreased as a result of the start of PPA operations.

SCOPE 1 AND 2 GHG **EMISSIONS (TCO2E) BY AIRPORT**

AIRPORT	2019	2020	2021	2022
Acapulco	1,131.17	472.20	294.29	84.75
Ciudad Juárez	729.86	266.12	219.10	107.01
Culiacán	792.69	441.00	244.44	116.46
Chihuahua	899.97	566.25	336.28	272.37
Durango	172.32	101.34	75.07	64.29
Mazatlán	893.22	522.41	303.62	75.3
Monterrey	8,673.01	1,708.35	1,750.24	1,059.21
Reynosa	278.74	161.97	252.58	111.38
San Luis Potosí	376.22	159.81	116.42	63.13
Tampico	551.34	344.95	283.31	139.63
Torreón	303.67	164.32	93.65	40.52
Zacatecas	153.05	67.98	58.63	56.63
Zihuatanejo	547.36	187.66	246.60	41.19
TOTAL	15,502.62	5,164.36	4,274.23	2,231.87

CO_2 EMISSIONS PER PASSENGER

KgCO2e/PAX (Scope 1 and 2 emissions)



i. The reduction in the numbers shown for the years 2019, 2020, and 2021, mainly reflects the decrease in Scope 2 emissions, which is a result of the power purchase agreement (PPA) with a renewable energy provider. In 2019, 2020, 2021, and 2022, the PPA for wind energy represented 55%, 77%, 84% and 78%, respectively, of the Company's total consumption.

ii. Verified by Addere Solutions, S.C.

iii. The 2025 objective includes a decrease considering the base year (2018) and a projected increase based on the expansion and development plans for the airports. Additionally, the PPA provider is required to provide an established minimum of GWh per year, which is equal to approximately 50% of OMA's total energy consumption in 2018. Although the PPA provider has supplied OMA with more energy than the minimum established for the years 2019 to 2022, OMA cannot guarantee that in the coming years it will continue receiving a level greater than the established minimum, therefore it assumes electricity consumption through the PPA based on the guaranteed minimum until 2025. For more information please refer to page 86.

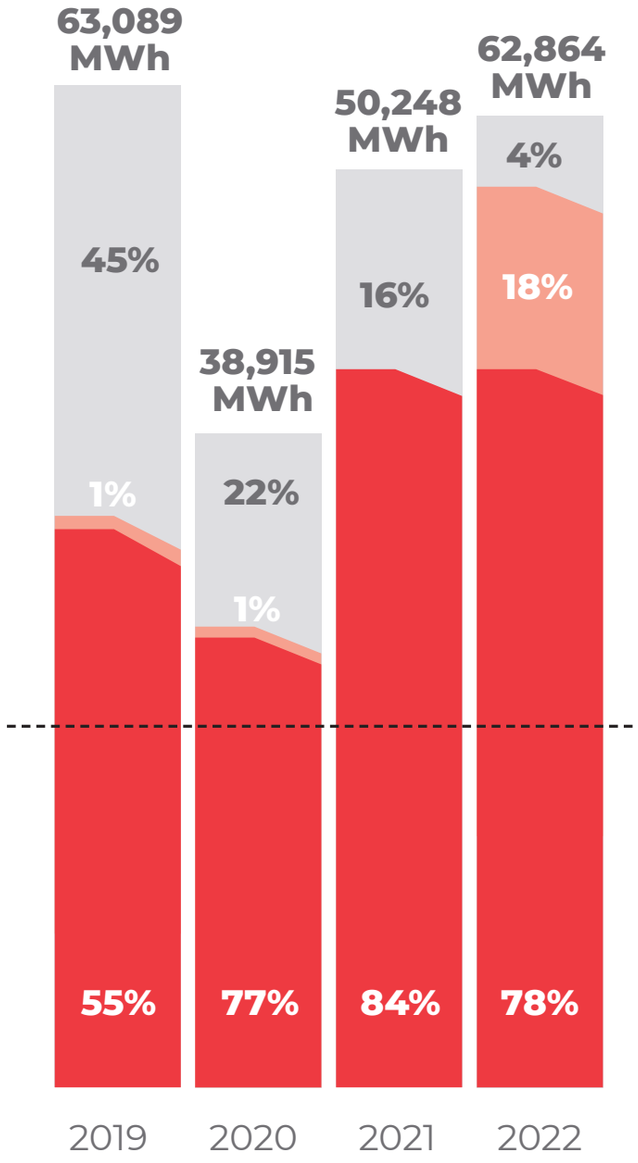
INTENSITY REDUCTION OBJECTIVE BY 2025

Our sustainability strategy has helped us commit to reducing GHG emissions which, as we know, are directly related to climate change. OMA has therefore established a series of commitments regarding investments and implementing best practices, which will allow for a 58%[15] reduction in Scope 1 and 2 emissions per passenger by the end of 2025, and which will be presented as kilograms of CO_2 equivalent per passenger (KgCO2e/PAX). For additional information about OMA's commitment, please refer to page 86, " OMA's Sustainability - Linked Financing Framework"

15. For the goal year of 2025, the year 2018 was taken as the base year. This was the last year when almost all of OMA'S electricity was supplied by CFE.

Starting in 2022, and with the objective of measuring and ensuring performance of the objective stated in the matter of reducing emissions as previously established, OMA is committed to having a third party verify its total emissions and their equivalent in KgCO2e/PAX. To this end, it has contracted these services with the company Addere Solutions, S.C., which has provided verification with a limited level of assurance for fiscal year 2022. *See Annex 1*

INCREASE IN USE OF RENEWABLE ENERGY



PPA
Solar Parks
Public Grid
Minimum Supply - PPA: 30,000 MWh

At OMA, we have established the objective of reducing Scope 1 and 2 emissions per passenger by 58% by 2025, using 2018 as the base year

SUSTAINABLE MANAGEMENT OF WASTE

[GRI 306-1, 306-2, 306-3]

One of the pillars of OMA's environmental management system is correct disposal of waste generated by airport operations, and by their various secondary activities. To this end, a series of guidelines have been established that are focused on identifying, storing, transporting, and disposing of waste, in compliance with applicable Mexican standards.

In 2022, our airports produced a total of 1,710.22 tons of waste, of which 5.09 tons were hazardous waste, and 1,705.13 tons were non-hazardous. The Company has processes and implements actions for final disposal of waste according to how hazardous it is, and in compliance with Mexican environmental standards, which guarantees minimization of the impact generated.

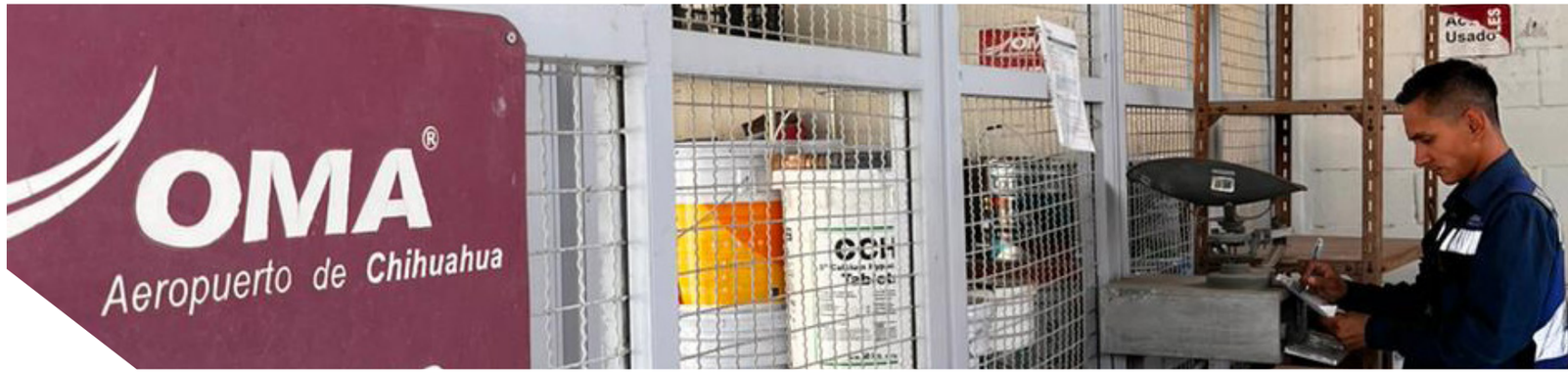
HAZARDOUS WASTE

[GRI 306-4]

Hazardous waste refers to waste that exhibits characteristics such as corrosiveness, reactivity, explosiveness, toxicity, inflammability, or contains infectious agents, rendering it hazardous. This classification also encompasses waste such as containers, recipients, packages, and soil that become contaminated during transfer to another site or are listed in accordance with NOM-052-SEMARNAT regulations.

At the airports, hazardous waste is generated from the following activities:

- Airport operation activities
- Maintenance-related tasks
- Storage of aerosols at airport inspection points, excluding their presence in sterile areas of aerodromes. If carried through passenger-inspection points, they must be contained in individual containers with a capacity not exceeding 100 ml, following the guidelines of Mandatory Circular CO SA-17.2/10 issued by AFAC.



To ensure proper collection and handling of hazardous waste, the following actions are taken:

a) Waste is securely packaged in containers that comply with safety handling conditions, including appropriate dimensions, shapes, and materials. This packaging prevents leaks, spills, emissions, explosions, and fires, taking into consideration the hazardous characteristics of the waste.

b) For liquid waste, bottles and recipients with pressurized or screw-on lids are utilized, ensuring they are filled to a maximum of 80% of their capacity.

c) Hazardous waste is transferred to temporary storage on the same day it is generated.

HAZARDOUS WASTE (TONS)

AIRPORT	HAZARDOUS WASTE (TONS)			
	2019	2020	2021	2022
Acapulco	0.47	0.05	0.02	0.43
Ciudad Juárez	0.07	0.07	0.83	0.05
Culiacán	0.05	0.04	0.06	0.03
Chihuahua	0.04	0.09	0.10	0.07
Durango	0.04	0.0	0.16	0.02
Mazatlán	0.33	0.24	0.11	-
Monterrey	2.36	1.87	0.88	2.65
Reynosa	0.42	0.34	0.35	0.53
San Luis Potosí	0.44	0.08	0.16	0.18
Tampico	0.29	0.38	1.07	0.75
Torreón	0.08	0.13	0.12	0.14
Zacatecas	0.08	0.13	0.12	0.14
Zihuatanejo	0.33	0.25	0.15	0.25
TOTAL	4.91	3.54	4.01	5.09

NON-HAZARDOUS WASTE

[GRI 306-5]

This is the waste that is generated in production processes, and that does not have the characteristics to be considered hazardous or solid urban waste.

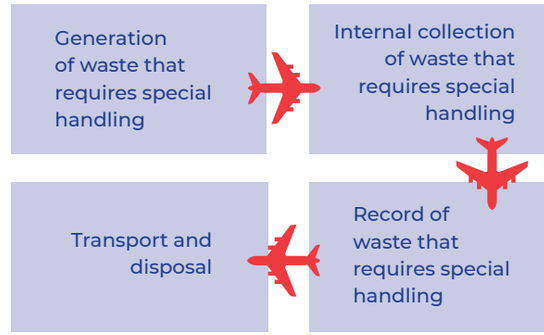
Our Company's operations generate non-hazardous waste (special handling) from complementary and commercial airport services, such as: common waste, inorganic and organic waste, paper, cardboard, PET, aluminum, and garden waste, among others.

Each airport classifies and segregates waste in compliance with state ecological ordinances.

OMA also implements actions that support proper waste management, such as:

- Waste-generation reduction program
- Continuous virtual training
- Waste classification protocol
- Temporary storage authorized by the Secretary of the Environment and Natural Resources

NON-HAZARDOUS WASTE MANAGEMENT PROCESS (SPECIAL HANDLING)



NON-HAZARDOUS WASTE (TONS)

AIRPORT	2019	2020	2021	2022
Acapulco	46.55	8.92	11.24	7.56
Ciudad Juárez	151.20	103.61	183.68	203.10
Culiacán	211.86	157.32	218.21	215.07
Chihuahua	138.35	416.83	161.99	151.82
Durango	120.39	28.57	461.43	30.57
Mazatlán	291.32	58.97	66.14	76.92
Monterrey	626.05	276.25	291.10	786.58
Reynosa	31.69	32.27	26.04	25.68
San Luis Potosí	59.47	60.03	47.79	49.16
Tamaulipas	144.76	32.06	37.84	32.71
Torreón	84.64	51.28	54.76	66.39
Zacatecas	18.00	16.21	21.32	21.74
Zihuatanejo	44.71	29.39	53.55	37.83
TOTAL	1,968.98	1,271.70	1,635.07	1,705.13

WASTE DISPOSAL METHOD IN (TONS)

	2019	2020	2021	2022
Recycling	141.60	86.36	570.25	288.53
Sent to landfill	1,827.38	1,185.34	1,064.82	1,416.60
TOTAL	1,968.98	1,271.70	1,635.07	1,705.13

RECYCLING OF NON-HAZARDOUS WASTE (METRIC TONS)

	2019	2020	2021	2022
Aluminum	0.37	0.50	1.54	0.31
Cardboard	74.42	44.45	365.44	239.97
PET	18.99	8.94	162.59	35.20
Paper	12.08	4.20	8.47	1.01
Scrap metal	4.33	1.10	25.96	5.69
Wood	0.47	0.54	0.17	0.01
Glass	6.12	3.44	5.03	6.30
Other materials	24.82	23.19	1.05	0.04
Total	141.60	86.36	570.25	288.53

RESPONSIBLE WATER CONSUMPTION

[GRI 303-1, 303-2, 303-3, 303-4, 303-5]

Water is a critical aspect of airport operations, serving as an indispensable resource for providing services to our clients and passengers. At OMA, we prioritize the rational and responsible use of water to minimize consumption, considering the ongoing challenge of accommodating increasing passenger numbers and expanding infrastructure.

To fulfill our commitment to responsible water consumption, we have implemented a range of measures, including:

- Installation of water treatment plants at all 13 airports
- Analysis of processes to identify opportunities for reducing water consumption.
- Replacement of conventional equipment with eco-efficient alternatives.
- Installation of shut-off valves to prevent wastage.
- Regular inspection of pipes to detect and address any leaks.
- Utilization of water created by air conditioning condensation.
- Calibration of bathroom fixtures to ensure efficient water use.
- Incorporation of presence sensors and automatic shut-off taps in restrooms.
- Implementation of water flow sensors to monitor usage.
- Reuse of treated water for irrigation purposes in green zones.
- Water conservation awareness programs.
- Maintenance of facilities.

Through these measures, we actively promote sustainable water management practices, striving to achieve our objectives of responsible water consumption while maintaining the high standards of service our passengers expect.





WASTEWATER TREATMENT PLANTS

[GRI 303-4]

As part of our commitment to water conservation, all of OMA's airports are equipped with wastewater treatment plants that operate using activated sludge systems, which ensure that the wastewater generated meets the established environmental standards. It is worth noting that the treated water from our plants is effectively utilized for watering and nurturing the green areas surrounding our airports.

To ensure the utmost quality of the wastewater, regular assessments are conducted every three to six months. Samples are carefully analyzed at laboratories accredited by the Mexican Accreditation Entity and approved by the National Water Commission. These evaluations adhere to the guidelines set forth in NOM-001-SEMARNAT-1996, which outline the mitigation of environmental impacts by discharging treated water into the soil.

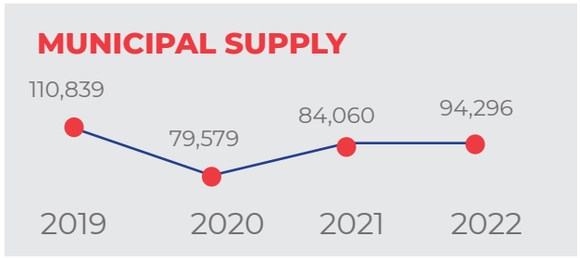
Furthermore, OMA has established specific indicators to monitor both water consumption and the volume of treated water at each of our 13 treatment plants.

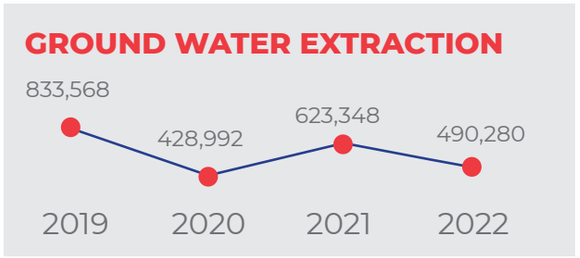
In the year 2022, OMA's total water consumption amounted to 584,576 cubic meters, while 185,356.77 cubic meters of wastewater were directed to the treatment plants located at each respective airport.

The water that is consumed at the airports in Culiacán, Mazatlán, Tampico, and Torreón, comes from the municipal supply. The water at the facilities in Acapulco, Chihuahua, Ciudad Juárez, Durango, Monterrey, Reynosa, San Luis Potosí, Zacatecas, and Zihuatanejo comes from well extraction.

TREATED WATER (M3) BY AIRPORT

AIRPORT	TREATED WATER (M3) BY AIRPORT			
	2019	2020	2021	2022
Acapulco	18,862.00	15,214.00	27,476.00	9,882.77
Ciudad Juárez	10,448.00	7,219.00	4,780.00	5,949.00
Culiacán	23,285.10	19,444.00	20,161.00	18,608.00
Chihuahua	28,837.00	21,987.00	20,606.00	17,682.00
Durango	5,955.00	4,805.00	6,254.00	6,239.00
Mazatlán	22,087.00	1,112.00	24,780.00	23,751.00
Monterrey	79,032.65	47,556.91	46,838.95	58,093.00
Reynosa	4,999.00	3,666.00	3,970.00	7,761.00
San Luis Potosí	6,588.00	6,664.00	5,239.00	6,330.00
Tamaulipas	8,696.00	12,979.00	12,881.00	12,539.00
Torreón	6,016.00	4,395.00	5,684.00	6,336.00
Zacatecas	4,126.10	2,942.40	3,786.00	5,144.00
Zihuatanejo	10,053.51	5,908.73	10,237.73	7,042.00
Total	228,985.36	153,893.04	192,693.68	185,356.77





WATER CONSUMPTION BY TYPE OF SOURCE (M3)

TYPE OF SOURCE	2019	2020	2021	2022
Municipal supply	110,839	79,579	84,060	94,296
Well extraction	833,568	428,992	623,348	490,280
Total	944,407	508,571	707,408	584,576
Total passengers per year	23,168,060	11,062,688	18,025,164	23,220,746
M3 per passenger	0.040	0.045	0.039	0.025

Due to the diligent implementation of our water conservation strategy, water consumption in 2022 decreased significantly versus 2021. Despite a 28.82% increase in passenger traffic, we were able to curtail water usage by a remarkable 17.36% compared to the previous year.

We perform quarterly monitoring in certified laboratories to analyze the water treated under the parameters established in NOM 001-SEMARNAT-1996

Among its 13 airports, OMA has indicators for treated water and water treatment plants supervised by the National Water Commission (CNA)

PROTECTING BIODIVERSITY

[GRI 304-1, 304-3, 304-4]

The environmental challenges being faced globally require the commitment of all members of society to mitigate impacts and to preserve resources for these and future generations. Therefore, at OMA we have implemented strategies that seek to protect the biodiversity that exists in the areas surrounding the Group's airports.

One example of our commitment to biodiversity is the establishment of the Management Unit for the Conservation and Sustainable Use of Wildlife (UMA) at the Zihuatanejo airport (as a type of nursery), with the following objectives:

- Reforest buttonwood mangrove
- Contribute to regenerating coastal lagoon ecosystems
- Raise awareness about the importance of mangroves

This nursery has the necessary infrastructure to achieve optimal development of plants, from their germination into seedlings, until they grow into young trees two meters tall.

From 2012, when the program began, to the end of 2022, we have reforested five hectares of buttonwood mangrove.

At OMA we have Conservation Management Units and Sustainable Use of Wildlife to protect biodiversity

From 2012 to the close of 2022, we had reforested five hectares of buttonwood mangrove



we believe it is vital to protect flora and fauna,

At OMA,

and to limit the degradation of Mexico's natural ecosystems and habitats.

Furthermore, another UMA was established at the Monterrey airport, based on the At-Risk Fauna Management Plan for Aviation, integrating the objectives established for proper management and conservation of the species present in the airport buildings, and to provide protection and care for species at risk due to our daily operations.

This UMA has the following environmental services:

- Rescue of animals that might have come to harm, whether due to operations or natural events
- Exhibition of protected species for airport visitors
- Development of activities to announce matters related to the environment and the fauna
- Extracting certain plants or animals that could be successfully located outside the airport building, with the goal of reintroducing species into their natural habitat

The following are among the species authorized for handling and conservation within the facilities:

SPECIES COMMON AND SCIENTIFIC NAME

COMMON NAME	SCIENTIFIC NAME
Collared peccary	Pecari tajacu
Coyote	Canis latrans
Red tailed hawk	Buteo jamaicensis
Swainsoni hawk	Buteo swainsoni
Desert tortoise	Gopherus berlandieri

OMA GREEN BONDS FRAMEWORK

[GRI 2-25, 201-2, 203-1, 302-4]

With the objective of complying with sustainability commitments and financing projects that will improve environmental performance and support OMA's business strategy, in April 2021, OMA created the Green Bonds Framework (the "Green Framework"), through which it issued debt in the Mexican market for a total of Ps. 1,000 million, to fund Eligible Green Projects between 2021 and 2024.

This Green Framework also describes the mechanisms by which OMA's green bonds support compliance with the Sustainable Development Goals (SDG), noting their contribution to: SDG 13 Climate Action, SDG 7 Affordable and Clean Energy, SDG 6 Clean Water and Contamination, and SDG 15 Life on Land.

An equivalent amount of net funds collected from OMA'S Green Bond issued under this Green Framework is being used to finance or refinance the following Eligible Green Projects:

1. Renewable Energy: investments dedicated to energy generation through renewable sources, mainly solar energy and battery banks that use it.

2. Energy Efficiency: investments that reduce energy consumption, which include: heating, ventilation, air conditioning, cooling, lighting, and energy-efficient electric equipment; as well as projects that allow monitoring and optimizing the amount and time of energy consumption, such as smart meters, load-controlling systems, and building information systems or sensors.

3. Sustainable Management of Water and Wastewater: investments that improve the quality of water or water efficiency, and that include technologies and projects to capture, distribute, treat, recycle or reuse water, rainwater, or wastewater.

4. Biodiversity: investments related to preserving biological diversity in or near OMA's airport facilities, including the conservation plan and study related to the wildlife and plant life in danger of extinction, and preserving local vegetation, such as wetlands and mangroves.

OMA issued a green bond in 2021 for Ps.1,000 million

Eligible Green Projects

- Renewable energy
- Energy efficiency
- Sustainable management of water and wastewater
- Biodiversity

OMA'S SUSTAINABILITY-LINKED FINANCING FRAMEWORK

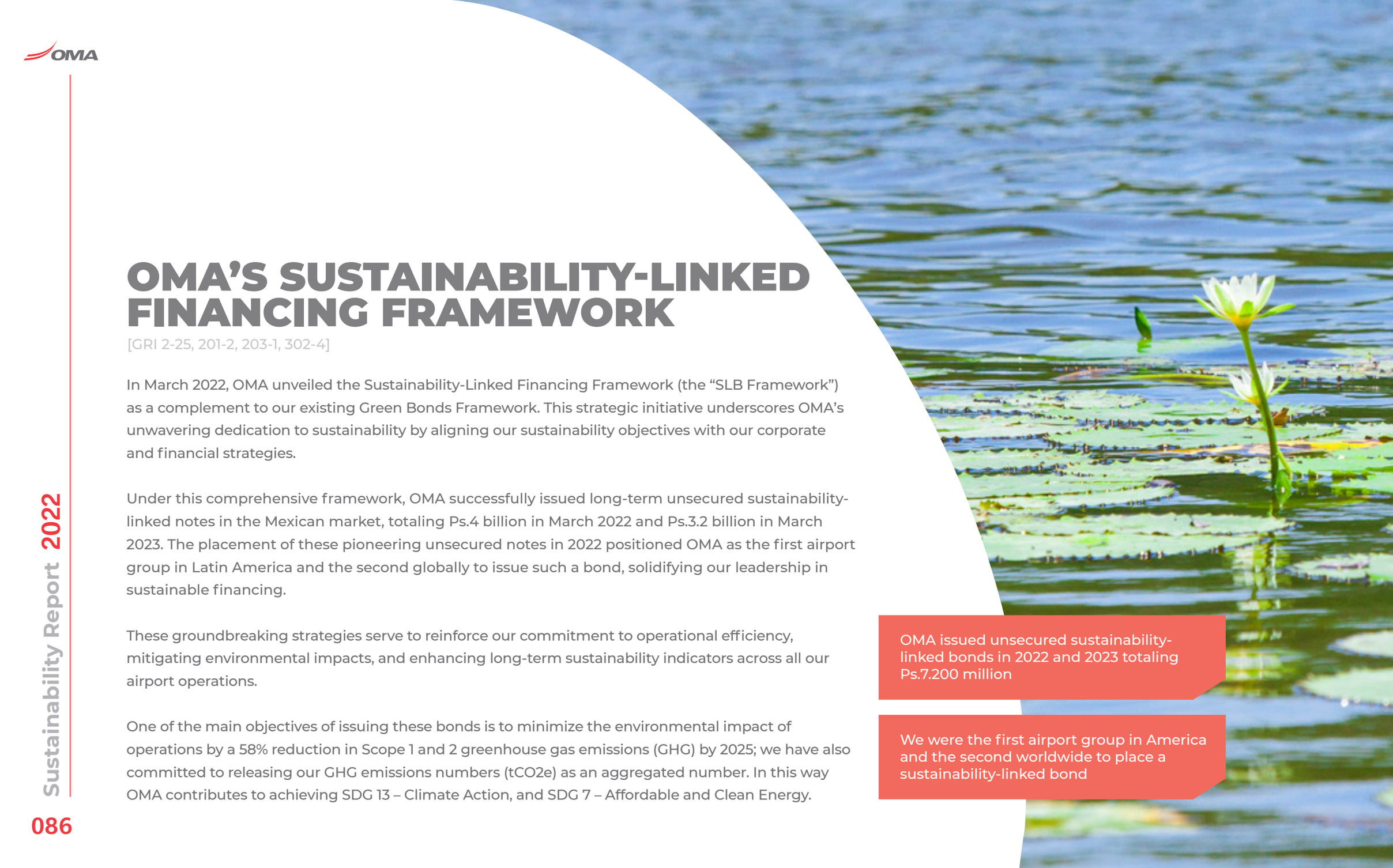
[GRI 2-25, 201-2, 203-1, 302-4]

In March 2022, OMA unveiled the Sustainability-Linked Financing Framework (the "SLB Framework") as a complement to our existing Green Bonds Framework. This strategic initiative underscores OMA's unwavering dedication to sustainability by aligning our sustainability objectives with our corporate and financial strategies.

Under this comprehensive framework, OMA successfully issued long-term unsecured sustainability-linked notes in the Mexican market, totaling Ps.4 billion in March 2022 and Ps.3.2 billion in March 2023. The placement of these pioneering unsecured notes in 2022 positioned OMA as the first airport group in Latin America and the second globally to issue such a bond, solidifying our leadership in sustainable financing.

These groundbreaking strategies serve to reinforce our commitment to operational efficiency, mitigating environmental impacts, and enhancing long-term sustainability indicators across all our airport operations.

One of the main objectives of issuing these bonds is to minimize the environmental impact of operations by a 58% reduction in Scope 1 and 2 greenhouse gas emissions (GHG) by 2025; we have also committed to releasing our GHG emissions numbers (tCO2e) as an aggregated number. In this way OMA contributes to achieving SDG 13 – Climate Action, and SDG 7 – Affordable and Clean Energy.



OMA issued unsecured sustainability-linked bonds in 2022 and 2023 totaling Ps.7.200 million

We were the first airport group in America and the second worldwide to place a sustainability-linked bond



07 Our community

We are OMA ....a company that supports the community

SOCIAL DEVELOPMENT AND CORPORATE CITIZENSHIP

[GRI 2-25, 203-2, 413-1]

Creating value for the surrounding communities is one of the objectives of our sustainability strategy. At OMA, we focus on promoting the development of our stakeholders, and we strive to create a positive impact on the communities where we operate, with a long-term vision.

For the Company, being a good neighbor means implementing programs that focus on identifying solutions for locations experiencing problems. We seek to be an ally for communities, while also framing our positive impact within the United Nations' 2030 Agenda.

The social responsibility program includes the following activities and programs:

- School visits
- OMA good-neighbor "Donations"
- Volunteering
- Cultural education
- Tradition-based festivities
- International commemorative days
- Equal opportunities on a regular and transparent basis

Our social commitment:

- To collaborate with the socio-economic development of the communities surrounding our operations



SCHOOL VISITS

[GRI 413-1]

As part of the activities we develop to benefit the community, in 2022, we hosted 10 visits by students from several different schools and universities, showing them how our airports operate.

VISITS BY LEARNING INSTITUTIONS TO OUR AIRPORTS

AIRPORT	INSTITUTION
Ciudad Juárez	Universidad Autónoma de Ciudad Juárez
Culiacán	Tecnológico Nacional de México Club Rotario Culiacán
Chihuahua	Colegio Maple Bear Global Schools
Durango	Centro de Asistencia para el Desarrollo Infantil 4
Monterrey	Vecinia
Reynosa	Universidad Autónoma de Tamaulipas
San Luis Potosí	Escuela de Aviación Alas Doradas
Torreón	Universidad La Salle
Zacatecas	Escuela Pedro Vélez

DONATIONS

[GRI 203-1. 203-2, 413-1]

OMA has an in-kind and in-cash donations program that focuses on social organizations that support various causes. We prioritize donations to institutions that are not connected to our airports.

In 2022, donations were made to support firefighters, and to enhance civil protection in some of the municipalities that are contiguous to our operations. This support was reflected in the acquisition of personal protective equipment for firefighters in the states of Guerrero, Nuevo León, Sinaloa, Tamaulipas, and Zacatecas. In addition, furniture was donated to benefit the Civil Society Organizations dedicated to social causes such as children with cancer, disabilities, and orphanages

DONATIONS

AIRPORT	ORGANIZATION
Acapulco	Civil Protection
Ciudad Juárez	Asociación de Audición y Aprendizaje S.A. de C.V.
Culiacán	Banco de ropa y enseres de Culiacán I.A.P. BRED. Levántate, Voluntariado Jóvenes en Acción CRIT Teletón
Durango	Casa Hogar Fundación Semilla A.C.
Mazatlán	Escuinapa Firefighters
Monterrey	Nuevo León Firefighters
Reynosa	Firefighters and Civil Protection
San Luis Potosí	AMANC
Tamaulipas	Tampico Firefighters Altamira Firefighters Bomberos Ciudad Madero CRIT
Torreón	CRIT Durango
Zacatecas	State Firefighters of the Municipalities of Calera and Morelos
Zihuatanejo	DIF of the Municipality of Zihuatanejo Civil Protection of the Municipality of Zihuatanejo

VOLUNTEERING

OMA believes it is important to continually reinforce corporate values through corporate volunteering, and to support finding solutions to social and environmental problems in the communities. The Company contributes by creating a feeling of belonging, and with the development of interpersonal skills, such as personal social responsibility, trust, the ability to reflect, teamwork, being proactive, passion, motivation, and empathy.

We encourage the participation of our employees in OMA Volunteering, so that they will dedicate their time, knowledge, abilities, and talent to support various causes and NGO's projects, as well as schools near the communities.

With the awareness that diverse community problems need everyone's cooperation, we have developed a methodology that allows OMA to partner with private entities, identifying associations that work directly with at-risk groups, while at the same time establishing work programs that make it easy for our employees to take part. In 2022, we organized 11 OMA Volunteering activities, in which 290 employees from our 13 airports participated.

VOLUNTEERING ACTIVITIES **BY AIRPORT**

AIRPORT	ORGANIZATION
Ciudad Juárez	Asociación de Audición y Aprendizaje S.A. de C.V.
Culiacán	Comunidad Bachigualato / Alto de Bachigualato
Chihuahua	Banco de Tapitas
Durango	Fundación Semilla
Monterrey	Jardín de Niños Serafín Peña, in the municipality of Pesquería
Mazatlán	Hospital Pediátrico de Sinaloa
Reynosa	Cleaning Company
San Luis Potosí	Casa de niños regalo de Dios, Baroka
Tamaulipas	Ejército de Salvación Tampico, A.C.
Torreón	CRIT Durango
Zihuatanejo	Fundación Alianza Anticáncer Infantil I.A.P.



CULTURAL EDUCATION

In order to contribute to cultural, human, and social development, in addition to the overall training provided to employees, the airport community, passengers, guests, and society as a whole, OMA sponsors activities that support culture and the arts.

During this reporting period, we sponsored six artistic activities including classical and folkloric dance, music, art, drawing, and a drawing course for children in which employees' children participated.

CULTURAL ACTIVITIES **BY AIRPORT**

AIRPORT	ACTIVITY	ARTIST
Ciudad Juárez	Folkloric Dance	Academia de Danza AWARITZI
Culiacán	Violinist in Departure Lounge	Artist: Fide Velarde
Monterrey	Art Workshop and Exhibit	Neighboring community
San Luis Potosí	Drawing competition for children	Participation of employees' children
Tampico	Exhibit and sale of "Inclusive" art	Fundación Teletón
Torreón	Travel & Art Event that consists of setting up an exhibit of famous painters in the departure lounge for the general public	Various

TRADITIONAL FESTIVITIES AND COMMEMORATIVE DAYS

For OMA, it is important to encourage and celebrate the traditions and customs that are part of our rich cultural heritage. To raise awareness among our employee team about the relevance of domestic and international festivities, OMA supports commemorations in which values are transmitted and organizational culture is strengthened, thus creating commitment, and reinforcing ties between everyone.

In 2022, 154 recreational activities and related events were organized at our 13 airports, among them:

- Epiphany
- Día de la Candelaria
- Valentine's Day
- Children's Day
- International Women's Day
- Mother's Day
- Father's Day
- Aviation Day
- World Environment Day
- World Day for Safety and Health
- World Autism Awareness Day
- International Day against Breast Cancer
- Day of the Dead
- World Diabetes Day
- World Alzheimer's Day
- International Day of Persons with Disabilities
- International Firefighters Day
- OMA Anniversary
- Christmas
- New Year

PROMOTING EQUAL OPPORTUNITY AMONG STAKEHOLDERS

As part of our commitment to the community, we performed activities to support various at-risk groups by purchasing support material for sick people, and by paying for medical services.

We also organized activities that support equal opportunities for at-risk sectors, such as: discussions, communications, and sales of inclusive art created by people with disabilities, to name just a few.

ACTIVITIES RELATED TO THE **EQUAL OPPORTUNITY PROGRAM**

AIRPORT	ACTIVITY
Ciudad Juárez	Collect funds to support the families of patients, to pay for therapies, support materials, etc.
San Luis Potosí	Presentations were made on development opportunities, a hotline in the event of harassment, and security measures for female employees in the organization.
Tampico	Exhibit and sale of "Inclusive" art. Paintings by people of differing abilities.
Torreón	Women were included in the firefighter selection process.



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OMA SUSTAINABILITY REPORT

[GRI 2-1. 2-2, 2-3, 207-4]

The 2022 Sustainability Report of Grupo Aeroportuario del Centro Norte, S.A.B. de C.V. has been prepared in accordance with GRI Standards and under SASB considerations for the period comprising January 1 to December 31, 2022, and it has been reviewed and approved by the Board of Directors and the Chief Executive Officer of OMA. The report also contains certain relevant information on activities performed subsequent to the end of 2022, and through April 31, 2023.

This report includes information on our corporate offices and business units: Aeropuerto de Acapulco, S.A. de C.V; Aeropuerto de Ciudad Juárez, S.A. de C.V.; Aeropuerto de Culiacán, S.A. de C.V.; Aeropuerto de Chihuahua, S.A. de C.V.; Aeropuerto de Durango, S.A. de C.V.; Aeropuerto de Mazatlán, S.A. de C.V.; Aeropuerto de Monterrey, S.A. de C.V.; Aeropuerto de Reynosa, S.A. de C.V.; Aeropuerto de San Luis Potosí, S.A. de C.V.; Aeropuerto de Tampico, S.A. de C.V.; Aeropuerto de Torreón, S.A. de C.V.; Aeropuerto de Zacatecas, S.A. de C.V.; Aeropuerto de Zihuatanejo, S.A. de C.V.; Servicios Aeroportuarios del Centro Norte, S.A. de C.V.; Servicios Complementarios del Centro Norte, S.A. de C.V., OMA Logística, S.A. de C.V.; OMA-VYNMSA Aero Industrial Park, S.A. de C.V.

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GLOSSARY

- ACA - Airport Carbon Accreditation
- ACI-LAC - Airports Council International - Latin America and the Caribbean
- AFAC - Federal Civil Aviation Agency
- AliaRSE – Alliance for Corporate Social Responsibility
- BMV - Mexican Stock Exchange
- CEMEFI - Mexican Philanthropy Center
- CFE – Federal Electricity Commission
- CLAM - Local Committee for Mutual Aid
- CLSH - Occupational Hygiene and Safety Commission
- CNBV - National Banking and Securities Commission
- COBIFER - Binational Council for Economic Development of Reynosa
- CODESIN - Council for Economic Development of Sinaloa
- COPARMEX - Mexican Employers Association
- CSR – Corporate Social Responsibility
- Duty Free – Tax-free stores
- EBITDA – Earnings Before Interest, Taxes, Depreciation and Amortization
- ERIAC - Association of Human Resources Professionals
- ESG – Environmental, Social and Governance
- FIDETUR - Tourism Promotion Trust
- GHG – Greenhouse Gas Effect
- ICAO – International Civil Aviation Organization
- ICPNL - Nuevo León Institute of Public Accountants
- IMS - Integrated Management System
- IMSS - Mexican Social Security Institute
- ISO – International Standards Organization
- KWh – Kilowatt hours
- LGCC - General Law on Climate Change
- Materiality Study – Analysis that allows priority sustainability matters to be defined
- MW – Megawatt
- MWp – Peak megawatts
- M3 – Cubic meters
- NASDAQ –National Association of Securities Dealers Automated Quotations (a stock exchange in the United States)
- NAR - Non-Aeronautical Revenues
- NOM - Official Mexican Standards
- OECD – Organization for Economic Cooperation and Development
- PAE - Employee Assistance Program
- PROFEPA - Federal Environmental Protection Agency
- PPA - Power Purchase Agreement
- PASST - Occupational Health and Safety Self-Management Program
- PAX – Passenger
- Ps. – Mexican peso (currency)
- RENE - National Emissions Registry
- SDG – Sustainable Development Goals
- SEC - Securites and Exchange Commission
- SECTUR - Secretary of Tourism
- SEMARNAT - Secretary of the Environment and Natural Resources
- SLB – Sustainability-Linked Bond
- SSA - Ministry of Health
- Stakeholders – Organizations or people the Company interacts with, either directly or indirectly, in corporate relationships
- STPS - Ministry of Labor and Social Security
- TCO2e – Tons of carbon dioxide equivalent
- TUA - Passenger Charges
- Ton - Tons
- UMA - Management Unit for Conservation and Sustainable Use of Wildlife
- UN – United Nations
- WB – World Bank

ANNEX 1

FO-07.09 R05 Formato Dictamen de Verificación

Grupo Aeroportuario del Centro Norte, S.A.B. de C.V.	DICTAMEN DE VERIFICACIÓN Periodo de verificación: 01/01/21-31/12/21	Áddere

DICTAMEN DE VERIFICACIÓN DEL CÁLCULO DEL INDICADOR DE DESEMPEÑO CLAVE: *KgCO₂e /PAX* DEL AÑO 2022 DE:



El equipo verificador asignado por Áddere Solutions, S.C., quien fue contratado para la verificación de la cuantificación del KPI $kgCO_2e$/PAX de Grupo Aeroportuario del Centro Norte, S.A.B. de C.V., , conforme al Protocolo de GEI Alcance 2 y las Particularidades técnicas y las fórmulas para la aplicación de metodologías para el cálculo de emisiones de gases o compuestos de efecto invernadero publicadas en el DOF 03/09/15, cuyo representante legal es C. Ruffo Pérez Pliego Del Castillo y basado en la norma mexicana NMX-SSA-14064-3-IMNC-2007 o la que la sustituya, otorga un:

DICTAMEN POSITIVO

De la información contenida en la cuantificación del KPI $kgCO_2e$/PAX del periodo 01/01/2022 al 31/12/2022, con **0.10 kilogramos de CO_2 equivalente/pasajero** verificado, que se desglosa de la siguiente manera:

KPI reportado por OMA en $kgCO_2e$/PAX	KPI verificado por Áddere en $kgCO_2e$/PAX	Materialidad (%)
0.10	0.10	0.00

KPI: Key Performamce Indicator
PAX: Pasajero

El proceso de verificación incluyó:

- Revisión documental de los aeropuertos, de sistemas de información, registros de pasajersos y entrevistas remotas desarrolladas el día 9 y 10 de febrero de 2023.
- Verificación de la herramienta de cálculo para la estimación de las emisiones de GEI en tCO_2e y KPI con cantidad 0.10 kilogramos de CO_2 equivalente/PAX y materialidad de 0.00 %, bajo un nivel de aseguramiento limitado.

Mtro. J. Jesús Castillo Monrroy
Verificador Líder
Ciudad de México a 17 de marzo de 2022

Ing. Beatriz Martínez Ocampo
Revisora Independiente
Ciudad de México a 18 de marzo de 2022

CONTACT AT OMA

CORPORATE OFFICES

Avenida Patriotismo 201, piso 5, Colonia San Pedro de los Pinos,
C.P. 03800. Mexico City, Mexico

Web Page: https://www.oma.aero/

SUSTAINABILITY AT OMA

Ricardo Dueñas Espriu,
Chief Executive Officer

Ruffo Pérez Pliego del Castillo
Chief Financial Officer

Luis Emmanuel Camacho Thierry
Investor Relations
ecamacho@oma.aero
+52 (81) 8625 4308

Vanessa Paola Velazco Barraza
Investor Relations
vanessa.velazco@oma.aero
+52 (81) 8625 4300

2022 Sustainability Report



OMA