

SUSTAINABILITY REPORT



20 **25** *Taking off*
years together



TABLE OF CONTENTS

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER 04

01 ABOUT OMA | 6

Our History	9
Our Culture	10
Infrastructure and Connectivity for the Future	11
Corporate Structure	12
OMA in Numbers 2025	13
Passenger Traffic	14
Our Operations	15
Airport Information	16
Commercial Activities	17
Diversification Activities	18
Infrastructure Projects Execution 2025	20
Certifications and Awards	22
Affiliations with Trade Associations and Corporate Chambers	26

02 SUSTAINABLE DEVELOPMENT | 27

Building More Resilient Airports	28
Sustainability Governance	29
ESG Organizational Chart	30

OMA's Sustainability Guidelines	31
Sustainability Policy	31
Materiality Analysis and Sustainability Strategy	33
Stakeholders	35
OMA Sustainability Strategy 2030	36
OMA's Commitment to the Sustainable Development Goals	38
Progress in OMA's ESG Goals to 2030	40
Risk Management	42
Corporate Social Responsibility	44

03 ECONOMIC PERFORMANCE | 45

Value Created by OMA	46
Direct Economic Value Generated and Distributed	47
Clients and Passengers	49

04 CORPORATE GOVERNANCE AND ETHICS | 52

OMA's Governance Structure	53
Functions of the Board of Directors	55
Supporting Committees	56
Executive Team 2025	57
Cybersecurity	59
Business Ethics	62
The VINCI Manifesto	63
Code of Ethics and Business Conduct	64
Fraud and Corruption-Related Risks	68
Anticorruption Code of Conduct	69
Ethics Hotline	71
Supplier Code of Ethics	73
Corporate Integrity Program and Ethical Best Practices	74

TABLE OF CONTENTS

05 OUR PEOPLE | 75

Our Workforce	76
Strategy to Attract and Retain Talent	80
Labor Relations	83
Diversity, Equity and Inclusion	84
Occupational Health and Safety	86
Talent Development and Training	95
Employee Well-being	100

06 ENVIRONMENTAL MANAGEMENT | 105

Climate Change and Energy Transition	107
Environmental Awareness and Education	108
Carbon Footprint and Decarbonization	112
Carbon Reduction Objectives	114
Circular Economy and Waste Management	116
Inclusive Circular Economy Program	119
Water Stewardship	120
Wastewater Treatment Plants	121
Protecting Biodiversity	122
OMA Green Bonds Framework	124
OMA's Sustainability-Linked Financing Framework	125

07 CONTRIBUTION TO COMMUNITIES | 127

Community Investment and Social Programs	128
Education and Community Development	129
Volunteer Programs	132
Community Engagement	134

08 OMA SUSTAINABILITY REPORT | 140

GRI Content Index	141
SASB Index	145
Global Compact	146
Glossary	147
Annex	148
Contact at OMA	149



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

[GRI 2-13, 2-22]

To all those we work with and serve.

In 2025, OMA celebrated 25 years of connecting people, destinations, and opportunities in Mexico. More than a significant date, this anniversary is an opportunity to reflect on the journey we have shared, thank everyone who has been part of our story for their trust, and reaffirm our commitment to the country's development, sustainability, and to creating long-term value.

Since the start of our operations in 2000, more than 400 million passengers have traveled through our 13 airports. Over these 25 years, we have witnessed the transformation of Mexico and growth in the cities and regions where we operate, contributing to improving mobility, tourism, commerce, and investment. In 2025 alone, we served 28.8 million passengers, consolidating our role as a key player in Mexico's connectivity and competitiveness.

This growth was also reflected in our financial performance. In 2025, OMA generated total revenues of Ps. 15.96 billion, with Adjusted EBITDA of Ps. 10.17 billion. These results reflect our solid business model and our airports' ability to continue creating value for shareholders, investors, and other stakeholders.

Investments in infrastructure have been a fundamental element in our evolution as a Company. In 2025, we allocated more than Ps. 2.7 billion to expansion and modernization projects at the airports in Monterrey, Juárez, Culiacán, Torreón, among others. These investments improve our operating capacity and allow us to continue developing a more modern, efficient, and resilient infrastructure that can respond to future needs.

OMA has always understood that trust is one of its most valuable assets. Therefore, we have built a culture based on integrity, responsibility, and ethical behavior. In 2025, we reinforced this commitment by continuing to strengthen the implementation of the VINCI Manifesto and by deploying a comprehensive ethics and compliance framework that increases transparency, accountability, and compliance throughout the organization.

None of this would be possible without the talent, commitment, and professionalism of the people who are part of OMA. During the year we continued supporting the development of technical, digital, and leadership skills in order to meet the challenges of an industry in constant transformation. We also strengthened initiatives focused on safety, well-being, and diversity and inclusion, because we believe the development of our people is fundamental to the Company's sustainability and success.

Our commitment also extends to the communities where we operate. Through educational, cultural, social and volunteering programs, we seek to create shared value and contribute to stronger and more resilient communities. We believe that OMA's success is closely tied to the well-being of communities that surround our operations.

We recognize that building for the future requires taking responsibility for the environmental challenges we face. In 2025, we continued moving forward with our decarbonization strategy by incorporating more renewable energy, energy efficiency initiatives, and progressively replacing equipment that uses fossil fuels with electric alternatives. These actions are already generating tangible results. In 2025, we maintained our Level 3 "Optimization" of the Airport Carbon Accreditation program at our 13 airports, and we achieved an audited emissions intensity of 0.18 kgCO₂e per passenger, significantly exceeding the goal established for this year in our Sustainability-Linked Financing Framework.

As we celebrate our twenty-fifth anniversary, we are proud of what we have built with passengers, airlines, employees, suppliers, authorities, investors, and communities. I would like to express to you all my sincerest thanks for the trust you have placed in OMA over the years.

The first 25 years of our story have allowed us to build a solid and resilient organization that is prepared to evolve. With this same vision, we will continue working to develop an increasingly modern, safe, efficient, and sustainable airport network that will create value for current and future generations in Mexico.

Sincerely,

Ricardo Dueñas Espriu

Chief Executive Officer



01

ABOUT OMA



1. About OMA

2. SUSTAINABLE DEVELOPMENT

3. ECONOMIC PERFORMANCE

4. CORPORATE GOVERNANCE
AND ETHICS

5. OMA'S EMPLOYEES

6. ENVIRONMENTAL
MANAGEMENT

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA SUSTAINABILITY REPORT

ABOUT OMA

Celebrating 25 years of airport operations in Mexico.

OMA has evolved into one of the country's leading airport groups, contributing to the economic and social development of the regions it serves through strategic investments in airport infrastructure, connectivity, operational excellence, and sustainable growth. Today, as part of the VINCI Airports Network, the world's largest private airport operator, our Company continues to strengthen its long-term vision while contributing to a more sustainable future for the airport industry.

Grupo Aeroportuario del Centro Norte, S.A.B. de C.V. ("OMA," the "Company," or the "Group") is a Mexican company that operates and manages 13 international airports in northern and central Mexico. OMA's airport network serves the Monterrey metropolitan area; the tourist destinations of Acapulco, Mazatlán, and Zihuatanejo; the cities of Chihuahua, Culiacán, Durango, San Luis Potosí, Tampico, Torreón, and Zacatecas; and the border cities of Ciudad Juárez and Reynosa.

In 2025, OMA served 28.8 million passengers through 22 airlines operating 210 domestic and international routes across its airport network. OMA is publicly traded on both the Mexican Stock Exchange (BMV) and Nasdaq in New York.



Over its 25-year history
more than 400 million passengers

have traveled through OMA's airports, reflecting the Company's contribution to connectivity, economic activity, and regional development across Mexico.



OMA's sustainability approach is aligned with the global vision and commitments of the VINCI Group, while addressing the environmental, social, economic, and regulatory priorities that are most relevant to the regions where the Company operates.

During 2025, OMA advanced work on a Double Materiality Assessment to strengthen its sustainability framework and enhance its understanding of the impacts, risks, and opportunities most relevant to the Company and its stakeholders. The assessment considered both financial and impact materiality perspectives, as well as evolving sustainability-related disclosure requirements applicable to publicly listed companies in Mexico.

In 2025, OMA also advanced preparations for the integration of the IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2) into its sustainability and climate-related reporting processes, strengthening the alignment of its disclosures with emerging regulatory expectations in Mexico.

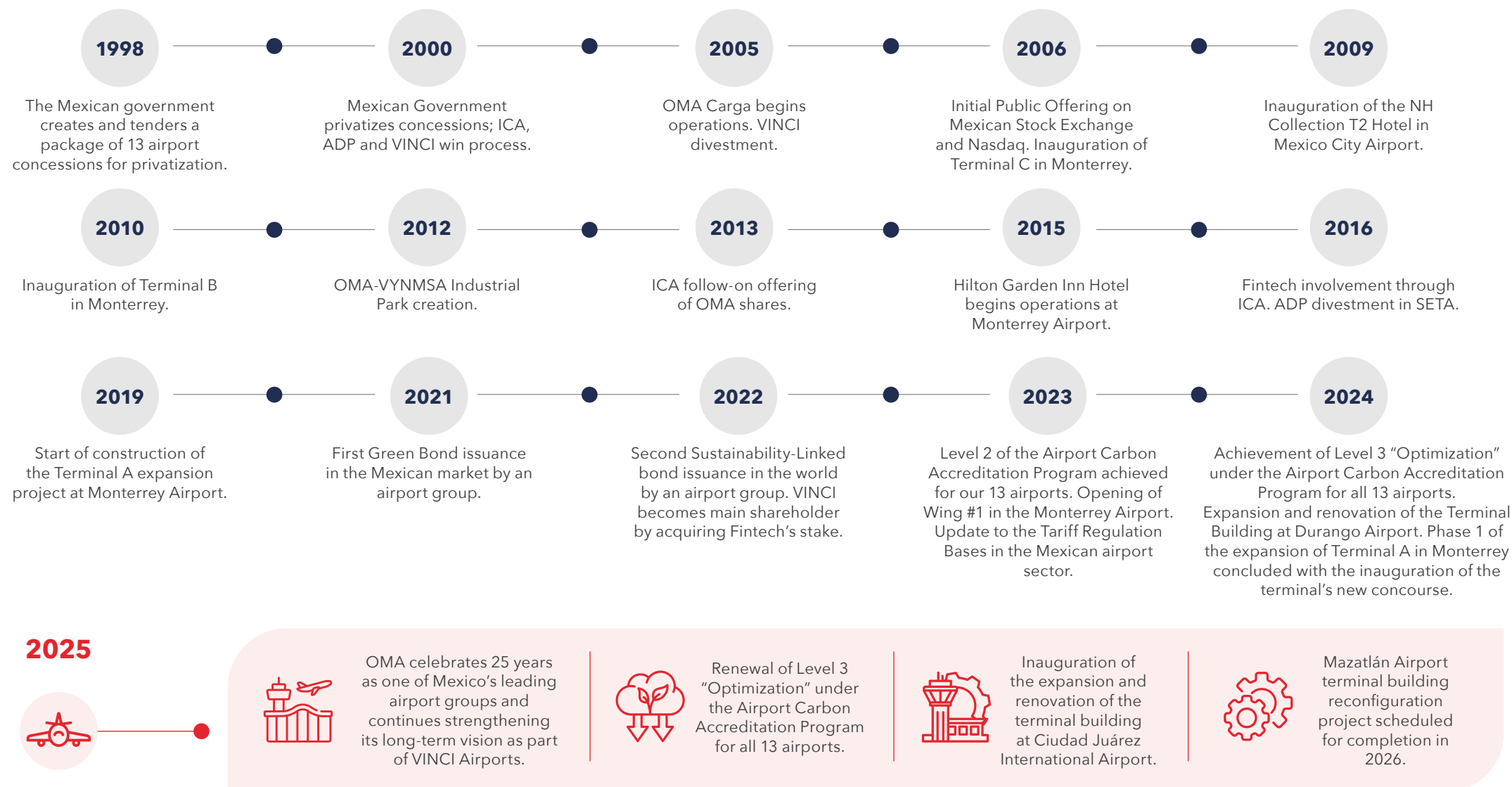
Based on its current Materiality Assessment and aligned with VINCI's sustainability framework, OMA's material topics continue to be structured around three strategic pillars: ethics and corporate governance, social aspects, and environmental management.

VINCI Airports has established ambitious climate commitments, including a two-thirds reduction in direct emissions by 2030 compared to 2018 levels. The network aims to achieve Net Zero emissions by 2030 across its European airports, including London Gatwick and Edinburgh, and globally across all airports in its network by 2050.

OMA shares this vision and has adopted the goal of reducing its direct emissions by two-thirds by 2030 (base year: 2018), in alignment with the global decarbonization objectives of VINCI Airports.

OUR HISTORY

[GRI 2-1, 2-6]



OUR CULTURE

[GRI 2-23, 2-24]

As part of the VINCI Group, OMA shares a global culture built on long-term value creation, operational excellence, ethical conduct, environmental responsibility, and respect for people. This approach is guided by VINCI's Corporate Manifesto¹ and reinforced through policies, commitments, and objectives that support the sustainable development of the Company and the communities where it operates.



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



Innovation

Applying new ideas that provide solutions and support continuous improvement



Collaboration

Promoting initiatives that contribute to teamwork



Customer Service

Exceeding expectations with our service-oriented focus

¹ The full document can be found at: <https://www.vinci.com/en/vinci-manifesto>

INFRASTRUCTURE AND CONNECTIVITY FOR THE FUTURE

[GRI 2-6, 2-7]

Through the operation, management, and development of 13 airports across nine states in Mexico, OMA has built a strategic infrastructure platform that supports connectivity, mobility, tourism, trade, and economic development. Over the past 25 years, the Company has continuously expanded and modernized its airport network to meet growing demand while enhancing operational efficiency, passenger experience, and service quality.

As part of its long-term vision, OMA has developed a diversified business platform that complements its airport operations and strengthens the broader airport ecosystem. These activities include the NH Collection T2 Hotel at Mexico City International Airport, the Hilton Garden Inn Hotel at Monterrey Airport, the industrial park located within the Monterrey airport perimeter, and three bonded warehouses operated under the OMA Carga brand in Monterrey and Chihuahua.

These businesses extend OMA's presence across sectors closely linked to mobility, logistics, hospitality, cargo operations, and industrial development, creating additional opportunities to generate value and support the sustainable growth of the regions where the Company operates.

As of December 31, 2025, OMA employed 1,355 people, of whom 1,176² were part of airport operations and corporate offices. The Company's corporate headquarters are located at Avenida Patriotismo 201, Piso 5, Colonia San Pedro de los Pinos, C.P. 03800, Mexico City, Mexico.

² As of December 31, 2025, 179 people were working at our NH Collection T2 and Hilton Garden Inn hotels. Our operating partners manage the personnel of these businesses, 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, 2025:

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	
H1	• Holding Consorcio Grupo Hotelero T2, S.A. de C.V. • Consorcio Grupo Hotelero T2, S.A. de C.V. • Servicios Corporativos Terminal T2, S.A. de C.V.
H2	• Consorcio Hotelero Aeropuerto Monterrey, S.A.P.I. de C.V. • Servicios Hoteleros Aeropuerto Monterrey, S.A. de C.V.
Industrial Park Subsidiaries	
IP	OMA-VYNMSA Aero Industrial Park, S.A. de C.V.
Commercial Services ³	
CS	OMA Logística, S.A. de C.V. (i)
Others ⁴	
Servicios Aeroportuarios del Centro Norte, S.A. de C.V.	
Servicios Complementarios del Centro Norte, S.A. de C.V.	
Servicios Aero Especializados del Centro Norte, S.A. de C.V.	
Operadora de Aeropuertos del Centro Norte, S.A. de C.V.	



³OMA Logística operates commercial businesses in our airports and the ground cargo warehouse at the Monterrey airport.
⁴Other subsidiaries that provide services across all airports.

OMA IN NUMBERS 2025⁵

OPERATIONAL PERFORMANCE



28.8 M

Passengers
Served

↑ 8.5% +

Passenger Traffic
Variation



24.5 M

Domestic
Passengers



4.2 M

International
Passengers

OMA'S OVERVIEW



13

Airports



210

Domestic and
International
Routes



22

Airlines

8

National Airlines

14

Foreign Airlines

REVENUES BREAKDOWN



● Aeronautical Revenues
10,191 Ps.

● Non-Aeronautical Revenues
3,460 Ps.

- Commercial Activities **1,798 Ps.**
- Diversification Activities **1,195 Ps.**
- Complementary Activities **467 Ps.**

Note: Figures expressed in MXN million.

FINANCIAL PERFORMANCE



Adjusted EBITDA

+12.1%



Adjusted EBITDA Margin

74.5%



Investments Made

2,714 Ps.

EMPLOYEES



1,355

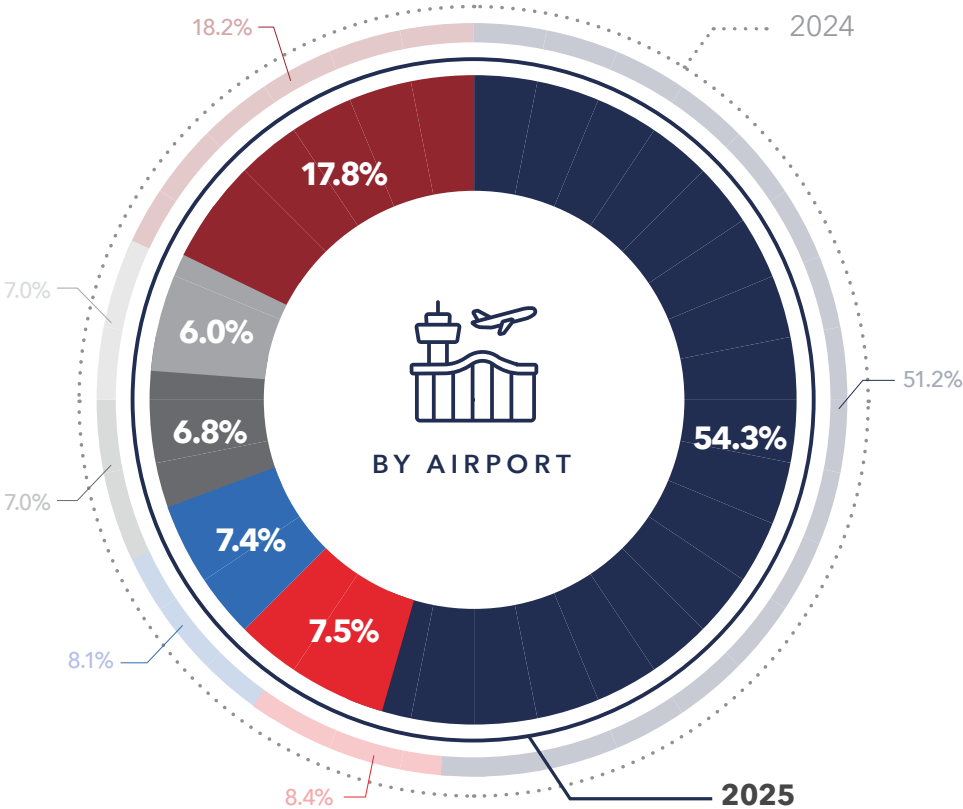
Employees

⁵ The percentages presented are for performance with respect to comparative numbers from 2024.

OUR PASSENGER TRAFFIC

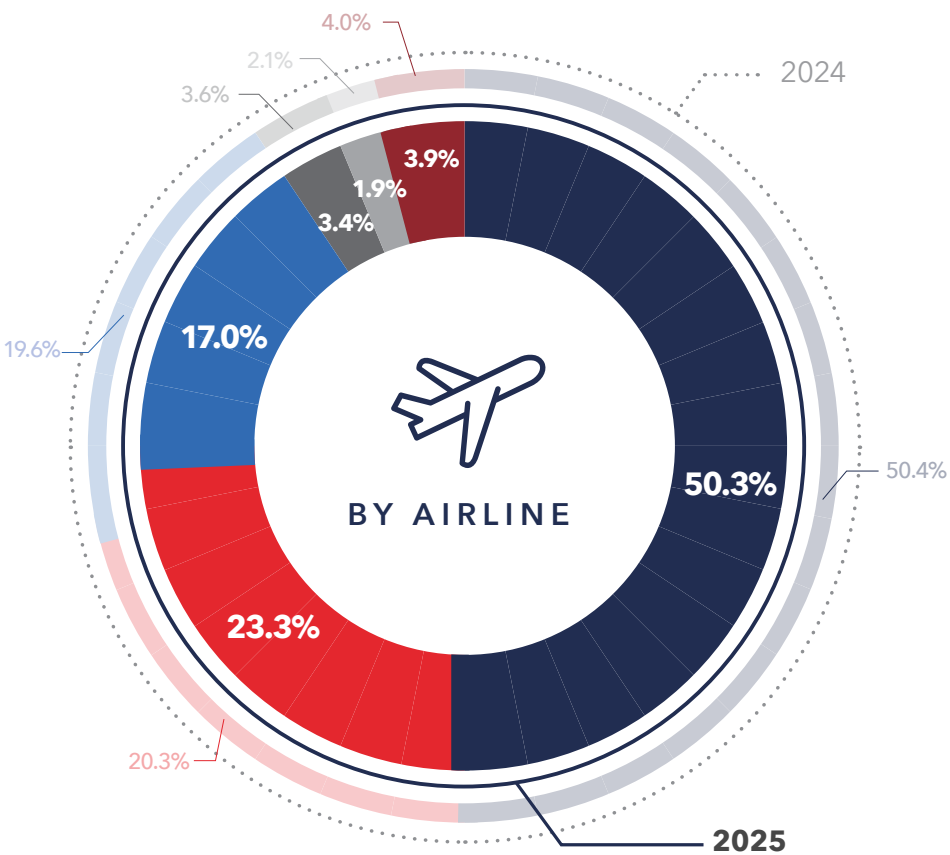
BY AIRPORT

- Monterrey
- Culiacán
- Ciudad Juárez
- Chihuahua
- Mazatlán
- Others⁶



BY AIRLINE

- Viva
- Volaris
- Grupo Aeroméxico
- American Airlines
- United Airlines
- Others⁷



⁶ Other airports include: Acapulco, Durango, Tampico, Torreón, San Luis Potosí, Reynosa, Zacatecas, and Zihuatanejo.
⁷ Other airlines include: TAR Aerolíneas, Alaska Airlines, Delta, WestJet, Copa Airlines, Air Canada, among others.

OUR OPERATIONS

[GRI 2-6]

Through its subsidiaries, OMA holds concessions to manage, operate, and develop 13 airports across northern and central Mexico under 50-year concession agreements granted by the Mexican Government in 1998. Since the start of its airport operations in 2000, the Company has consolidated a network of strategic infrastructure assets that support connectivity, mobility, tourism, trade, and regional economic development across the country.

As operator of its airport network, OMA generates revenues from aeronautical services associated with the use of airport infrastructure by airlines, passengers, and other users.

These activities are supported by five core operational principles:



Operational
excellence



Safety



Service
Quality



Efficiency



Passenger
experience

Complementing its airport operations, OMA generates revenues through commercial and diversification activities that expand the services available across its airport network. These activities include the leasing and operation of commercial spaces for retail and food and beverage services, parking operations, the OMA Carga business, the NH Collection T2 Hotel, the Hilton Garden Inn Hotel, and other complementary services associated with logistics, hospitality, and infrastructure development.

REVENUES FROM AERONAUTICAL SERVICES

Aeronautical services represent the Company's primary source of revenue. Revenues generated from these services are subject to the maximum tariff regulation framework applicable to Mexican airports.

Aeronautical revenues are primarily derived from passenger charges, landing fees, aircraft parking charges, passenger walkway charges, and charges related to passenger and carry-on baggage screening.

The level of aeronautical revenues is influenced mainly by passenger traffic volumes, aircraft movements, aircraft weight, the duration of aircraft stays at the airport, operating schedules, and the tariffs applicable to each service.

REVENUES FROM NON-AERONAUTICAL SERVICES⁸

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 as the leasing of space in our airports to retailers, restaurants, and other services, such as maintaining and operating parking facilities; VIP lounges and advertising; (ii) diversification activities such as OMA Carga, hotel services, operation of the industrial park, as well as real estate services; and (iii) complementary activities that mainly include the baggage screening system and leasing of certain areas to airlines and other clients.

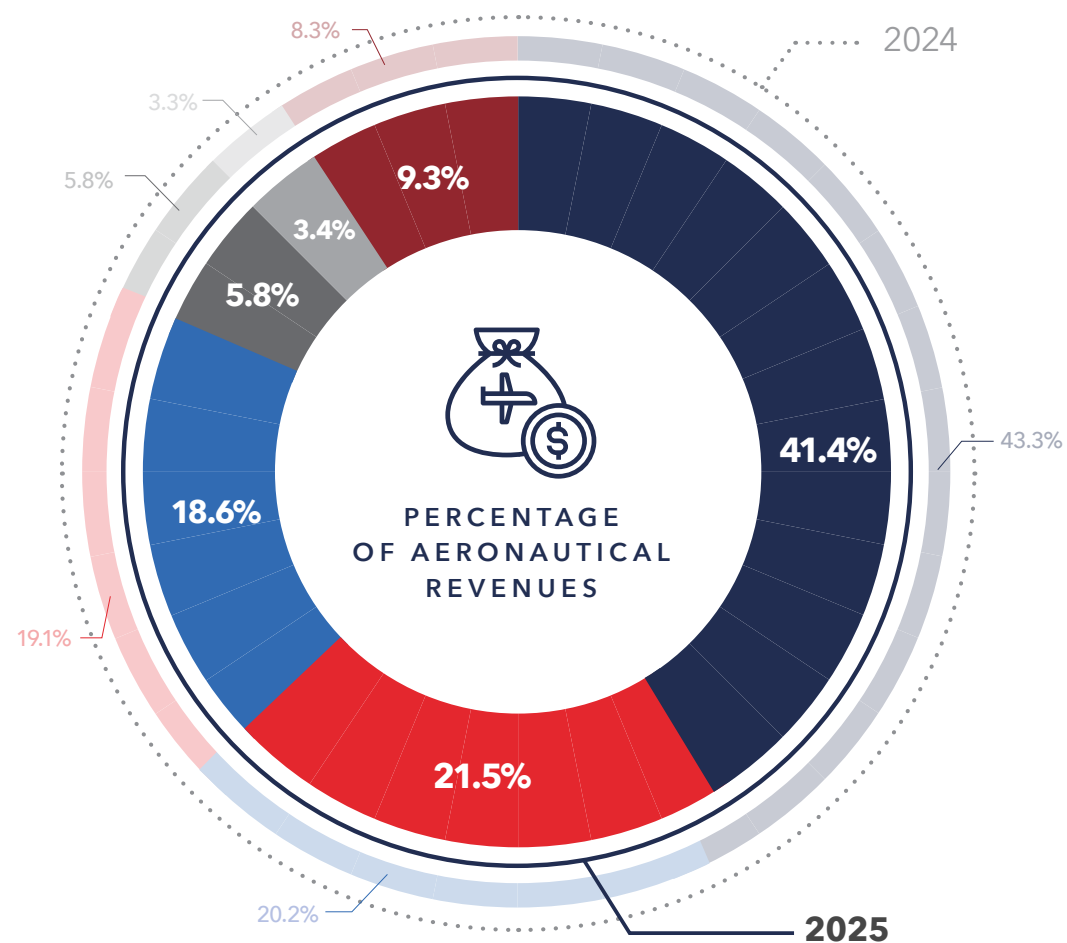
⁸ In 2025, revenues from non-aeronautical services were comprised of: 52% commercial activities, 35% diversification activities, and 13% complementary activities.

AIRPORT INFORMATION

AERONAUTICAL REVENUES

by Airline

- Viva
- Volaris
- Grupo Aeroméxico
- American Airlines
- United Airlines
- Others⁹



⁹ Other airlines include: TAR Aerolíneas, Alaska Airlines, Delta, WestJet, Copa Airlines, Air Canada, among others.

¹⁰ Air traffic movement is either a departure or an arrival of an aircraft.

AIR TRAFFIC MOVEMENTS¹⁰

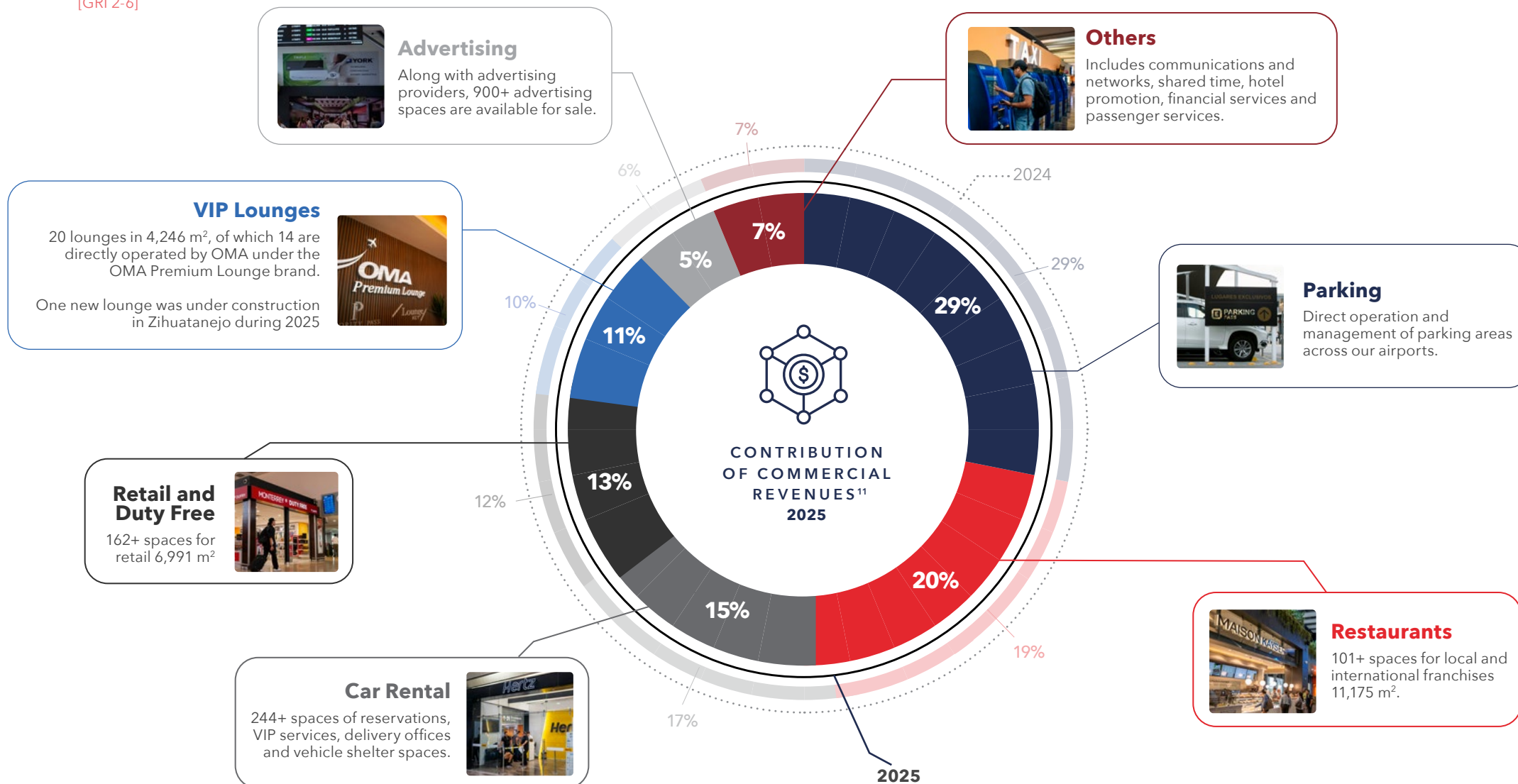
	2022	2023	2024	2025
by Type of Operation				
Domestic	258,912	268,419	263,369	282,055
International	40,190	44,292	48,247	56,270
Total	299,102	312,711	311,616	338,325
by Type of Aviation				
Commercial Aviation	196,997	210,366	206,418	231,060
General Aviation	101,475	101,623	104,497	106,587
Charter Aviation	630	722	701	678
Total	299,102	312,711	311,616	338,325

TERMINAL PASSENGERS

	2022	2023	2024	2025
by Origin and Destination				
Domestic	20,506,631	23,556,815	22,728,094	24,517,504
International	2,714,115	3,288,636	3,782,404	4,233,190
Total	23,220,746	26,845,451	26,510,498	28,750,694
by Arrival and Departures				
Arrival	11,757,714	13,559,635	13,404,246	14,442,312
Departures	11,463,032	13,285,816	13,106,252	14,308,382
Total	23,220,746	26,845,451	26,510,498	28,750,694

COMMERCIAL ACTIVITIES

[GRI 2-6]



¹¹ Percentage of commercial revenues as of the end of 2025.

DIVERSIFICATION ACTIVITIES



¹² Percentage of diversification revenues at the end of 2025.

INTRODUCING MONTERREY AIRPORT

General Mariano Escobedo
International Airport

Location:

Monterrey, Nuevo León,
approximately 21 kilometers
from downtown

Passengers served:

15,623,275 in 2025

Infrastructure:

Two runways and three
passenger terminals.
Primary runway length
3,000 meters

Airport Area / Commercial Area

Terminal A: 41,584 m² / 4,508 m²
Terminal B: 20,973 m² / 2,906 m²
Terminal C: 18,626 m² / 2,179 m²

Founded in 1970

Connectivity:

Fifteen airlines serving
66 direct destinations,
including 39 domestic and
27 international routes

Clean energy infrastructure:

1,000 kWp solar capacity and
49,148 kWh battery storage

Economic and tourism relevance:

Key hub for corporate
travel, trade, logistics, and
nearshoring activity in
northern Mexico

INFRASTRUCTURE PROJECTS EXECUTION 2025

Expansion

Monterrey Airport

OMA continued advancing the transformation of Monterrey International Airport through an ambitious expansion and modernization program designed to strengthen its operational capacity, enhance the passenger experience, and further consolidate its position as one of Mexico's leading connectivity hubs.

During 2025, projects such as the Temporary Departure Lounge and the Regional Satellite Lounge were completed. Construction also continued on the new Central Departure Hall in Terminal A, the Terminal A Connection Bridge, and the complementary works associated with Finger 1. In addition, strategic projects including the Kilo Apron and the Regional Control Center were initiated during the year.

Committed 2026-2030 Investment

Ps. 7,969 M (2025 pesos)

Increased capacity from

15.5 M - 19.5 M passengers per year

Net Terminal Area from

81,183 m² - 104,178 m²



INFRASTRUCTURE PROJECTS

EXECUTION 2025

KEY INFRASTRUCTURE PROJECTS AND OUTCOMES

Throughout 2025, OMA continued implementing infrastructure projects across its airport network, ranging from terminal expansions to facility reconfigurations designed to support future growth and enhance operational performance. The following table summarizes selected projects and their current status:

Expansion		Reconfiguration	
Culiacán Airport	Torreón Airport	Mazatlán Airport	Ciudad Juárez Airport
The expansion and renovation of the Culiacán Airport terminal building is expected to be completed during the second quarter of 2027 (2Q27).	The Torreón Airport expansion project is currently under development and is expected to be completed during the first quarter of 2027 (1Q27).	This project was completed during the second quarter of 2026 (2Q26) and is currently in operation.	The reconfiguration of the terminal building at Ciudad Juárez Airport was completed and inaugurated in 2025.
Investment			
Ps.1,100M	Ps.169M	Ps.189M	Ps.625M
Increased capacity from			
1.9M to 3.4M passengers	0.8M to 0.9M passengers	2.0M to 2.2M passengers	1.0M to 2.3M passengers
Net Terminal Area from			
12,128 m² to 24,814 m²	5,515 m² to 6,259 m²	18,710 m² to 20,630 m²	6,210 m² to 14,277 m²



OMA Premium Lounges (VIP Areas)

A new premium lounge was inaugurated at Torreón Airport in 2025, further enhancing the passenger experience. The network operated 14 OMA Premium lounges as of year-end.



Industrial Park

In 2025, OMA completed the construction of a 5,071 m² industrial building. As of December 31, 2025, the industrial park consisted of 19 warehouses, achieving an overall occupancy rate of 99%.

CERTIFICATIONS AND AWARDS

Sustainable management at OMA focuses on fulfilling business objectives, guaranteeing safety, respecting people, and protecting the environment. It also incorporates proactive management of risks and opportunities, efficient use of resources (energy, water, waste and biodiversity), and continuous improvement of processes. As part of VINCI Airports, we follow best international practices and we work actively to develop our own integrated management system, using a holistic approach that allows us to coherently articulate the different efforts and standards applied in each area.

INTEGRATED MANAGEMENT SYSTEM (IMS)

At OMA, we continue to advance the development and implementation of an Integrated Management System (IMS) that brings together key elements of our operational and sustainability approach, including Quality, Safety, Occupational Health, Environmental Protection, Social Responsibility, and Energy Management. The IMS is intended to strengthen governance, promote continuous improvement, and support the consistent management of risks, opportunities, and operational performance across the organization.

Designed in alignment with international best practices and the commitments adopted as part of VINCI Airports, the system covers administrative and operational activities within airport terminals, including passenger and baggage processes, cleaning, maintenance, and parking operations, as well as corporate offices and the 13 airports that comprise OMA's network.

During 2025, the Company continued advancing the implementation and standardization of management processes under the IMS framework, strengthening the integration of operational, environmental, and occupational health and safety practices across its airports. These efforts support OMA's objective of achieving IMS certification in 2026 and reinforce a culture of operational excellence, continuous improvement, and responsible management throughout the organization.

The IMS is structured around three key areas:

- **Service management:** passenger assistance and information, safety, and operational control
- **Facilities and equipment management:** cleaning, supply, and preventive and corrective maintenance
- **Commercial space management:** operation of commercial premises and parking facilities

Through this initiative, OMA seeks to strengthen the efficiency, reliability, and sustainability of its operations while supporting the well-being of passengers, employees, business partners, and the communities where it operates.

INTRODUCING CIUDAD JUÁREZ AIRPORT

Abraham González International Airport

Location:

Ciudad Juárez, Chihuahua,
near the U.S. border

Passengers served:

2,132,786 in 2025

Infrastructure:

2 runways and 3 taxiways.
Primary runway measuring
2,700 meters

Built area:

14,277 m² terminal
infrastructure, including 1,052 m²
of commercial space

Founded in 1947

Clean energy infrastructure:

1,246 kWp solar
capacity and 2,000 kWh
battery storage

Connectivity:

Four airlines and 12
domestic destinations

Economic and cross-border relevance:

Strategic gateway for industrial activity
and workforce mobility between
Mexico and the United States



Civil Aerodrome Certification

The International Civil Aviation Organization (ICAO) plays a key role in standardizing international civil aviation by issuing rules and recommendations through documents and annexes which serve as a reference for best practices when domestic standards are lacking.

As of 2025, 12 of our 13 airports were certified under Annex 14 of the Convention on International Civil Aviation, as well as under applicable national regulations issued by the Federal Civil Aviation Agency (AFAC).



CSR Award

For 15 consecutive years, OMA has been recognized as a Socially Responsible Company by the Mexican Center for Philanthropy (CEMEFI) and the Alliance for Corporate Social Responsibility (AliaRSE).

Under the institution's new quality assurance process for evidence, we reaffirm our commitment to meeting the required standards while providing transparency and accountability in our social and environmental performance.



Airport Carbon Accreditation

OMA continues to strengthen its climate action strategy through the Airport Carbon Accreditation (ACA) program, the leading global carbon management framework for the airport industry. In 2025, all 13 airports in the Group maintained Level 3 "Optimization" accreditation granted by Airports Council International for Latin America and the Caribbean (ACI-LAC), marking the second consecutive year in which OMA's entire airport network has achieved this level of recognition.

Maintaining this accreditation reflects the Company's ongoing efforts to improve carbon management practices, engage stakeholders in emissions reduction initiatives, and advance its decarbonization strategy in alignment with the environmental commitments of VINCI Airports. OMA will continue working to strengthen its carbon management approach and progress toward higher levels of accreditation as part of its long-term commitment to climate action and the reduction of greenhouse gas emissions across its operations.



Safe Company Award

This distinction was awarded to 10 of our airports by Mexico's Ministry of Labor and Social Welfare (STPS) in recognition of organizations that provide safe workplaces for their employees through effective strategies aimed at preventing occupational accidents and work-related illnesses.

Safe Company Level 3 certification continues to distinguish the airports of Acapulco, Ciudad Juárez, Monterrey, Zihuatanejo, Culiacán, Mazatlán, San Luis Potosí, and Torreón. These airports have maintained this distinction for more than 13 consecutive years. In addition, Zacatecas Airport holds Level 2 certification, while Reynosa Airport holds Level 1 certification. These recognitions reflect OMA's sustained commitment to occupational health and safety, risk prevention, and employee well-being.



SMS Certification - Operational Safety Management

This certification is granted by the Federal Civil Aviation Agency (AFAC), a decentralized administrative body of the Ministry of Infrastructure, Communications and Transportation (SICT). Its purpose is to verify the Safety Management System (SMS), which ensures safe airport operations through effective risk management based on applicable regulations.

As of year-end 2025, 12 of OMA's 13 airports had obtained SMS Certification. The Company's objective is to achieve certification across all 13 airports in 2026, reinforcing its commitment to operational safety, quality, and the continuous improvement of airport operations.



United Nations Global Compact

As a participant in the United Nations Global Compact, the world's largest corporate sustainability initiative, OMA reinforces its commitment to responsible business conduct and sustainable development. The Company's actions are guided by the Global Compact's Ten Principles, which promote respect for human rights, fair labor practices, environmental responsibility, and ethical business behavior.



Carbon Disclosure Project

OMA continued to advance its climate disclosure efforts through participation in the 2025 CDP Climate Change questionnaire, receiving a C score and a B- for Water Security. The assessment evaluates an organization's governance, strategy, risk management, targets, and actions related to climate change.

Participation in CDP supports OMA's efforts to strengthen climate-related disclosures, enhance transparency, and continue building the capabilities required to address evolving sustainability reporting expectations, including those associated with climate-related financial disclosures.



Inspirational Cultures Mexico

For the second consecutive year, OMA was recognized through the "Inspirational Cultures Mexico" distinction granted by the Mexican Institute of Institutional Culture and Workplace Climate. This recognition reflects the Company's commitment to fostering a people-centered culture focused on well-being, engagement, leadership development, and organizational excellence.

This distinction reflects OMA's efforts to promote workplace environments that strengthen collaboration, inclusion, professional growth, and long-term employee development, in alignment with the Company's values and commitment to operational excellence.

The assessment methodology supporting this recognition is aligned with the international standard ISO/IEC 17067:2013, which establishes requirements for certification schemes and governance. This framework helps ensure consistency, transparency, and rigor in the evaluation of workplace culture and organizational practices.





AFFILIATIONS WITH TRADE ASSOCIATIONS AND CORPORATE CHAMBERS

[GRI 2-28]

- Transformation Industry Chamber (CAINTRA)
- American Chamber of Commerce of Mexico (AmCham)
- Mexican Employers' Confederation (COPARMEX)
- Association of Human Capital Professionals (ERIAC)
- Institute of Public Accountants of Nuevo León (ICPNL)
- Local Committee for Mutual Help (CLAM)
- Binational Council for Economic Development 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
- Association of Hotels in Monterrey
- Conventions and Visitors Bureau of Monterrey
- National Chamber for the Transformation Industry (CANACINTRA)
- National Chamber of Commerce, Services, and Tourism (CANACO)
- French-Mexican Chamber of Commerce and Industry (CCI France Mexico)

02

SUSTAINABLE DEVELOPMENT



1. ABOUT OMA

2 Sustainable Development

3. ECONOMIC PERFORMANCE

4. CORPORATE GOVERNANCE
AND ETHICS

5. OMA'S EMPLOYEES

6. ENVIRONMENTAL
MANAGEMENT

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA SUSTAINABILITY REPORT

SUSTAINABLE DEVELOPMENT AT OMA

[GRI 2-28, 3-3]

In 2025, OMA commemorated 25 years of connecting people, destinations, and opportunities across Mexico. Throughout this period, the Company has contributed to the economic and social development of the regions where it operates, facilitating the movement of millions of passengers while strengthening competitiveness, tourism, and investment across the territories served by its airport network.

This growth has been accompanied by a long-term vision that recognizes the responsibility of operating essential infrastructure in a safe, efficient, and sustainable manner. At OMA, we believe that the development of air mobility must create lasting benefits for people and communities while responding to the environmental, social, and governance (ESG) challenges facing our industry.

Today, as part of VINCI Airports, the world's largest private airport network, we share a vision focused on advancing more sustainable mobility and accelerating the environmental transition of the airport sector.

Under this vision, sustainability is embedded in the management of our business and in the decisions that support the growth of our airport network. Through corporate policies, management systems, certifications, oversight mechanisms, and stakeholder engagement processes, we promote a responsible, safe, and efficient operation aligned with our commitment to creating sustainable value for people, communities, and the regions where we operate.

BUILDING MORE RESILIENT AIRPORTS

Airports face increasingly complex challenges related to climate change, resource availability, and the preservation of natural environments. To address these challenges and support the long-term resilience of our operations, OMA focuses its environmental strategy on three priorities aligned with VINCI Airports' environmental ambitions:



01

Climate
Change
and Energy
Transition



02

Responsible
Resource
Management and
Circular Economy



03

Ecosystem and
Biodiversity
Conservation



OMA celebrates 25 years
of advancing connectivity, regional
prosperity, and sustainable
development across Mexico.

SUSTAINABILITY GOVERNANCE

[GRI 2-9, 2-12, 2-13, 2-14]

Sustainability governance at OMA provides oversight of the environmental, social, and governance matters relevant to the Company and supports the monitoring of commitments, objectives, and performance indicators associated with their management. This oversight is carried out through a structure that involves the Board of Directors, its supporting committees, corporate functions, and airport administrations, promoting coordination and accountability across the organization.

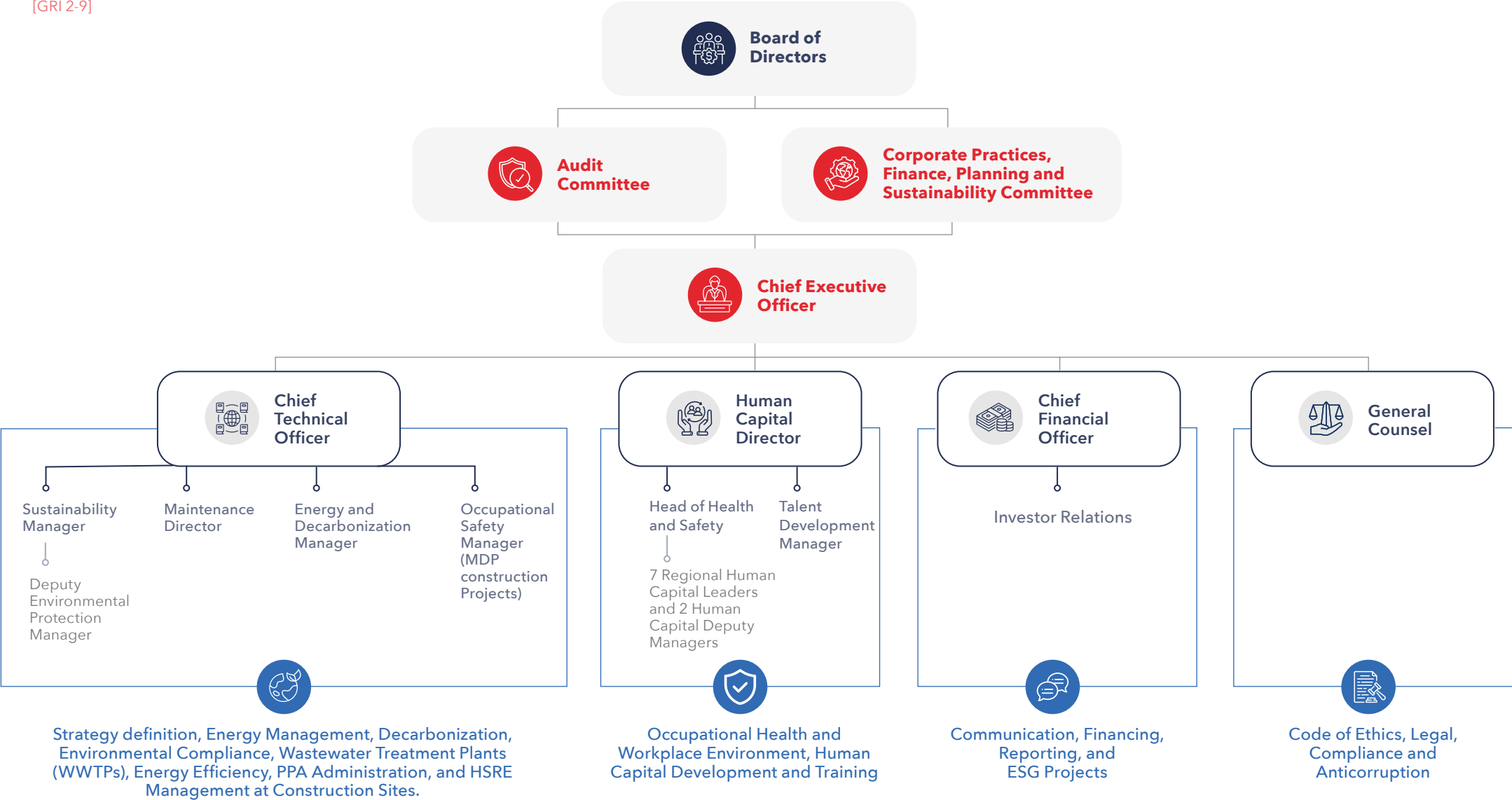
The Board of Directors is supported by the Corporate Practices, Finance, Planning and Sustainability Committee, which reviews policies, guidelines, strategic initiatives, and sustainability-related matters. In turn, the Audit Committee oversees the internal control system, risk management processes, and the reliability of information disclosed to the market.

The implementation of sustainability initiatives is supported by corporate and operational areas across the organization, which contribute to performance monitoring, information management, and the execution of actions related to OMA's sustainability priorities.



ORGANIZATIONAL CHART FOR OMA ESG AREAS

[GRI 2-9]



OMA'S SUSTAINABILITY GUIDELINES

OMA's ESG commitments are contained in its Sustainability Policy, which establishes the principles that guide the Company's approach to ethics, corporate governance, social responsibility, and environmental management. Through this framework, OMA promotes responsible business practices and supports the creation of long-term value for employees, customers, shareholders, business partners, and the communities where it operates.

Within these guidelines, OMA's management principles, commitments, and objectives are structured around three strategic pillars:



01

Business ethics and corporate governance



02

Social



03

Environment

SUSTAINABILITY POLICY COMMITMENTS

Business Ethics and Corporate Governance	Social	Environment
• 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 accountable to our stakeholders, on a regular and transparent basis	• 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 a 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 our employees' skills • 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	• 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, energy and climate • 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

INTRODUCING ACAPULCO AIRPORT

General Juan N. Álvarez
International Airport

*Passengers
served:*
684,452 in 2025

Infrastructure:
Two runways and six taxiways.
Primary runway measuring
3,300 meters

Built area:
15,493 m² terminal
infrastructure, including 1,828
m² of commercial space

Location:
Acapulco, Guerrero,
approximately 15 kilometers
from downtown

Founded in 1954

Connectivity:
Seven airlines.
Eight direct destinations,
including five domestic and
three international routes.

*Clean energy
infrastructure:*
648 kWp solar capacity and
2,000 kWh battery storage

*Economic and
tourism relevance:*
One of Mexico's most
recognized tourism
destinations and a key cruise
port on the Pacific coast

MATERIALITY ANALYSIS AND SUSTAINABILITY STRATEGY

[GRI 3-1, 3-2]

OMA's Materiality Analysis serves as a framework for identifying and prioritizing the environmental, social, and governance matters that are most relevant to the Company and its stakeholders. This process supports sustainability management, informs decision-making, and contributes to the development of strategic priorities aligned with OMA's business objectives and VINCI Airports' sustainability approach.

The current Materiality Analysis remains the foundation of OMA's Sustainability Strategy and identifies 12 material topics grouped into three strategic pillars:



Governance and Business



Protecting the Planet



Our people and the Communities

These priorities guide the Company's actions, investments, and sustainability commitments, allowing OMA to focus its efforts on the issues with the greatest relevance to its operations, stakeholders, and long-term development.

As part of its continuous improvement efforts, during 2025 OMA initiated work on a Double Materiality Assessment. This process is intended to complement the Company's existing materiality approach by incorporating additional perspectives related to sustainability impacts, risks, and opportunities. The results of this assessment are expected to be completed during 2026 and will support the continued evolution of OMA's sustainability management and strategy.

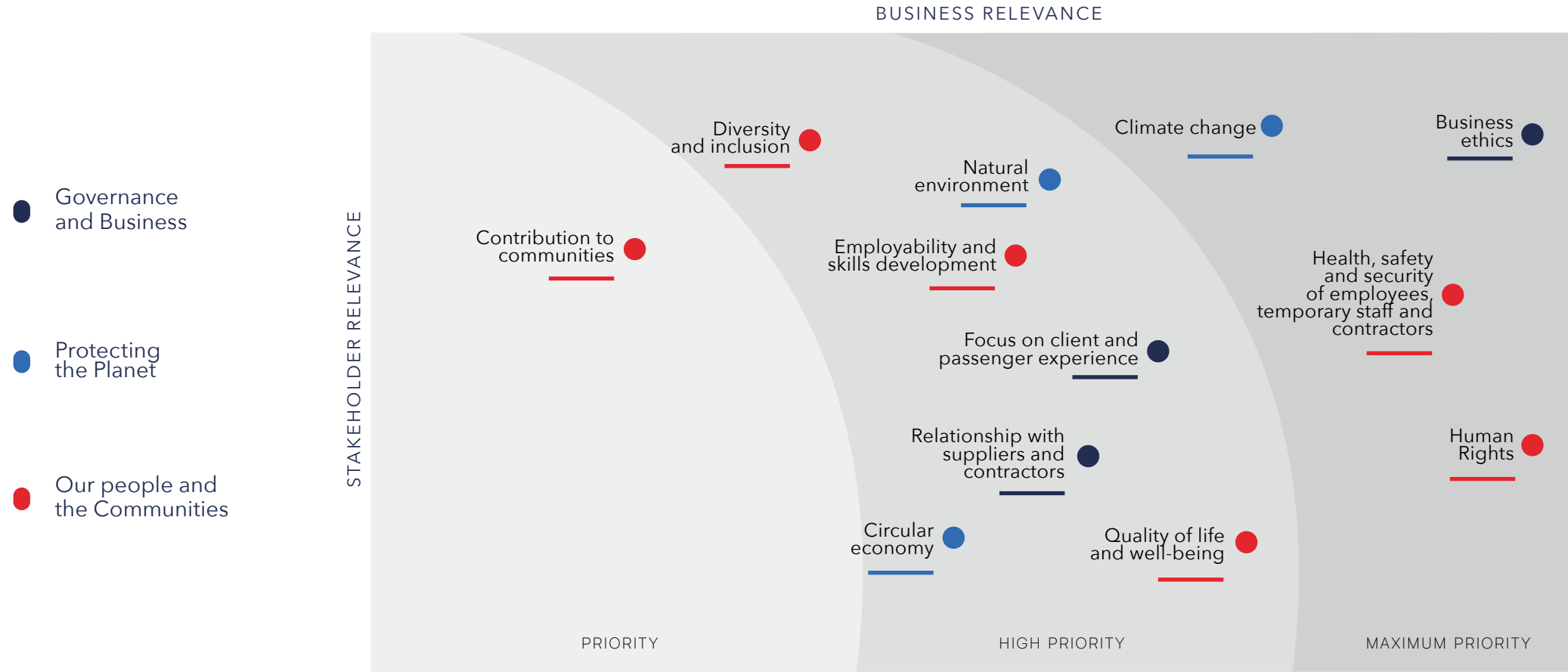
As part of these efforts, OMA continued preparing for the implementation of the IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2), issued by the International Sustainability Standards Board (ISSB), in accordance with the sustainability-related disclosure requirements established by the National Banking and Securities Commission (CNBV) for publicly listed companies in Mexico. These efforts contribute to strengthening governance, risk management, and sustainability-related information processes across the organization.

Through the implementation of its Sustainability Strategy, OMA integrates material topics into corporate management and strategic planning, strengthening its ability to create long-term value, manage emerging challenges, and contribute to sustainable development in the regions where it operates.

OMA'S 12 MATERIAL TOPICS

OMA's Materiality Matrix comprises three strategic pillars: Governance and Business, Our People and Communities, and Protecting the Planet. Within these pillars, 12 material topics have been prioritized according to their relevance to OMA and its stakeholders.

OMA MATERIALITY MATRIX



STAKEHOLDERS

[GRI 2-29]

In an increasingly interconnected world, stakeholder engagement plays a fundamental role in understanding expectations, strengthening relationships, and creating long-term value. Dialogue with stakeholders not only helps build trust but also provides valuable insights that support decision-making and contribute to the identification of risks, opportunities, and emerging sustainability priorities.

OMA's operations require ongoing engagement with a diverse range of stakeholders, from passengers and customers to employees, suppliers, authorities, investors, and the communities where we operate.

To facilitate this dialogue, the Company maintains various communication and engagement mechanisms that enable us to identify, understand, and address stakeholder needs and expectations. The information gathered through these interactions supports continuous improvement efforts and contributes to the review and evolution of OMA's sustainability priorities.

STAKEHOLDER GROUPS



Decision Makers and Government

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



Human Resources and Operations

- Unionized personnel
- Non-unionized personnel
- Unions



Shareholders and Investors

- VINCI, VINCI Concessions & VINCI Airports
- Shareholders
- Investors
- Board of Directors
- Financial institutions (banks)
- Stock market indices



Clients and Passengers

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



Trade Associations

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



Environment

- Planet - Environment
- Certifying entities



Value Chain

- Suppliers - contractors
- Ground-support companies
- Fuel Supply



Community

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

OMA SUSTAINABILITY STRATEGY 2030

[GRI 3-2]

OMA's Sustainability Strategy 2030 is guided by the Company's Materiality Analysis, business objectives, and the sustainability commitments shared as part of VINCI Airports. The strategy provides a framework for integrating environmental, social, and governance (ESG) considerations into decision-making, business management, and the long-term development of our airport network.

The strategy focuses on the ESG matters that are most relevant to OMA and its stakeholders, enabling the Company to strengthen operational resilience, manage sustainability-related risks and opportunities, and create long-term value for the regions and communities where it operates.

As part of VINCI Airports, OMA also contributes to the Group's environmental ambitions, including the transition toward lower carbon operations, the responsible management of natural resources, the preservation of biodiversity, and the achievement of the Net Zero objective by 2050.

Looking ahead, OMA expects to further strengthen its Sustainability Strategy in 2026 through the incorporation of insights derived from the Double Materiality Assessment currently under development. These insights will complement the Company's existing approach and support the continued evolution of its sustainability priorities, commitments, and long-term objectives.

PRIORITY OF MATERIAL TOPICS

[GRI 2-22]

We present our strategic focus based on the 12 material topics. For each of these topics, OMA has developed strategic guidelines and performance indicators that align with VINCI’s environmental and social objectives. This focus not only reflects our current commitments but also inspires and guides us toward our Sustainability vision for 2050.

MAXIMUM PRIORITY

BUSINESS ETHICS	Commitment to the highest ethical standards in accordance with conduct and corporate governance best practices, through a robust system of policies, processes, and practices in managing the business and stakeholders, ensuring results, reducing risks, consolidating the Group’s reputation, and growing the business.
HEALTH, SAFETY AND SECURITY OF EMPLOYEES, TEMPORARY STAFF AND CONTRACTORS	A matter of the highest relevance, with a holistic and strategic viewpoint, overseen by the highest level in the Company to ensure compliance and adherence to ambitious standards that reduce risks, and protect the lives, health and safety of people.
HUMAN RIGHTS	Responsible management that promotes respect for the rights of everyone, including those inside the organization and stakeholders in the operation, supported by policies and indicators on our culture.
CLIMATE CHANGE	Long-term strategy that focuses on adaptation to climate change, energy efficiency, and on reducing greenhouse gas emissions pursuant to scientific methodologies for recording, measurement, mitigation, and offset through innovation and technology that improve airport infrastructure in order to comply with OMA’s sustainability commitments within the context of global requirements.

HIGH PRIORITY AND PRIORITY

RELATIONSHIP WITH SUPPLIERS AND CONTRACTORS	Consolidation of sustainable and lasting relationships of shared values, with a focus on responsible purchasing according to social and environmental criteria, providing the best products and services.
FOCUS ON CUSTOMER AND PASSENGER EXPERIENCE	Modern airport infrastructure and services that are safe, innovative, and sustainable, and that consider long-term growth in traffic, as well as global trends in the provision of services, to offer the best service to clients and passengers.
EMPLOYABILITY AND SKILLS DEVELOPMENT	Team development strategy that integrates career plans, comprehensive training, soft skills development and professionalization that enhance talent and competencies to boost the potential of each person within the company.
DIVERSITY AND INCLUSION	A perspective backed by the highest level of the organization that supports equality and equal opportunities, and that prevents any type of discrimination, ensuring inclusive work environments where everyone can develop to their highest potential.
QUALITY OF LIFE AND WELL-BEING	Creation of safe and healthy areas for a good work-life balance, with a focus on employees’ quality of life, where they have space to pursue both personal and professional development, understanding the multidimensional reality of individuals.
CIRCULAR ECONOMY	Efficient Resource Management system that seeks to attain maximum efficiency and maximize waste recovery to achieve zero waste to landfill target, towards a circular economy that involves contractors, suppliers, clients, and passengers.
NATURAL ENVIRONMENT	Recognizing the value of water and biodiversity, as well as their relevance to operations, and ensuring that the environmental footprint of all the services we provide to clients and passengers is assessed and reduced.
CONTRIBUTION TO COMMUNITIES	Commitment to the communities where we operate, to drive sustainable development that includes programs for stimulation, support, and growth, in which OMA’s volunteers are encouraged to engage with supported causes, and to work hand in hand with non-profit organizations.



OMA'S COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS

[GRI 2-22, 2-24]

OMA recognizes the Sustainable Development Goals (SDGs) as a global framework for addressing the environmental, social, and governance challenges facing society. Through its Sustainability Strategy and business operations, the Company seeks to contribute to the 2030 Agenda by generating sustainable value for its stakeholders and the regions where it operates.

The Company's sustainability commitments are aligned with priorities such as climate action, energy efficiency, responsible resource management, biodiversity conservation, human rights, diversity and inclusion, occupational health and safety, and community development.

These efforts also support OMA's contribution to VINCI Airports' environmental ambitions, including the achievement of the Net Zero objective by 2050.

To guide these efforts, OMA has identified the SDGs where it can make the most meaningful contribution through its operations, investments, and sustainability initiatives, as shown on the following page:

OMA IS TAKING ACTION ON THE FOLLOWING UN - SDGS:

			
SDG	SDG Targets	OMA's Material Topics	Strategic Goals and Lines
	5.1 5.2	Diversity and inclusion	- Career plans for women starting at entry level - Implement a Female Leadership Program - Develop a training plan on handling diversity - Integrate women into the airport administrators development program - Identify and train female talent for director and management positions 30% of women in management positions by 2030
	6.3 6.4	Natural environment	- Implement rainwater capture systems - Perform a feasibility analysis for establishing closed water systems - Optimize water consumption, especially for areas that experience water stress, with a 50% reduction by 2030 - Eliminate usage of Phytosanitary products, with a 100% reduction by 2025
	7.2 7.3	Climate Change	- Net Zero by 2050 for the entire Group - Reduce Scope 1 and 2 by two-thirds by 2030 (Baseline 2018) - Measure Scope 3 emissions and set future targets
	8.3 8.7 8.8	- Health, safety and security of employees, temporary staff and contractors - Employability and skills development - Human Rights - Quality of life and well-being	- Implement programs to attract talent and leadership - Improve occupational health and safety standards - Zero work-related accidents at all levels - Deploy an action plan based on Due Diligence findings including training for employees and supply chain
	9.4	- Climate change - Natural environment - Contribution to communities	- Draft operating efficiency analysis for building construction - Perform feasibility analysis to establish closed water systems - Implement support program for schools in the surrounding municipalities involving contractors and suppliers
	12.4 12.5 12.6 12.8	Circular Economy	- Circular economy program with suppliers and contractors - Use and reuse asphalt in repaving - Incorporate certified suppliers in handling hazardous and non-hazardous waste
	13.1	Climate Change	- Strengthen resilient and sustainable infrastructure - Perform climate risk analysis and implement adaptation action plans
	15.3 15.5	Natural environment	- Develop and distribute sustainability policies (protecting the air, water, and soil) - Perform studies on specific flora and fauna at each airport - Train ground support companies, airlines, and jet fuel providers to minimize leaks that contaminate the soil - Consolidate the Environmental Management Units of Monterrey and Zihuatanejo - Roll out high-impact reforestation projects
	16.5	- Business ethics - Relationships with suppliers and contractors - Focus on the client and passenger experience - Human Rights	- Reinforce use of the complaints hotline - Comply with the anticorruption and money-laundering law - Reinforce ethics and transparency in business relationships - Improve fair contracting practices - Develop an internal and external human rights policy for contractors and suppliers - Train airport personnel, authorities, contractors, and suppliers on human rights matters, equity and inclusion, and health and safety

PROGRESS IN OMA'S ESG GOALS TO 2030

[GRI 2-22]

As part of OMA's Sustainability Strategy, the Company defined commitments to comply with the goals defined both by VINCI and by its subsidiaries VINCI Concessions and VINCI Airports.

OMA also has objectives that focus on improving management and ESG performance, which it will be publishing in future reports, along with progress in its Sustainability Strategy.

The following shows the advances made in the goals by the end of 2025:

ESG Pillar	Material topics	OMA goals	Progress Toward 2030 Goals (%)		
			0%	50%	100%
Protecting the Planet					
	Climate change	Reduction of 2/3 of Scope 1 and 2 emissions by 2030 (baseline: 2018)	100%		
		58% reduction in Scope 1 and 2 emissions per passenger by 2025 (baseline: 2018)	100%		
	Natural environment	50% reduction in water consumption per passenger (liters/PAX)	59%		
		Zero phytosanitary products in use by 2025 ⁱ	100%		
	Circular economy	Zero waste to landfill by 2030	6%		
Our people and the communities					
	Health, safety and security of employees, temporary staff and contractors	Strive for zero work-related accidents	0%		
	Diversity and inclusion	Increase the percentage of women in leadership positions to 30% by 2030	70%		

ⁱFor the phytosanitary product reduction indicator, VINCI set a 100% reduction target by 2025, a goal that OMA has achieved since 2023.



At OMA and VINCI Airports, we aspire to achieve the Net Zero target by 2050

INTRODUCING ZIHUATANEJO AIRPORT

Ixtapa-Zihuatanejo International Airport

Location:

Zihuatanejo, Guerrero,
approximately 12 kilometers
from downtown

Passengers served:

733,616 in 2025

Infrastructure:

One runway and two taxiways.
Primary runway measuring
2,506 meters

Built area:

11,579 m² terminal
infrastructure, including
1,205 m² of commercial space

Founded in 1950

Connectivity:

Eleven airlines serving
17 direct destinations,
including six domestic and
eleven international routes

Clean energy infrastructure:

600 kWp solar capacity and
2,606 kWh battery storage

Economic and tourism relevance:

Strategic tourism gateway
with hotel, marina, golf,
and residential tourism
infrastructure



RISK MANAGEMENT

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

As OMA operates in a dynamic environment shaped by evolving market conditions, regulatory developments, and sustainability challenges, effective risk management is essential to safeguarding operational continuity and supporting long-term value creation.

OMA's risk management framework comprises two complementary processes. The first focuses on the identification, assessment, and mitigation of risks inherent to airport operations and business activities. The second integrates sustainability-related risks and opportunities associated with the Company's ESG strategy, including environmental, social, governance, and climate-related matters.

During 2025, OMA further strengthened its sustainability risk management by assessing sustainability-related risks and opportunities in alignment with the principles of IFRS S1 and IFRS S2. This exercise enhanced the Company's understanding of potential impacts arising from climate-related physical and transition risks, as well as broader sustainability matters that could influence business performance, operational resilience, and long-term value creation.

RISKS RELATED TO THE COMPANY'S ACTIVITIES

The Company's Board of Directors is responsible for monitoring the principal risks to which the Company is exposed. To this end, it relies on the Audit Committee, which is the body responsible for determining and managing risks to ensure continuity of the business; it also establishes accounting, control, and internal audit systems to monitor the risk administration process, and to oversee and approve the results.

In 2025, OMA continued preparing for the implementation of IFRS S1 and IFRS S2 by strengthening internal processes and cross-functional coordination. These efforts support the identification, assessment, monitoring, and disclosure of sustainability- and climate-related risks and opportunities, while enhancing the Company's readiness to address future reporting requirements.

OMA's risk classification methodology has five categories:

1. Compliance
2. Operating
3. Financial
4. Market
5. Strategic

In its 2025 risk analysis, OMA identified 75 risks, which were placed on a heat map, based on an evaluation of probability and impact. This model facilitated classification, management, and projection of financial impacts, helping us to ensure successful operation.

RISKS RELATED TO ESG SUSTAINABILITY STRATEGY

To manage sustainability-related risks within the strategy developed, and based on the Materiality Analysis updated in 2023, the ISO 31000:2018 methodology was used as a reference.

Through this process, a map of current and potential risks linked to OMA’s 12 material topics was developed, while the risks were classified into: a) governance and business risks; b) our people and the communities; and c) protecting the planet. Note that the final analysis also included the risks defined by VINCI, considering those with impacts on our operations and core business.

Material Topics	Risk/Opportunity
GOVERNANCE AND BUSINESS	
Business ethics	Compliance with contracts, antitrust law, Sarbanes-Oxley Law, Code of Ethics, Anti-Corruption Code of Conduct, local and international laws applicable to listed companies, changes in the Mexico–United States relationship, including immigration, trade, and tariff policies, affecting passenger and cargo traffic. Legal and administrative contingencies. Fraud and illegal activities. Cybersecurity. Unauthorized access to systems and information resulting in data alteration, deletion, or loss.
Relationship with suppliers and contractors	Supply chain sustainability compliance.
Focus on client and passenger experience	Comply with service and infrastructure expectations required by customers and passengers. Affection of air traffic due to insecurity in the country. Infrastructure maintenance and modernization challenges, including connectivity failures, affecting operational continuity. Disruptions in electricity supply from the national power grid affecting operational continuity and service levels.
OUR PEOPLE AND THE COMMUNITIES	
Health, safety and security of employees, temporary staff and contractors	Health and safety improvement practices.
Employability and skills development	Wage pressure, radicalization of demands and calling for strikes. Staff turnover and lack of talent. Training and skills development.
Diversity and inclusion	Diversity gap attention plan.
Human Rights	Human rights non-compliance.
Quality of life and well-being	Staff turnover and lack of talent.
Contribution to Communities	Protests or blockades. Community distress.
PROTECTING THE PLANET	
Climate change	Natural disasters and extreme weather conditions. Risks related to power supply. Stakeholders’ poor perception of the Company’s carbon footprint. Changes in emissions legislation.
Circular economy	Financial losses resulting from inefficient resource use and poor waste management practices.
Natural environment	Environmental issues fines or sanctions. Sanctions derived from non-compliance with the national waters legal framework.

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 to 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

Environmental

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

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.

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.

Community

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

03

ECONOMIC PERFORMANCE



1. ABOUT OMA

2. SUSTAINABLE DEVELOPMENT

3. *Economic Performance*

4. CORPORATE GOVERNANCE
AND ETHICS

5. OMA'S EMPLOYEES

6. ENVIRONMENTAL
MANAGEMENT

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA SUSTAINABILITY REPORT

ECONOMIC PERFORMANCE

[GRI 201-1, 201-2, 203-1, 203-2]
[SASB SV-PS-000.A]

VALUE CREATED BY OMA

Over the past 25 years, OMA has created value by strengthening connectivity, expanding airport infrastructure, and continuously enhancing its operations, generating lasting benefits for passengers, communities, business partners, and shareholders while contributing to regional economic and social development.

In 2025, OMA delivered strong operating and financial results. Its 13 airports served 28.8 million passengers, while aeronautical and non-aeronautical revenues reached Ps. 13,651 million, an increase of 11.8% compared to 2024. Of this total, Ps. 10,191 million were generated from aeronautical activities and Ps. 3,460 million from non-aeronautical activities. Total revenues, including construction revenues, reached Ps. 15,964 million.

Adjusted EBITDA amounted to Ps. 10,167 million in 2025, with an Adjusted EBITDA Margin of 74.5%, reflecting the resilience of OMA's business model and the strong performance of its airport and commercial operations.

These results are supported by the continuous monitoring of financial and operational indicators that guide decision-making, drive efficiency, enhance service quality, and support long-term growth.



2025 marked OMA's
*25th year of airport
operations in Mexico*

serving **28.8 million** passengers
and generating **Ps. 15,964 million**
in total revenues and **Ps. 10,167**
million in Adjusted EBITDA.



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED IN 2025

[GRI 201-1]

The following table presents OMA's direct economic value generated and distributed during 2025:

	2023	2024	2025
Direct Economic Value Created (A)			
Aeronautical and Non-Aeronautical Revenues	11,559	12,213	13,651
Interest Income	298	245	214
Economic Value Distributed (B)			
Operating Costs	2,277	2,424	2,813
Employee Salaries and Benefits	670	716	779
Payments to the Government ¹³	2,950	3,092	3,336
Dividends Paid to Shareholders	3,738	4,207	4,469
Interest Paid	1,093	1,100	1,208
Economic Value Retained (A-B)			
Direct Economic Value Generated minus Economic Value Distributed	1,128	919	1,260

Note: Millions of pesos.

OMA's economic performance is presented in detail in the 2025 Annual Financial Report, which can be found at: <https://miranda-newswire.com/wp-content/uploads/2026/04/OMA-2025-20-F-Report-As-filed407743995.35.pdf>

¹³ Includes Ps.1,117 million in concession tax, and Ps.2,218 million of income taxes paid during 2025.

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.

As of December 31, 2025, OMA had 386,169,425 shares outstanding (excluding repurchased shares).

INTRODUCING CHIHUAHUA AIRPORT

General Roberto Fierro Villalobos
International Airport.

Location:

Chihuahua, Chihuahua,
approximately 18 kilometers
from downtown

Passengers served:

1,956,463 in 2025

Infrastructure:

Three runways and five taxiways.
Primary runway measuring
2,600 meters

Built area:

13,054 m² terminal
infrastructure, including 1,606 m²
of commercial space

Founded in 1956

Clean energy infrastructure:

1,200 kWp solar
capacity and 2,400 kWh
battery storage

Connectivity:

Six airlines serving
15 direct destinations,
including 13 domestic and
2 international routes

Economic relevance:

Strongly linked to Chihuahua's
maquiladora and cross-border
industrial economy

CLIENTS AND PASSENGERS

[GRI 2-6, 2-25]

Providing a safe, efficient, and high-quality travel experience is a fundamental priority for OMA. As part of the VINCI Airports network, the Company continuously works to enhance passenger services, improve operational performance, and invest in infrastructure that responds to the evolving needs of passengers, airlines, and airport users.

Through the ongoing modernization of its airports, the expansion of services, and the incorporation of innovative solutions, OMA seeks to strengthen connectivity, improve the passenger journey, and deliver a consistent service experience across its network.

The Quality Management System supports the identification of improvement opportunities and helps ensure that services are delivered in accordance with the Company's operational standards and customer service objectives.

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 effectiveness 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

Airlines are OMA's primary customers and strategic partners in delivering connectivity across the regions served by the Company.

During 2025:



- **22 domestic and international airlines**, operated throughout OMA's airport network



- Connecting passengers through **210 routes across the network**



- Contributing to the **mobility, tourism, trade, and economic development** of the communities where we operate

Among the airlines serving OMA's airports are leading domestic carriers such as Viva, Volaris, and Grupo Aeroméxico, as well as international operators including American Airlines, United Airlines, Alaska Airlines, Delta Air Lines, and WestJet, among others.

INTRODUCING SAN LUIS POTOSÍ AIRPORT

Ponciano Arriaga International Airport

Location:

San Luis Potosí, San Luis Potosí, approximately 15 kilometers from downtown

Passengers served:

834,795 in 2025

Infrastructure:

Two runways and four taxiways
Primary runway measuring 3,006 meters

Built area:

11,186 m² terminal infrastructure, including 1,124 m² of commercial space

Founded in 1943

Connectivity:

Six airlines serving 10 direct destinations, including six domestic and four international routes

Clean energy infrastructure:

600 kWp solar capacity and 6,090 kWh battery storage

Economic and tourism relevance:

Important hub for automotive manufacturing, logistics, and industrial activity in central Mexico

FOCUS ON PASSENGER AND CUSTOMER EXPERIENCE

Understanding the needs and expectations of passengers, customers, and airport users is essential to continuously improving the services provided across OMA’s network. To support this objective, the Company maintains multiple communication channels designed to facilitate interaction, collect feedback, and provide timely responses.

One of these channels is “Share your Experience”, a digital platform accessible through QR codes located throughout the airports. Through this system, users can submit complaints, suggestions, information requests, or commendations, which are reviewed and addressed by the corresponding teams.

The Company also manages customer interactions through its social media platforms, strengthening communication with passengers and users while providing timely support and information.

The feedback received through these channels is analyzed as part of the Group’s continuous improvement processes, helping identify opportunities to enhance service quality, operational performance, and the overall passenger experience.

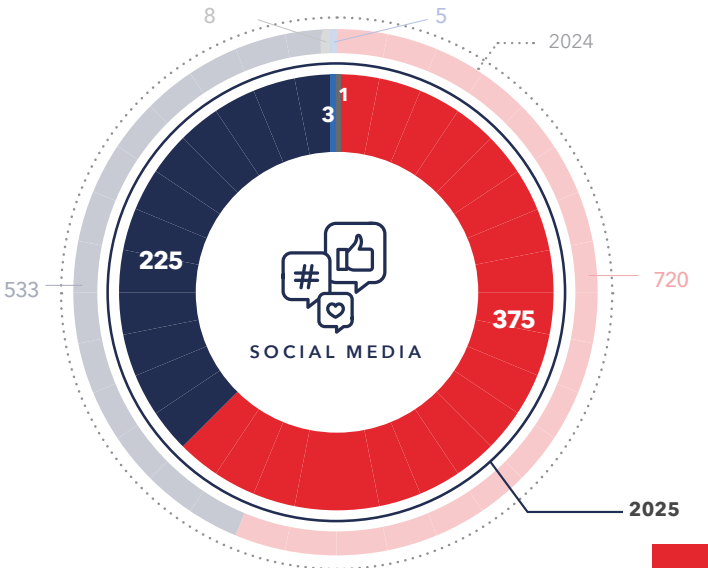
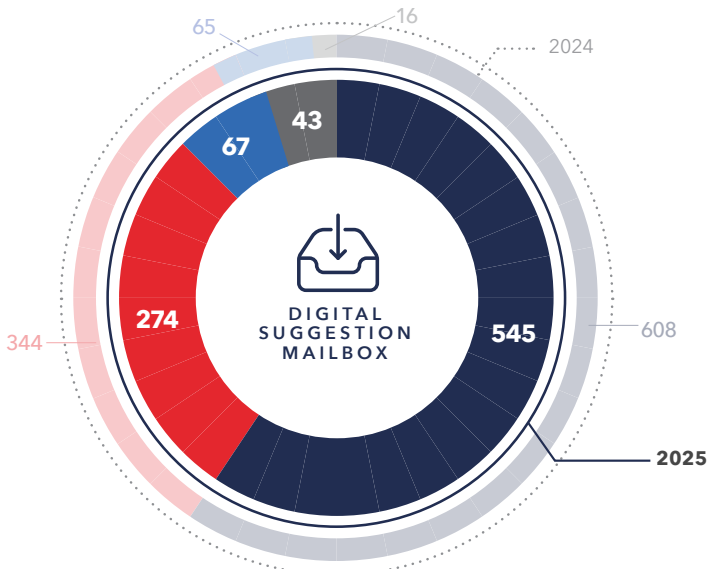


OMA continues to enhance operational efficiency, service quality, and airport infrastructure to provide a seamless, safe, and comfortable travel experience for millions of passengers each year

CATEGORY OF REPORTS RECEIVED

through the digital suggestion mailbox and social media platforms

- Complaints
- Request for information
- Suggestions
- Praise



04

CORPORATE GOVERNANCE AND ETHICS



1. ABOUT OMA

2. SUSTAINABLE DEVELOPMENT

3. ECONOMIC PERFORMANCE

*4. Corporate Governance
and Ethics*

5. OMA'S EMPLOYEES

6. ENVIRONMENTAL
MANAGEMENT

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA SUSTAINABILITY REPORT

CORPORATE GOVERNANCE AND ETHICS AT OMA

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

OMA's corporate governance framework is designed to strengthen confidence among shareholders, investors, business partners, and other stakeholders. It reflects the Company's commitment to sound management, ethical conduct, transparency, accountability, and compliance with the regulatory requirements applicable in the financial markets in which it participates.

Through its governance practices, OMA promotes an environment of trust and responsible management, supported by clear economic, corporate, environmental, and social performance objectives. This approach contributes to investment confidence, financial stability, and business integrity, in alignment with OMA and VINCI guidelines, corporate best practices, and applicable national and international standards.

OMA'S GOVERNANCE STRUCTURE

Pursuant to the Company's Bylaws, the management and representation of OMA is entrusted to the Board of Directors and the Chief Executive Officer.

The main objectives of the Board are to lead, 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 the general rules issued by 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.



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

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 applicable law
- d. When approved by 51% (fifty-one percent) of the shares outstanding present at the General Ordinary Shareholders' Meeting in question, except for the three members of the Board of Directors who were appointed by the series "BB" shareholders

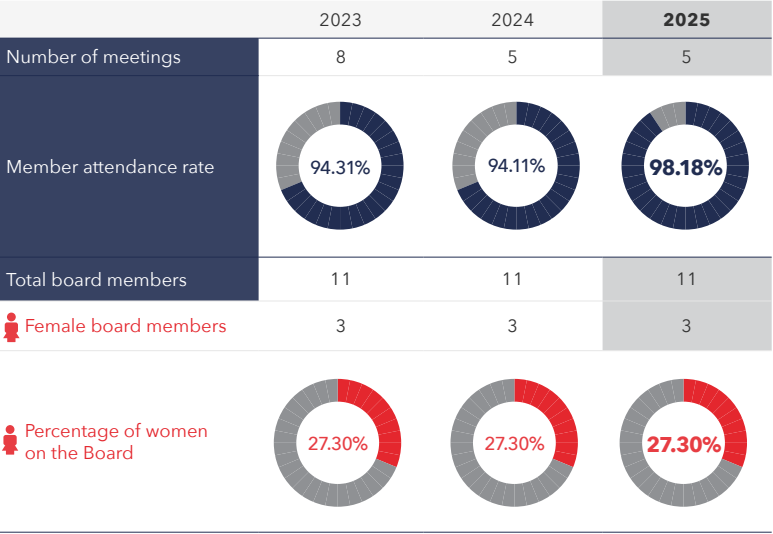
The members of OMA's Board are individuals with recognized experience. They may or may not be shareholders, they may be reelected, and they receive the remuneration determined by the Shareholders Meeting, as proposed by the Board of Directors.¹⁴

¹⁴ Learn more about the experience and reputation of OMA's Board of Directors at <https://miranda-newswire.com/wp-content/uploads/2026/04/OMA-2025-20-F-Report-As-filed407743995.35.pdf>

MEETINGS OF THE BOARD OF DIRECTORS

The Board of Directors met five times in 2025, with an average attendance rate of 98.18%, significantly exceeding the minimum required quorum of 51%. During these meetings, the Board reviewed passenger traffic, operations, cargo activities, progress on commercial and diversification initiatives, strategic planning, human capital matters, investments and progress related to the 13 concessionaires' Master Development Programs risks, as well as the Company's consolidated, unconsolidated, and audited financial statements and those of its subsidiaries.

BOARD OF DIRECTORS ACTIVITY AND COMPOSITION



Our Board of Directors comprises 11 board members,
three of whom are women.

At the General Ordinary Shareholders' Meeting held on April 24, 2026, the 11 members of the Board of Directors were ratified or appointed, as detailed below:

BOARD OF DIRECTORS

Name	Position
Nicolas Notebaert	Chairman and board member designated by SETA
Olivier Mathieu	Board member designated by SETA
Rémi Maumon de Longevialle	Board Member designated by SETA
Jérôme Havard	Board Member
Alvaro Leite	Board member
Emmanuelle Huon	Board member
Katia Eschenbach	Independent board member
Martin Werner Wainfeld	Independent board member
Luis Solórzano Aizpuru	Independent board member
Federico Patiño Márquez	Independent board member
Regina García-Cuéllar	Independent board member

FUNCTIONS OF THE BOARD OF DIRECTORS

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

The Board of Directors is the governing body 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 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 remove 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

The members of OMA's Board of Directors receive a net payment of Ps. 75,000 for each Board Meeting or Support Committee Meeting they attend. Additionally, the Directors who chair the Board Supporting Committee Meetings receive a net emolument of Ps. 85,000 each.

When the Board requires a board member to focus on specific matters entrusted to them by the Company, a net payment of Ps.4,000 per hour is paid by way of fees, subject to the submission of a report detailing the work performed.

It is important to highlight that the six proprietary (non-independent) members voluntarily waived their fees during 2025.

SUPPORTING COMMITTEES

OMA’s Board of Directors has the support of committees to develop its corporate practices and audit activities as established by Mexico’s Securities Market Law. The Audit Committee and the Corporate Practices, Finance, Planning and Sustainability Committee are each comprised of three independent board members.

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).



Name	Position
Katia Eschenbach	Chairwoman / Independent board member
Federico Patiño Márquez	Independent board member
Martin Werner Wainfeld	Independent board member

Note: Members of the Audit Committee as of April 24, 2026.

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.



Name	Position
Luis Solórzano Aizpuru	Chairman / Independent board member
Katia Eschenbach	Independent board member
Regina García-Cuéllar	Independent board member

Note: Members of the Corporate Practices, Finance, Planning, and Sustainability Committee as of April 24, 2026.

OVERSIGHT

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

OMA complies with all fiscal 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 United States regulations.

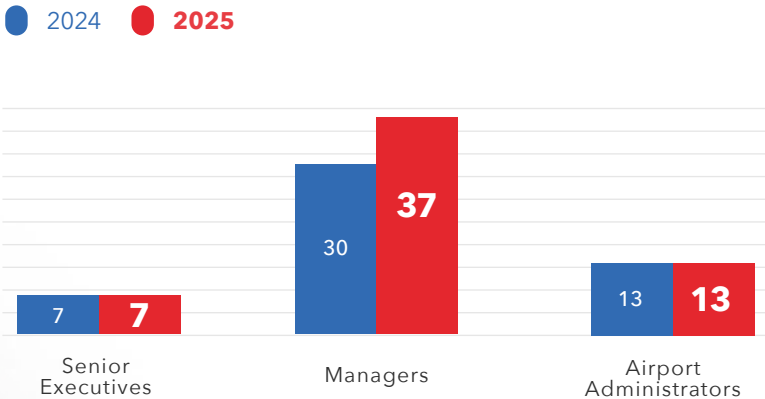


EXECUTIVE TEAM

[GRI 2-14]

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

OMA IS LED BY 57 EXECUTIVES



Each year, the Chief Executive Officer approves OMA's Sustainability Report and subsequently submits it to the Board of Directors for approval.

SENIOR MANAGEMENT

Name	Position
Ricardo Dueñas Espriu	Chief Executive Officer
Ruffo Pérez Pliego del Castillo	Chief Financial Officer
Adriana Díaz Galindo	General Counsel
Pierre Grosmaire	Chief Commercial Officer
Yann Le Bihan	Chief Technical Officer
Raful Zacarías Ezzat	Chief Operating Officer
Griselda Alvarado Benavides	Human Capital Director

EXECUTIVE COMPENSATION

[GRI 2-19, 2-20]

Overall remuneration of the senior management team 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 options for the executive team.

The Corporate Practices Committee, which also functions as the Compensation Committee, and which supports the Board of Directors in matters related to the complete compensation policy for the Company's directors, establishes fixed and variable compensation for the executive members.

VARIABLE COMPENSATION

Variable compensation for OMA's executive team 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]

We maintain a comprehensive process to assess, identify, and manage the material risks related to cybersecurity threats. These risks include disruptions to business operations or financial reporting systems, theft of intellectual property, fraud, extortion, harm to employees or clients, violation of privacy laws, legal or litigation risks, and reputational risks. Cybersecurity risks are managed as part of the Company's broader enterprise risk management framework.

To date, our cybersecurity risk management processes include the following:

- Cybersecurity Controls and Procedures: Designed in accordance with the NIST CSF (National Institute of Standards and Technology Cybersecurity Framework).
- Information Security Officer: Responsible for vulnerability analysis of technology resources, intrusion detection system analysis, physical and logical access reviews, and cybersecurity awareness campaigns
- Annual Cybersecurity Awareness Campaigns: Aimed at preventing phishing scams and other security threats
- Cybersecurity Incident Alert Procedures: Including escalation procedures to Senior Management and the Board of Directors in the case of material incidents
- Security Operations Center
- Annual audit through an AFAC verification unit to review the Company's cybersecurity and develop a work plan for continuous security improvements

Additionally, OMA carries out the following processes related to cybersecurity risk management:

- Engagement with External Service Providers: Conducting vulnerability assessments and penetration testing twice a year
- Internal Evaluations: Verifying the effectiveness of cybersecurity controls
- Third-Party Risk Management: Monitoring and identifying risks associated with external service providers and verifying compliance with cybersecurity requirements before granting access to the Company's IT infrastructure
- Cybersecurity Protection Measures: Maintaining backup systems, antivirus software, endpoint protection solutions, and next-generation firewalls, including internet traffic filtering capabilities

Cybersecurity is integrated into OMA's enterprise risk management framework, supported by continuous monitoring, independent assessments, and escalation protocols for material incidents.

INTRODUCING TORREÓN AIRPORT

Francisco Sarabia International Airport

Location:

Torreón, Coahuila,
approximately 14 kilometers
from downtown

Founded in 1946

Connectivity:

Five airlines serving nine direct
destinations, including seven
domestic and two international routes

Passengers served:

842,608 in 2025

Infrastructure:

Two runways.
Primary runway measuring
2,755 meters

Clean energy infrastructure:

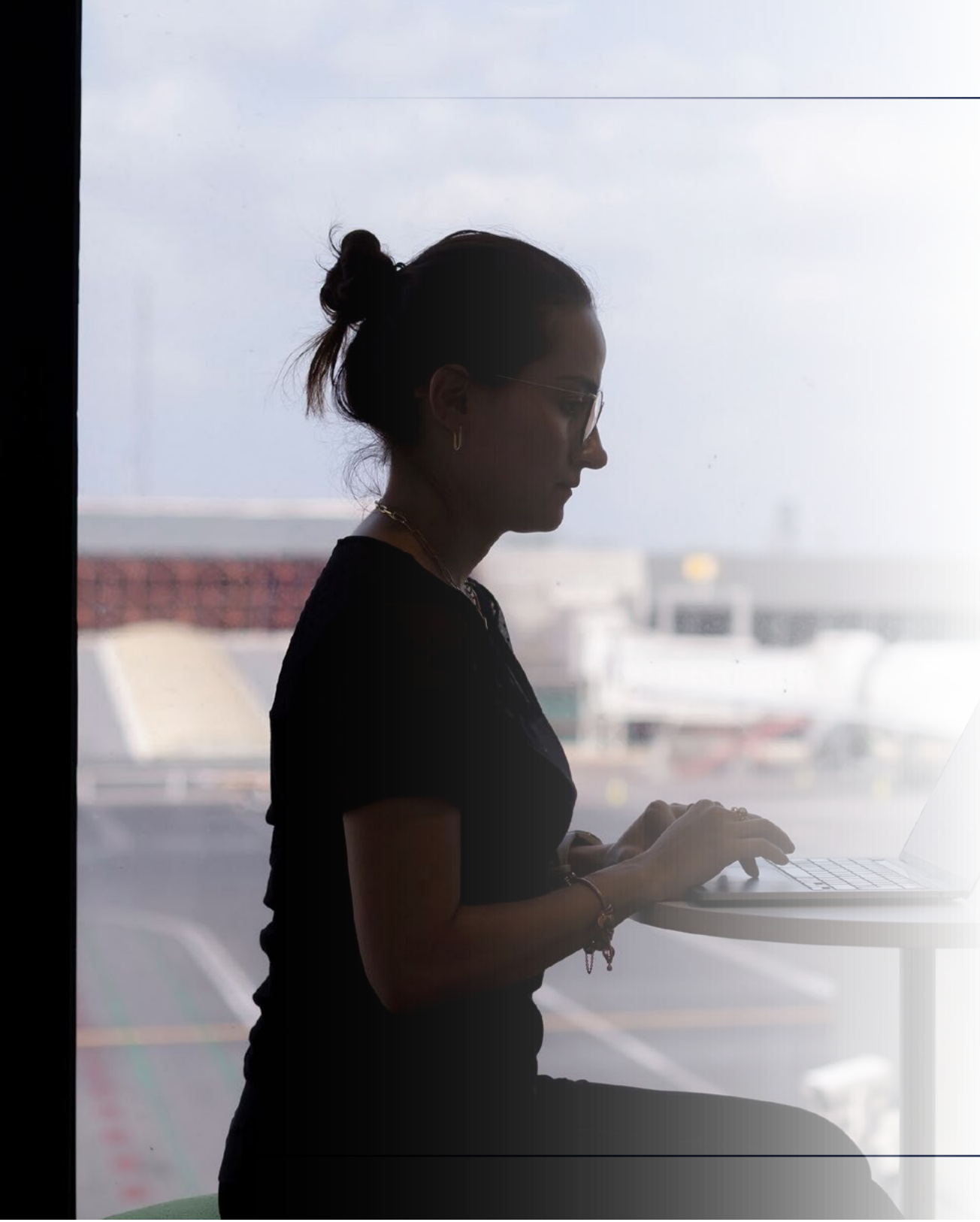
704 kWp solar capacity and
2,387 kWh battery storage

Built area:

5,515 m² terminal infrastructure,
including
544 m² of commercial space

Economic and tourism relevance:

Serves the La Laguna region,
an important industrial,
commercial, and dairy-
producing hub



CYBERSECURITY GOVERNANCE

MANAGEMENT APPROACH

OMA's cybersecurity risk management processes are overseen by the Information Security Officer, who reports directly to the Information Technology Manager ("IT Manager"). The IT Manager, in turn, reports to the Chief Financial Officer. The Information Security Officer holds a degree in information technology, has more than 12 years of experience in cybersecurity, and holds certifications including Cisco Certified Specialist - Security Core, Cisco Certified Network Associate, Fortinet Network Security Expert Levels 1 and 2, and ISC2 Candidate.

ROLE OF THE CYBERSECURITY COMMITTEE

This committee comprises the CEO, Chief Financial Officer, IT Manager, and Chief Technical Officer. The Committee convenes whenever a cybersecurity incident affects the Company, and in addition receives quarterly reports from the Information Security Officer regarding security incidents, the status of cybersecurity project implementations, and reviews of improvements based on recent developments.

RESPONSIBILITY OF THE BOARD OF DIRECTORS IN CYBERSECURITY MATTERS

Senior management reports relevant cybersecurity incidents and the status of their remediation to the Audit Committee, which is responsible for overseeing risks, including cybersecurity threats.

BUSINESS ETHICS

[GRI 2-15, 2-24, 2-27, 408-1, 409-1]
[SASB SV-PS-510A.1]

Over the past 25 years, OMA has built a culture founded on ethics, integrity, and responsible business conduct. As part of VINCI Airports, the Company continues to strengthen its standards of conduct and anti-corruption practices through the adoption of global policies, governance mechanisms, and best practices that promote transparency, accountability, and compliance.



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 of disabled persons in the workforce

The Company is committed to complying with applicable laws and regulations and conducting its business in accordance with the highest standards of ethics, integrity, and transparency.

Contracts with third parties include specific provisions related to ethical conduct, respect for human rights, and the prohibition of forced labor and child labor.



TOGETHER! THE VINCI MANIFESTO¹⁵

As part of VINCI Airports, OMA embraces the principles of the Together! Manifesto, which reaffirms the Group's commitments to ethics, environmental transition, safety, employee development, diversity, and stakeholder engagement. These principles are embedded in OMA's culture, decision-making processes, and responsible business practices.

Together! Design and build

Our infrastructure and facilities serve the public and the common good. We therefore strive to involve all stakeholders – including partners, customers, suppliers, elected officials, local residents and civil society – in our projects as early as possible.

We commit to promoting outreach and consultation in conducting our projects to ensure that our partners are closely involved.

Together! Comply with ethical principles

Ethical behaviour is key to our contracts and our customer relations. Our companies apply our Code of Ethics and Conduct around the world.

We commit to ensuring total transparency in our own practices and in those of our subcontractors.

Together! Accelerate the environmental transition

We work for the environmental transformation of living environments, infrastructure and mobility, through three main focus areas: acting for the climate, optimising resources thanks to the circular economy and preserving natural environments.

We commit to reducing our direct emissions by 40% by 2030, and to developing solutions that accelerate our customers' and our business sectors' environmental transition, while following a trajectory to achieve carbon neutrality by 2050.

¹⁵ For more information about the VINCI Manifesto, please visit: <https://www.vinci.com/en/vinci-manifesto>

Together! Engage in civic projects

Our business activity is rooted in local service. We therefore support the engagement of our employees and companies in sponsoring civic projects and combating social exclusion.

We commit to supporting the civic engagement of our employees, especially through the Group's foundations around the world.

Together! Strive for zero accidents

We reject the idea that workplace accidents are unavoidable. Our management has a responsibility to do its utmost to ensure the physical integrity and the health of everyone on our worksites and in the facilities we operate.

We commit to the zero accidents objective.

Together! Foster equality and diversity

Our culture is based on bringing together people of different backgrounds and experience. We fight all forms of discrimination in hiring, in workplace relations and in the career paths of our employees. We train our managers in this requirement and impress it on our suppliers and subcontractors.

We commit to diversifying our supervisory staff to include more women and people of diverse origins.

Together! Promote sustainable careers

We take a long-term approach to relations with our employees. We practice responsible flexibility to foster balanced career and personal development for our employees.

We commit to proposing training and job mobility opportunities for all our employees in order to promote sustainable employability.

Together! Share the benefits of our performance

Our employees together represent VINCI's biggest shareholder block. We strive to share the benefits of our growth with our employees around the world through employee shareholding and appropriate profit-sharing schemes.

We commit to ensuring that every VINCI employee is given an opportunity, wherever possible, to share in our economic success.

CODE OF ETHICS AND BUSINESS CONDUCT

[GRI 2-15, 2-27, 205-1, 205-2, 206-1, 415-1]

For 25 years, business ethics has been a fundamental pillar of OMA and remains at the core of how the Company conducts its business. As part of VINCI Airports, OMA continues to strengthen a culture of integrity, transparency, and responsible business conduct that supports compliance with applicable laws and regulations while reinforcing trust and accountability across the organization and throughout its value chain.

These principles are reflected in OMA's Code of Ethics and Business Conduct, which establishes the values, standards, and expected behaviors that guide decision-making throughout the organization in alignment with the expectations of both OMA and VINCI. The Code applies to directors, officers, employees, contractors, suppliers, and other business partners with whom the Company maintains a commercial relationship and is available at the following link: <https://ir.oma.aero/wp-content/uploads/2026/04/Codigo-de-Etics-OMA-VF-English-translation-1.pdf>

To support its effective implementation and ensure alignment with recognized governance standards, the Code incorporates the requirements of applicable laws and regulations as well as leading international best practices. Accordingly, it aligns with the provisions of the Mexican Securities Market Law, the principles promoted by the Organisation for Economic Co-operation and Development (OECD), and the requirements established under the Sarbanes-Oxley Act.

100% of OMA employees formally acknowledged and adhered to both OMA's and VINCI's Code of Ethics and Anti-Corruption Code in 2025.

The Code of Ethics and Business Conduct is built upon the following key ethical principles:

COMPLIANCE WITH LAWS

It is OMA's policy to be recognized as an entity that respects legal requirements. Wherever OMA conducts business, its Officers are required to comply with applicable laws, rules, and regulations. Officers are also responsible for complying with contracts, intellectual property concessions, licenses, patents, non-disclosure agreements, and any other contractual commitments undertaken. The provisions of the Code of Ethics and Business Conduct must be interpreted in light of the laws and practices of the countries where OMA operates, as well as common sense. There is no excuse for violating this Code; reasons such as "everyone does it" or "it is not illegal" are unacceptable.

CONFLICT OF INTEREST

OMA respects Officers' rights to engage in private activities that do not create conflicts of interest with OMA or discredit it. Officers must avoid any behavior that could constitute illegal or disloyal conduct for themselves or their colleagues.

No Officer should engage in activities or relationships that could be perceived as conflicts of interest or that could reflect negatively on the Officer's loyalty to OMA.

A conflict of interest arises when the Officer's personal interests interfere with any of OMA's interests.

For OMA to carry out its operations effectively, it must be sure of the loyalty of its Officers.

Officers must, therefore, refrain from establishing relationships that could impair their judgment about what is best for OMA. Relationships that appear to create a conflict of interest should be avoided. These rules cannot be evaded, even when acting through a third party unrelated to OMA.

Conflicts of interest can arise in many forms. For example, personal financial interests, obligations to another company or government entity, or the desire to help a third party, including family or

friends, can divide an Officer's loyalty. To better understand the most common cases of conflict of interest, some specific standards are presented. Officers who detect a possible conflict of interest or have doubts about whether a specific situation constitutes one must be transparent with OMA and inform their immediate supervisor of the circumstances. The supervisor, in turn, must inform OMA's General Counsel, and, when deemed necessary, the General Counsel shall present it to the Audit Committee.

The following matters have been identified as conflicts of interest within the organization:

- Conflict of Interest due to Professional Occupation with Third Parties
- Conflict of Interest due to Investments
- Conflict of Interest due to Use of Company Time and Assets for Personal Benefit
- Conflict of Interest due to Loans to Employees
- Conflict of Interest due to Gifts and Entertainment from Third Parties
- Conflict of Interest due to Relationships with Family and Friends
- Conflict of Interest due to Public Activities
- Use of Position and Relationships for Personal Benefit
- Abuse of Privileged Information

CONDUCT TO COMBAT EXTORTION AND BRIBERY

In the contractual sphere of OMA and its affiliates, the "Anti-Corruption Declaration" and the "Anti-Corruption Clause" must be included, recognizing the rules of conduct that promote the prevention and combat of extortion and bribery in order to achieve standards of integrity in commercial transactions.

Additionally, OMA implements internal rules and procedures that are broadly communicated to employees. These standards may address, in particular, matters related to the management of corruption risk mapping involving third parties, controls, and the management of conflicts of interest.

DONATIONS

Donations are contributions in cash or in kind made in favor of civil or non-governmental organizations that benefit society and the communities in which we operate. Such contributions must be approved in accordance with the Company's guidelines, and employees responsible for donations must comply with the ethical standards established in the Code of Ethics and Business Conduct.

CONFIDENTIAL INFORMATION AND PATENTS

Information is an asset of OMA. All Officers are obligated to safeguard OMA's confidential or proprietary information, as well as information entrusted to OMA by clients and suppliers.

In general, confidential and proprietary information includes information that has not been disclosed to the public, that gives OMA a competitive advantage, or that could expose OMA to damages if disclosed prematurely or improperly, such as: formulas, patents, registered trademarks, exclusive technology and processes, construction processes, internal calculations, unit prices, internal information about bids, alternative processes to propose to clients, financial information, corporate strategy, and confidential information about relationships with clients and suppliers, among others.

Officers who are unsure which information should be treated as confidential or proprietary should ask their immediate supervisor or OMA's General Counsel.

Officers must always be aware that they are obligated to protect OMA's confidential or proprietary information. Under no circumstances should they discuss confidential or proprietary information in public places.

Nor should they disclose confidential or proprietary information to third parties without the express consent of OMA's General Counsel, unless required to do so by a competent authority.

The obligation to preserve OMA's confidential and proprietary information extends beyond the period of employment. This obligation continues even after employment ends.

FAIR TREATMENT

OMA is committed to dealing fairly and honestly with its clients, suppliers, competitors, Officers, and employees.

AUSTERITY

It is OMA's policy to operate in an austere yet decorous manner, using resources efficiently and limiting unnecessary or superfluous spending.

PROTECTION AND PROPER USE OF OMA'S ASSETS AND OTHER RESOURCES

OMA's success depends on the commitment of all its Officers and employees to the proper allocation and use of its tangible and intangible assets. For these purposes, OMA's assets include equipment, supplies, real estate, tools, inventories, cash, computer systems, computer software, computer data, vehicles, records or reports, non-public information, intellectual property, other sensitive information or materials, voicemail, electronic or telephonic communications, and OMA funds in any form.

Officers and employees are obligated to protect OMA's assets from loss, damage, misuse, theft, or sabotage and to ensure their efficient use. OMA's assets must be used only for business purposes. The Administration must approve any use of OMA's assets or services that is not solely for its benefit.

DISCRIMINATION AND HARASSMENT

OMA is committed to providing a work environment free from any form of discrimination based on race, ethnic group, sex, beliefs, religion, age, disability, or sexual orientation. It is OMA's policy to provide equal opportunities to employees in hiring, salary levels, training and development, promotions, and other terms of employment. Employment decisions will comply with all applicable labor laws.

OMA will not tolerate harassment, including sexual harassment in any form. This includes verbal or physical conduct that demeans or threatens any employee, creates a hostile work environment, unreasonably interferes with an employee's individual work performance, or otherwise adversely affects an employee's individual work responsibilities.

BRIBERY OF PUBLIC OFFICIALS

Practices that may be considered acceptable in business relationships, such as entertainment in restaurants, travel arrangements, or gifts, may violate local, state, federal, or foreign laws when dealing with government representatives. OMA Officers shall not provide gifts to government representatives or employees if such actions could be interpreted as an attempt to favor the Company. In case of doubt regarding permitted interactions with government representatives, guidance should be sought from OMA's General Counsel.

Bribery of any kind to obtain business performance or advantages is a violation of OMA's policy and is illegal under federal and state laws, as well as under the provisions of the OECD Convention and the United States Foreign Corrupt Practices Act. Before making any payment or giving anything of value to a domestic or foreign government representative, Company Officers must consult OMA's General Counsel. This includes any payment made through intermediaries, such as sales representatives, advisors, or consultants. Violations of applicable anti-corruption laws may result in severe civil and criminal penalties for both OMA and the individuals involved. It is strictly prohibited to offer any form of bribe or commission to induce any person.

Bribery involving employees of third parties or agents is a violation of OMA's policy and is unlawful. Officers and employees of the Company are strictly prohibited from offering any form of bribe, commission, or inducement to any person to engage in such acts.

HEALTH AND SAFETY

OMA strives to provide its employees with a healthy and safe work environment. All Officers are responsible for supporting this goal by following health and safety rules. Employees must be aware of and comply with the safety procedures applicable to their workplace. OMA promotes measures to prevent Officers and employees from using drugs or narcotics and from excessive alcohol consumption.



FRAUD AND CORRUPTION RELATED RISKS

[GRI 205-3]
[SASB SV-PS-510a.1.]

OMA maintains a zero-tolerance approach to fraud, bribery, and corruption. Through its Code of Ethics and Business Conduct, Anti-Corruption Code, internal controls, and compliance mechanisms, the Company promotes a culture of integrity and accountability across all areas of its operations.



CORPORATE AND AIRPORTS

	2024	2025	2024	2025	2024	2025
	Risk identified as fraud		of which the following risks are related to corruption		Total anti-fraud corruption control	
Treasury	14	14	6	6	14	14
Fixed Assets	10	12	9	11	11	12
Financial Closure	11	11	3	1	11	11
Expenses	1	1	1	1	1	1
Revenues	11	9	6	6	13	13
Payroll	10	10	5	6	10	10
Related Parties	9	7	7	2	9	9
OMA Carga	0	0	0	0	0	0
Entity Level	45	30	16	21	45	32
Total	111	94	53	54	114	102

NHT2 AND HILTON GARDEN INN HOTELS

Treasury	3	3	2	2	3	3
Fixed Assets	1	1	1	1	1	1
Expenses	1	1	1	1	1	1
Revenues	8	8	5	7	9	9
Payroll	4	4	1	1	4	4
Total	17	17	10	12	18	18

Total Corporate and Hotels	128	111	63	66	132	120
----------------------------	-----	-----	----	----	-----	-----

TRAINING AND COMMUNICATION ON THE CODE OF ETHICS AND CONDUCT

[GRI 2-16, 2-26]

OMA is committed to conducting business ethically, responsibly, and transparently. This commitment is reflected in a values-based culture that is reinforced through ongoing communication and training programs related to the Code of Ethics and Business Conduct. As part of the Company's alignment with VINCI Airports, awareness and training initiatives continue to strengthen employees' understanding of the principles, standards, and expected behaviors established in the Code.

Since 2022, VINCI Airports, a French company, has held a 29.99% ownership interest in OMA. As a result, the Company and its subsidiaries are required to comply with the anti-corruption provisions established under France's Sapin II Law.

Article 17 of the Sapin II Law requires companies to implement measures designed to prevent and detect acts of corruption and influence peddling, whether occurring in France or abroad. In accordance with these requirements, OMA has adopted the corresponding policies, procedures, training programs, and control mechanisms to support the prevention and detection of corruption-related risks throughout its operations.

Furthermore, under the framework established by the Sapin II Law, VINCI subsidiaries may be subject to oversight by the French Anti-Corruption Agency (AFA)¹⁶. Accordingly, VINCI seeks to ensure the effective implementation of anti-corruption programs across all areas of its business worldwide, and OMA continues to strengthen its compliance framework in alignment with these requirements and the Group's global standards.

ANTICORRUPTION CODE OF CONDUCT¹⁷

As part of our commitment to ethics and integrity, OMA has adopted an Anti-Corruption Code of Conduct applicable to all employees, suppliers, contractors, and strategic partners. This Code outlines clear guidelines to prevent, identify, and respond to situations involving bribery, kickbacks, improper payments, or any form of undue advantage, whether direct or indirect.

The Code is grounded in VINCI Group principles and in national and international legislation, including the Foreign Corrupt Practices Act (FCPA), the Mexican Anti-Corruption Law, and the Sapin II Law.

It also addresses specific risks associated with airport operations, such as contract awards, interactions with public officials, corporate gifts, facilitation payments, and political contributions. Violations may result in disciplinary actions and legal consequences.

Implementation of the Code reinforces OMA's commitment to transparent management aligned with the highest international ethical standards.

100%

Training on the Code of Ethics 2025

In 2025, 100% of our employees completed training on OMA's Code of Ethics and Business Conduct. Additionally, all employees formally adhered to both OMA's and VINCI's Anti-Corruption Codes of Conduct.

Integrity and transparency are reinforced through OMA's Code of Ethics, Anti-Corruption Code, employee training programs, and compliance mechanisms aligned with VINCI's global standards.

¹⁶ The AFA is the French Anticorruption Agency, an independent public entity created by the Sapin II Law in 2016. Its mission is to detect and prevent corruption, influence peddling, misappropriation of funds, and other related crimes, in both the public and private sectors in France and at its foreign affiliates.

¹⁷ For more information: <https://ir.oma.aero/wp-content/uploads/2026/03/Anti-Corruption-Code-of-Conduct-01.03.2026.-English.pdf>

INTRODUCING DURANGO AIRPORT

Guadalupe Victoria
International Airport

Location:

Durango, Durango,
approximately 16 kilometers
from downtown

Founded in 1943

Passengers served:

569,657 in 2025

Infrastructure:

One 2,900-meter runway
and 5 taxiways

Built area:

5,841 m² terminal infrastructure,
including 464 m² of commercial space

Clean energy infrastructure:

399 kWp solar capacity
and 2,387 kWh battery
storage

Connectivity:

Five airlines serving
8 direct destinations,
including 6 domestic and
2 international routes

Economic relevance:

Supports mining, industrial,
and regional business connectivity

HOTLINE

[GRI 2-16, 2-26]

OMA has long maintained mechanisms for reporting and addressing concerns related to its Code of Ethics and Business Conduct. Building on this foundation, in 2025 the Company advanced its compliance framework through the implementation of “EQS Integrity Line”, transitioning from a traditional reporting mechanism to a more comprehensive compliance management system.

“EQS Integrity Line” is a specialized platform that enables confidential and secure reporting of potential misconduct, ethical concerns, and compliance-related matters. By strengthening transparency, accountability, and case management processes, the platform reinforces OMA’s culture of integrity and supports the continued evolution of its ethics and compliance program in alignment with VINCI’s global standards.

OMA promotes a culture of open dialogue and accountability, encouraging employees to raise concerns through available management channels whenever appropriate. Complementing this approach, “OMA Te Escucha” (OMA Listens), supported by the EQS Integrity Line platform, provides a confidential and secure reporting channel for ethical concerns, compliance-related matters, and potential misconduct, without fear of retaliation.

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 the Company’s assets and resources
- Discrimination and harassment
- Instances of bribery or kickbacks
- Acceptance of gifts from suppliers that might 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 Audit Committee, the Chief Executive Officer (CEO), the General Counsel, the Administration and Finance Directorate (CFO), and the members of the Internal Audit team (Manager and Supervisors) through the “EQS Integrity Line” platform, which issues a report of the events reported in each case for formal follow-up.

In 2025, 42 complaints were received, of which 19 were substantiated and investigated based on stipulated protocols.

“OMA Te Escucha” (OMA Listens) is available 24 hours a day, 365 days a year, through the Ethics Hotline at +52 (55) 7100 2193 (PIN: 2341) and via the following website: <http://omateescucha.integrityline.com>

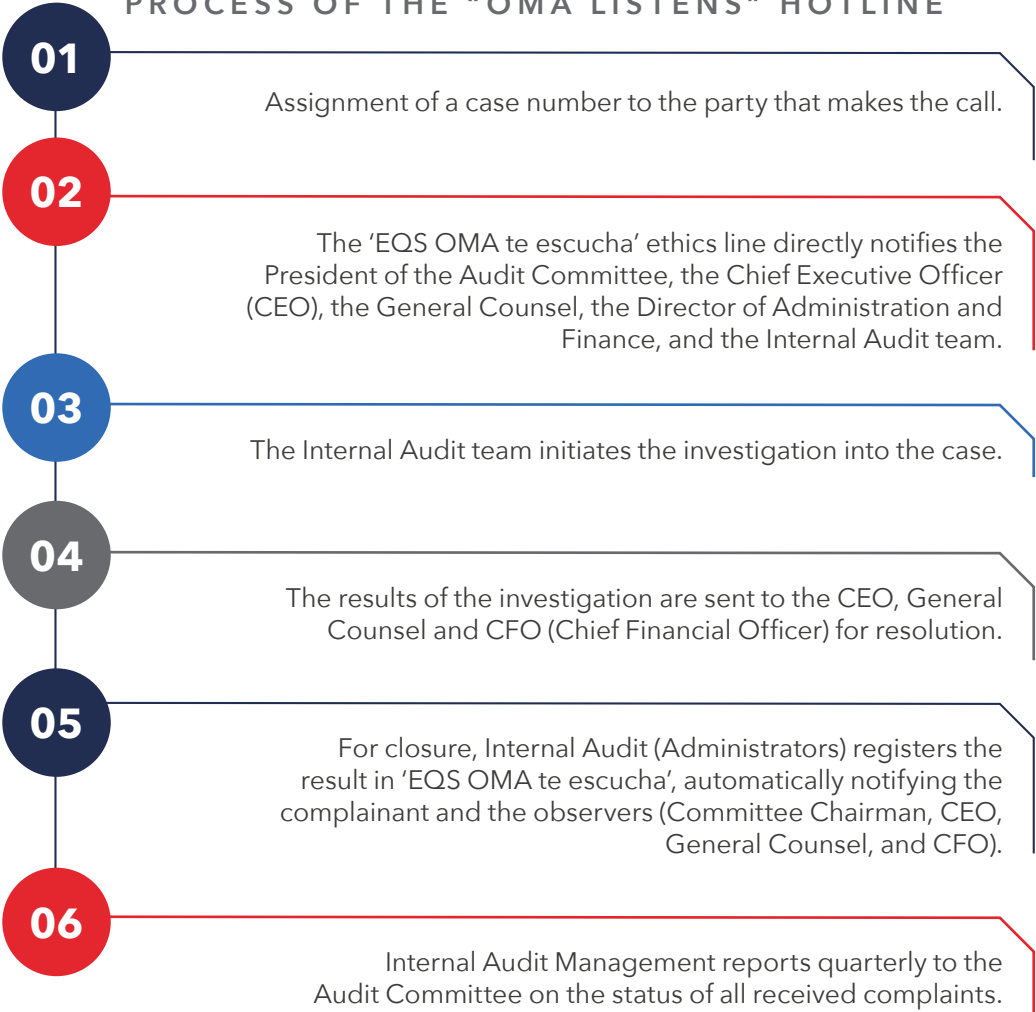
COMPLAINTS INVESTIGATED AND ADDRESSED

	2023	2024	2025
Complaints received	36	37	42
Substantiated and investigated complaints	19	19	19
Workplace harassment (%)	5%	47%	11%
Workplace harassment (cases)	1	9	2
Physical violence (%)	5%	0%	0%
Physical Violence (cases)	1	0	0
Bad practices (%)	42%	16%	21%
Bad practices (cases)	8	3	4
Abuse of authority (%)	48%	5%	47%
Abuse of authority (cases)	9	1	9
Conflict of interest (%)	-	21%	21%
Conflict of interest (cases)	-	4	4
Sexual harassment (%)	-	11%	0%
Sexual harassment (cases)	-	2	0

NOTES:
1. All reports received in 2023, 2024 and 2025 were addressed
2. No reports related to physical violence were received in 2024 or 2025
3. Reports related to workplace harassment declined in 2025 compared to 2024, while reports related to abuse of authority increased during the same period
4. No incidents related to sexual harassment were reported in 2025

All of the matters were concluded following due process and based on the type of issue recorded and its severity, and punishments were applied, ranging from sanctions to offboarding.

PROCESS OF THE “OMA LISTENS” HOTLINE



CODE OF ETHICS FOR SUPPLIERS

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

Strong and responsible relationships with suppliers are essential to OMA's long-term success. The Company promotes ethical, transparent, and fair business practices throughout its value chain, fostering collaboration with suppliers and business partners that share its commitment to integrity, quality, and sustainable value creation.

OMA applies a rigorous supplier selection and evaluation process that supports objective decision making based on quality, competitiveness, technical capabilities, and the specific requirements of the goods and services acquired.

Furthermore, the Code of Ethics and Rules of Conduct for Suppliers, Subcontractors, and Business Partners (strategic partners)¹⁸ 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 gifts or benefits that might 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.

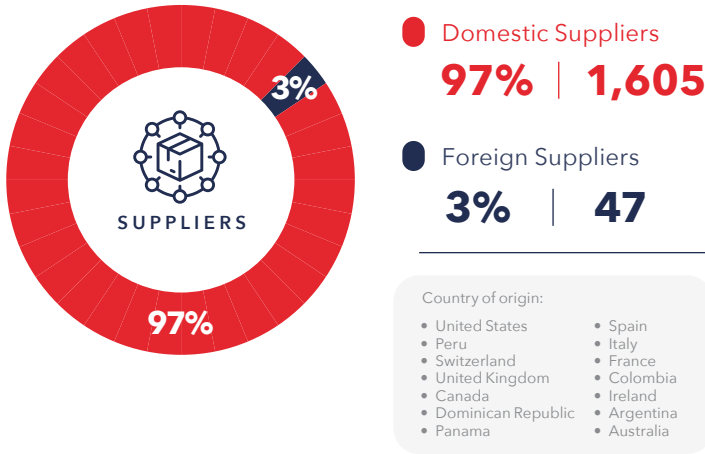
OMA does not require suppliers to cease doing business with competitors or to purchase our services as a condition for commercial engagement. Likewise, we do not establish commercial relationships with suppliers that fail to comply with applicable regulations on illicit financial activities, terrorism, 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.

All suppliers and contractors must sign this Code as part of the commercial partnership process, and it obliges them to comply with its provisions. The document includes confidential channels to report any breach, and OMA maintains a zero-tolerance policy for any act that violates established ethical principles.

In 2025, the Company made purchases from 1,605 domestic suppliers, representing 97% of OMA's total supplier base. The remaining 3% corresponded to 47 foreign suppliers from countries including the United States, Peru, Switzerland, the United Kingdom, Canada, the Dominican Republic, Panama, Spain, Italy, France, Colombia, Ireland, Argentina, and Australia.

SUPPLIERS' DATA 2025



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

¹⁸ For more information: <https://ir.oma.aero/wp-content/uploads/2026/03/Code-of-Ethics-and-Rules-of-Conducts-for-Providers-01.03.2026.-English.pdf>

CORPORATE INTEGRITY PROGRAM, ETHICAL BEST PRACTICES

[SASB SV-PS-330A.3]



OMA continues to participate in the Corporate Integrity Program promoted by

Hagámoslo Bien
and USAID Mexico

initiatives that encourage the adoption of ethical business practices, strong corporate governance, and effective anti-corruption measures.

Through this program, the Company periodically assesses and strengthens its integrity policies, governance practices, and compliance mechanisms, reinforcing a culture of ethics, transparency, and accountability throughout the organization.

Participation in the program supports OMA's ongoing efforts to align its business practices with recognized integrity standards and promote a workplace environment grounded in trust and responsible conduct.



05

OMA'S EMPLOYEES



1. ABOUT OMA

2. SUSTAINABLE DEVELOPMENT

3. ECONOMIC PERFORMANCE

4. CORPORATE GOVERNANCE
AND ETHICS

5. *OMA's Employees*

6. ENVIRONMENTAL
MANAGEMENT

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA SUSTAINABILITY REPORT

OMA'S EMPLOYEES

[GRI: 2-7, 2-30, 401-1, 401-2, 401-3, 402-1, 403-1 to 403-10, 404-2, 404-3, 405-1, 406-1]
[SASB: SV-PS-330a.1, SV-PS-330a.3]

As part of the VINCI Group, OMA's human resources model has evolved towards being increasingly integrated, global, and future-oriented, with talent development, cultural transformation, and the adoption of best international practices as strategic pillars of the business.

In an environment shaped by rapid technological change, increasing demands for operational efficiency, and evolving sustainability challenges, OMA's people management strategy promotes skills development, internal mobility, and continuous learning as strategic drivers of competitiveness, innovation, and organizational resilience.

OMA believes that its success is based on the talent of each individual and the collaborative efforts of its professionals. Employees remain committed to achieving the Company's objectives, contributing to the sustainability of airport operations, and delivering high-quality experiences to clients and passengers.

The organization promotes a workplace environment centered on well-being, inclusion, safety, and professional growth, fostering a culture where collaboration and respect contribute to long-term organizational development. Within this framework, diversity, equity, and inclusion represent fundamental pillars of OMA's people management strategy.

At the same time, the Group maintains a strong commitment to compliance with labor regulations, as well as to the principles and standards promoted by VINCI Airports, the world's largest private airport operator. As part of this global network, the Company continues to strengthen the capabilities of its workforce to address evolving industry challenges related to innovation, resilient infrastructure, and sustainable mobility.

In alignment with VINCI's global strategy, OMA's people management approach is built around three fundamental pillars that guide decision-making and organizational practices:



• **Health and safety as the leading priority**, assuring the well-being of everyone involved in operations, including employees, clients, suppliers and communities



• **Talent development**, ensuring that the right people are in the right positions through a combination of training, evaluation, and internal promotion that improves professional growth



• **A culture of responsibility**, promoting ethical behavior, compliance with rules, and respect for human rights as the basis of the operation

These pillars reflect OMA's commitment to people management aligned with global standards and aimed at strengthening the long-term sustainability and resilience of the business.

OUR COMMITMENTS TO OUR PEOPLE

- Respecting diversity and promoting equal opportunities
- Supporting workplace inclusion for people with disabilities
- Fostering a work environment that contributes to employees' well-being
- Encouraging individual and collective effectiveness by motivating and developing employees' skills
- Training employees in the principles of Quality, Health and Safety, the Environment, and Social Responsibility, to address the challenges of our business and our community

OMA is part of VINCI Airports,
the world's largest private airport network.

The Group promotes an ambitious vision focused on **talent development, professional growth, and a shared sense of purpose** across the organization.





In 2025, our team consisted of 1,355 employees, of whom 1,176¹⁹ were part of airport operations and the Company's corporate offices, segmented as follows: 352 women and 824 men who work to ensure that the services we offer meet users' expectations.

EMPLOYEES
BY BUSINESS UNIT

Business Unit	2022	2023	2024	2025 ²⁰
Acapulco	72	67	69	68
Ciudad Juárez	58	58	59	60
Culiacán	61	63	64	62
Chihuahua	75	74	75	74
Durango	41	46	46	46
Mazatlán	65	65	69	66
Monterrey	297	290	296	299
Reynosa	43	47	48	49
San Luis Potosí	52	52	56	54
Tampico	53	60	62	60
Torreón	43	46	47	48
Zacatecas	45	47	46	48
Zihuatanejo	43	43	48	45
Corporate Offices	157	158	170	197
Total Airport Operations and Corporate Offices	1,105	1,116	1,155	1,176
Hotel Services	151	154	171	179
Total OMA	1,256	1,270	1,326	1,355

¹⁹ As of December 31, 2025, 179 people were working at our hotels NH Collection T2 and Hilton Garden Inn. Our operating partners manage the personnel in these businesses, therefore the information on GRI indicators in this report will not be presented for this segment of the business.

²⁰ All data use the closing date of December 31, 2025.

EMPLOYMENT STATISTICS

BY TYPE OF JOB

 Women
 Men

	Temporary		Full Time	
2022	0	2	302	801
2023	0	4	307	805
2024	2	6	328	819
2025	3	2	349	822
				

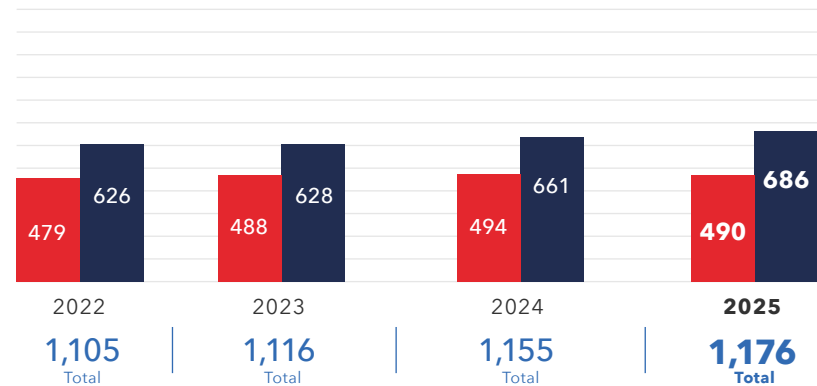
AT SENIOR MANAGEMENT AND MANAGEMENT LEVEL

 Women
 Men

			Total
2022	7	37	44
2023	7	38	45
2024	10	40	50
2025	12	45	57
			

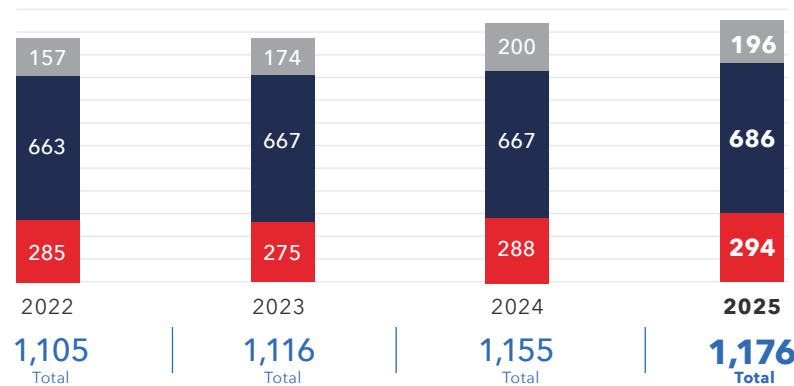
BY TYPE OF CONTRACT

 Unionized  Non-unionized



BY AGE RANGE

 18-30 years old  31-50 years old  +50 years old



STRATEGY TO ATTRACT AND RETAIN TALENT

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

Through its sustainable employability approach, OMA strengthens the capabilities required to respond effectively to the technical, digital, and operational challenges facing the airport industry. In an environment shaped by technological acceleration and evolving innovation demands, the Company has strengthened its capabilities through the talent and adaptability of its workforce, positioning OMA to respond to emerging industry challenges.

The Company's commitment is guided by the principles established in the VINCI Manifesto. This document reflects our corporate culture, covering our operations all over the world and focusing on economic efficiency, environmental protection, and social progress.

These values are expressed in the Manifesto's eight commitments, which include: respect for human rights and the principle of zero tolerance of any type of discrimination, including racial, ethnic, religious, moral, or sexual discrimination, as well as discrimination against union members, political opinions, or health status.

OMA recognizes that diversity, equity, and inclusion require deeper organizational commitment and continuous action. Accordingly, the Company implements both the principles established by the Group and frameworks that support the adoption of global best practices.

The Company's guidelines, such as our Talent Incorporation Policy, and the Code of Ethics and Conduct, align with best labor practices, reflecting a clear understanding of the importance of diversity in abilities, experience, knowledge, and the aptitude necessary to build our success. Furthermore, our process to attract and develop talent is based on the selection of candidates according to their abilities, skills, and training, respecting universal principles such as human rights and individual freedoms.

In 2025, OMA continued advancing its cultural transformation process by strengthening organizational efficiency, accelerating the adoption of new technologies, and developing professionals with increasingly adaptable and digital capabilities, aligned with a results-oriented and future-focused approach.

This process included the centralization of key functions, optimization of organizational structures, and incorporation of talent with international experience. These efforts have strengthened local operations in alignment with VINCI’s global standards, while fostering a culture of continuous learning, adaptability, and organizational agility.

OMA has maintained strong talent retention, reflected in the notable employee tenure across multiple organizational functions and leadership positions. This shows the effectiveness of the development, training and improved organizational commitment strategies that the Company supports.

Our focus is on complementing the experience and professional development of employees through mentorship programs, internal mobility, and growth opportunities within the VINCI Group. Through initiatives such as VINCI Mobility, Talent Energizer, and Lead for Success, it is easier to access professional experiences in different business units and in different locations, improving the exchange of knowledge, leadership training, and the global vision for talent.

TOTAL NEW HIRES

During 2025, the Company hired 292 people to meet the need for talent at airports and the corporate offices, improving operating continuity and the Organization’s ability to respond.

NEW HIRES

	2022	2023	2024	2025
Number of new hires	255	184	292	292
Percentage of development opportunities filled by internal candidates				
Average cost of a new hire (Ps.)	\$1,250	\$3,848	\$2,490	\$3,480
By Business Unit				
Acapulco	12	7	8	4
Ciudad Juárez	19	3	14	14
Culiacán	7	8	6	10
Chihuahua	29	15	14	23
Durango	0	6	5	3
Mazatlán	1	4	7	2
Monterrey	131	67	143	138
Reynosa	9	9	17	9
San Luis Potosí	7	4	13	10
Tampico	7	13	6	6
Torreón	1	5	6	4
Zacatecas	5	7	2	4
Zihuatanejo	5	7	14	2
Corporate Offices	22	29	37	63
Total	255	184	292	292
By Gender				
Women	94	82	119	127
Men	161	102	173	165
Total	255	184	292	292
By Age Range				
18-30 years old	152	122	171	167
31-50 years old	98	60	114	117
+50 years old	5	2	7	8
Total	255	184	292	292

PERSONNEL SEPARATION

[GRI 401-1]

OMA's Personnel Separation Policy defines the principles and procedures governing the conclusion of employment relationships, ensuring compliance with applicable labor regulations while safeguarding employee rights, privacy, and dignity. Offboarding processes are carried out in a transparent and structured manner to facilitate knowledge transfer, protect confidential information, and support operational continuity.

Information gathered during the offboarding process is analyzed to generate insights that contribute to decision-making, continuous improvement, and workforce risk management.

DISTRIBUTION OF EMPLOYEE TERMINATION

	2022	2023	2024	2025
By Age Range				
18-30 years old	62	58	82	76
31-50 years old	60	45	58	58
+50 years old	4	9	8	8
Total	126	112	148	142
By Gender				
 Women	68	48	89	61
 Men	58	64	59	81
Total	126	112	148	142
By Business Unit ● Termination ● Turnover %				
Acapulco	5 7%	3 4%	5 7%	2 3%
Ciudad Juárez	7 13%	7 12%	8 14%	9 15%
Culiacán	3 5%	4 6%	4 6%	8 13%
Chihuahua	20 27%	6 8%	7 9%	23 31%
Durango	0 0%	1 2%	3 7%	2 4%
Mazatlán	1 2%	2 3%	1 1%	3 5%
Monterrey	58 20%	49 16%	66 22%	49 16%
Reynosa	4 9%	3 6%	13 27%	3 6%
San Luis Potosí	7 13%	4 7%	5 9%	3 6%
Tampico	1 2%	5 8%	2 3%	3 5%
Torreón	1 2%	2 4%	2 4%	2 4%
Zacatecas	3 7%	5 10%	1 2%	2 4%
Zihuatanejo	3 7%	4 9%	4 8%	5 11%
Corporate offices	13 19%	17 10%	27 16%	28 14%
Total	126	112	148	142

Personnel Turnover

Percentage Personnel
Turnover (%)



Percentage Voluntary
Resignation (%)



UNION LABOR RELATIONSHIPS

[GRI 2-30, 402-1]

Historically, OMA has maintained a strong commitment to respecting labor rights, including freedom of association and collective bargaining, in compliance with applicable legislation. In addition, the Company aligns its labor practices with the principles and standards promoted by the International Labour Organization (ILO).

OMA's collective bargaining agreements are negotiated and formalized in accordance with applicable labor regulations and the legal procedures established by the competent authorities.

Clauses in the collective bargaining agreement are renewed every two years, and salary increases are negotiated every year; this includes 490 unionized employees across 13 locations, as of December 31, 2025. Each airport has a dedicated union representative who serves as the primary point of contact for the union and who is responsible for ensuring compliance with the agreements and addressing any queries or concerns raised by unionized workers.



OMA remains
firmly committed

to respecting labor rights and to the right to collective bargaining in compliance with current laws and the international principles of the International Labour Organization (ILO). Through this focus, the Company strengthens its working culture based on dialogue, mutual respect, and by building sustainable relationships with its employees.

DIVERSITY, EQUITY, AND INCLUSION

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

OMA maintains a permanent commitment to consolidating an inclusive, respectful, equitable, and discrimination-free workplace, regardless of race, ethnic origin, gender, beliefs, religion, age, disability, sexual orientation, or any other condition that could represent a factor of exclusion.

These commitments reflect VINCI's culture and principles and are embedded in the Company's strategic priorities. Diversity, equity, and inclusion have been identified in the impact materiality matrix as key to OMA's sustainability, based on the understanding that a sustainable company contributes to the well-being of people and their environment.

As part of its sustainable talent management approach, OMA has policies designed to ensure equal opportunities across all stages of employment, from hiring to development and professional advancement. In line with VINCI's global objectives, OMA has strengthened its diversity strategy with a particular focus on advancing women's participation in the organization. As a result, the share of women in leadership positions has increased steadily in recent years.

This progress has been supported by initiatives such as development and mentorship programs, participation in talent fairs, strengthened equality policies, and the creation of more inclusive work environments, including breastfeeding spaces and enhanced maternity support measures.

OMA also recognizes that, due to the nature of its operations and the composition of certain workforce segments with unionized personnel, structural challenges remain in terms of gender equity. This reality reinforces the Company's strategic focus on encouraging greater female participation in administrative and leadership positions.

As established in OMA's Code of Ethics and Business Conduct, the Company maintains a zero-tolerance policy toward harassment, including sexual harassment in any form. This includes preventing verbal, physical, or other conduct that may undermine a person's dignity, create a hostile work environment, or affect employees' performance and well-being.



DIVERSITY AT OMA 2025

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

PERCENTAGE OF WOMEN

	2022	2023	2024	2025
At OMA	27%	28%	29%	30%
In management and Senior management positions	16%	16%	20%	21%
In management positions	16%	16%	19%	20%
In management positions related to revenue generation	50%	33%	44%	43%
In positions related to science, technology, engineering, and mathematics	40%	44%	46%	35%
In mid-level positions (Deputy managers, supervisors, and coordinators)	39%	41%	39%	41%
Salary Gap by Gender % Difference between female and male				
Senior management and managers	4.92%	7.62%	11.93%	11.60%
Non-unionized	14.51%	18.64%	19.05%	18.25%
Unionized	2.18%	-1.82%	-2.01%	-1.52%
Percentage of Personnel by Nationality				
Mexican	99.92%	99.47%	99.31%	98.98%
Other nationalities	0.08%	0.53%	0.69%	1.02%





OCCUPATIONAL HEALTH AND SAFETY

[GRI 403-1, 403-2, 403-3, 403-4, 403-7, 403-8, 403-9, 403-10]
[SASB SV-PS-330A.1]

For OMA, the health, safety, and well-being of people are strategic priorities and essential components of operational sustainability. In alignment with the preventive culture promoted by VINCI Airports and the Group's global approach to well-being, prevention, and safety management, these matters are overseen at the highest levels of the organization through the leadership of the Management Team and the coordination of the Human Resources Division.

Management is based on policies, procedures, and preventive mechanisms intended to strengthen a culture of shared safety, based on timely identification of risks, comprehensive care for people, and continuous improvement. The scope includes all our employees, as well as suppliers and contractors, who must comply with established standards and guidelines.

In 2025, OMA continued strengthening its practices and control measures focused on continuous improvement, risk prevention, and its goal of zero occupational accidents.

The processes include the evaluation and identification of potential risks in facilities and processes, especially those with higher factors of probability of occurrence, exposure, and consequences that might arise. These practices are intended to reduce accident frequency and severity rates across operations.

SAFETY WEEK 2025

"STOP, THINK, ACT"

[GRI 403-1, 403-2, 403-3, 403-4, 403-7, 403-8, 403-9, 403-10]
[SASB SV-PS-330A.1]

As part of a sustained safety effort, in 2025, OMA held a new edition of Safety Week within VINCI's cross-company safety initiative framework, which was implemented at all the Group's operations. This annual program promotes best practices and reinforces our commitment to safety, focusing on our goal of zero accidents.

Continuing with efforts from previous years, in 2025, the initiative focused on driving preventive actions, encouraging timely identification of risks, and strengthening a more proactive culture of safety throughout the entire organization.

Training activities were developed using consistent core content adapted to different employee profiles, considering their functions and levels of exposure to risk. Strengthening the culture of safety, providing safe working environments, and strengthening knowledge, values, and practices in health and safety matters were discussed. The institutional motto of the campaign was: **"Stop, Think, Act"**.

To implement the plan, 12 virtual training sessions were held at all airports and the corporate offices, as well as 13 in-person sessions, one at each airport. Also included were administrative personnel, operational personnel (such as firefighters, maintenance, operations and safety), as well as contractors, cleaning personnel, security, and tenants of commercial premises, thus expanding the scope of the initiative to the entire airport community.

Through these actions, OMA drives a preventive culture based on participation and shared responsibility, promoting the adoption of safe behaviors among employees and third parties, which contributes to safer and more resilient work environments.



During our Safety Week 2025

We held training sessions for all employees
combining in-person sessions and online presentations with the main objective of achieving **"zero accidents."**

OUR COMMITMENTS TO WORKPLACE SAFETY:



Zero accidents



Preventing occupational risks to achieve the goal of zero work-related accidents and zero occupational diseases



Transmitting the focus on safety and health to our visitors, users, and value chain



Implementing health and safety matters, training employees, identifying and controlling risks, complying with health and safety laws and regulations, and promoting a healthy work environment



Ensuring the continuous improvement of health and safety management through periodic performance evaluations, identification of areas for improvement, and implementation of corrective actions

OCCUPATIONAL SAFETY AND HYGIENE COMMISSION (CLSH)

[GRI 403-1, 403-2, 403-4, 403-7]

As part of OMA’s operational structure, the Occupational Safety and Hygiene Commission (CLSH) is responsible for investigating safety incidents at worksites, working at heights, 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 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 corrective actions aimed at minimizing occupational risks.

To encourage the participation of our employees in the 2025 safety and hygiene program,



139

employees from our 13 airports participated in the CLSH

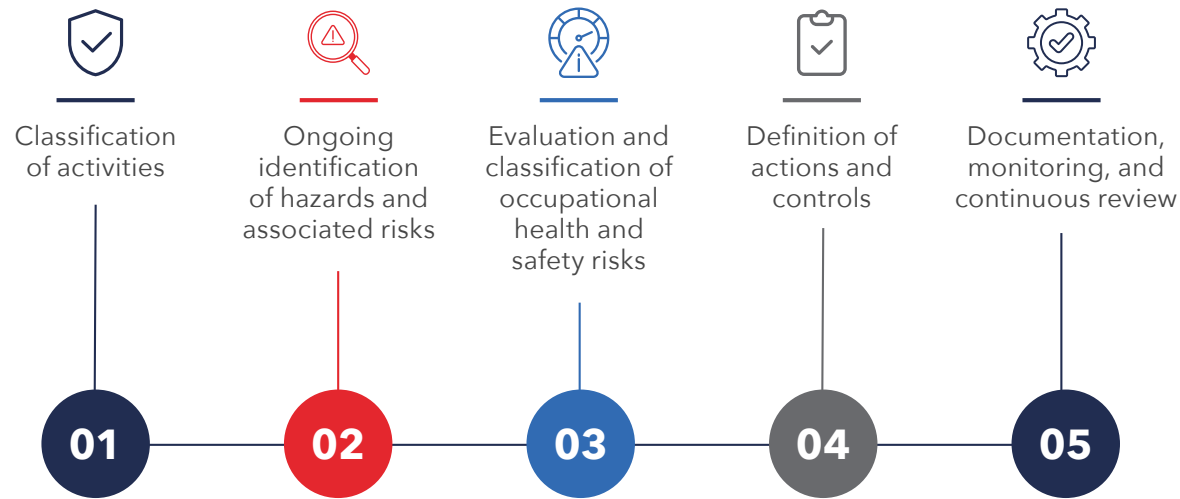
100% of our employees are covered by the Occupational Health and Safety Management System.

CLSH MEMBERS

By Business Unit

Business Unit	2023	2024	2025
Acapulco	10	11	5
Ciudad Juárez	7	9	9
Culiacán	10	11	11
Chihuahua	9	8	9
Durango	9	9	10
Mazatlán	7	7	7
Monterrey	19	22	22
Reynosa	10	9	8
San Luis Potosí	7	7	7
Tampico	10	10	10
Torreón	7	7	7
Zacatecas	7	7	7
Zihuatanejo	7	6	6
OMA Carga and Logistics		14	8
Corporate Offices	2	3	13
Total	121	140	139

PROCESS FOR HAZARD IDENTIFICATION AND OCCUPATIONAL HEALTH AND SAFETY RISK ASSESSMENT



This systematic and proactive process helps identify unsafe acts and conditions to prevent injuries and deterioration of workers' health through the timely management of workplace environments.



In 2025, there were 3,825 evaluations of work-related risks
of which 89% (3,416) were not significant.²¹

²¹ The decrease in the number of evaluations was associated with lower levels of operational activity and fewer ongoing projects at the airports.

PROCEDURE FOR COMMUNICATING, PARTICIPATING, AND CONSULTING ON HAZARDS AND RISKS



01

Planning of Hazard Identification and Risk Assessment consultation mechanisms



02

Prior consultation on hazards and operational changes



03

Collective participation in risk assessment



04

Internal and external dissemination of the Hazard Identification and Risk Assessment process



05

Feedback, hazard reporting, and updates

In 2025, a total of 14 work-related accidents were recorded across OMA's 13 airports, representing 2,227,404 hours worked. The reported injuries included foot, shoulder, and hand sprains, lower back injuries, hand lacerations, and finger injuries.

WORK-RELATED ACCIDENTS

Airport	Number	Type of Injury
Durango	1	Cheekbone Contusion
Mazatlán	1	Hand laceration
Monterrey	6	Hand sprain Hand contusion Ankle sprain
Reynosa	1	Lower back pain
San Luis Potosí	1	Foot sprain
Tampico	4	Hand sprain Finger injury
		Shoulder sprain Foreign object in eye
Total	14	

ACCIDENT RESPONSE AND INVESTIGATION PROCESS



OMA uses a systematic process aimed at identifying root causes to prevent similar events from occurring.

INJURY RATE

By work-related accident

	2022	2023	2024	2025
By work-related accident				
Number of hours worked	2,291,872	2,222,991	2,150,011	2,227,404
Injury rate by work-related accident (1,000,000)	3.05	3.60	7.93	6.29
By work-related accident and days lost from work				
Number of injuries by work-related accident	7	8	15	14
Days of disability due to work-related injuries	81	85	379	386
By work-related accident and days lost from work by gender				

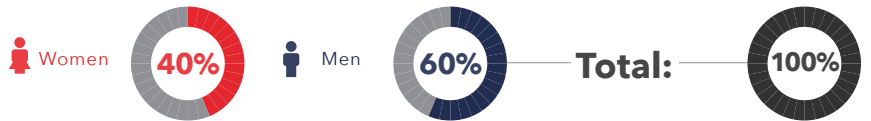
Women

Number of injuries by work-related accident	1	0	1	3
Days of disability due to work-related injuries	5	0	12	156

Men

Number of injuries by work-related accident	6	8	14	11
Days of disability due to work-related injuries	76	85	367	230

Percentage of days lost due to work-related accidents by gender 2025



OMA will continue strengthening preventive measures and safety controls

aimed at reducing accident frequency and advancing toward our goal of zero occupational accidents.

OCCUPATIONAL HEALTH AND SAFETY PROGRAM (OSH)

[GRI 403-1, 403-4, 403-5, 403-6, 403-7, 403-8]

Through certification of the Occupational Health and Safety Self-Management Program (PASST) by Empresa Segura, OMA ensures the implementation of a set of preventive and corrective actions to avoid workplace risks that could impact workers' lives, health, and physical integrity or cause damage to facilities. This program, driven by the Ministry of Labor and Social Welfare (STPS), recognizes companies that implement actions to reduce accidents and occupational diseases.

Within this system, various tasks are assigned, including training for both operational and administrative personnel, focusing on three key areas:



01

Legislative



02

Health and safety videos



03

Safety and health procedures at work

The areas in which OMA concentrates its training efforts are the following:

- Incident prevention in the workplace
- Fire prevention and emergency response
- Electrical installations, lockout/tagout procedures
- Handling and storage of hazardous materials and chemicals
- Work at heights
- Cutting and welding safety

Through the PASST program, OMA complied with

151

legal requirements related to occupational health and safety management.

During 2025, training was provided to personnel on the following standards:



NOM-001-STPS-2008:

Buildings, locations, facilities, and areas inside work centers



NOM-002-STPS-2010:

Fire prevention and protection



NOM-004-STPS-1999:

Safe machinery systems and devices



NOM-005-STPS-1998:

Handling, transport, and storage of hazardous substances



NOM-006-STPS-2023:

Materials storage and handling through use of machinery



NOM-009-STPS-2011:

Work at heights



NOM-011-STPS-2001:

Safety and hygiene conditions in work centers that generate noise



NOM-017-STPS-2024:

Personal protective equipment. Selection, use, and handling at work locations



NOM-018-STPS-2015:

Harmonized system to identify and communicate dangers and risks due to hazardous chemical substances in work centers



NOM-019-STPS-2011:

Formation, integration, organization, and functioning of safety and hygiene commissions



NOM-020-STPS-2011:

Pressurized containers and boilers



NOM-022-STPS-2015:

Related to safety conditions in work centers where there is a risk of static electricity



NOM-025-STPS-2008:

Lighting



NOM-026-STPS-2008:

Colors and signs for safety and hygiene, and identification of risks due to pipe-transported fluids



NOM-029-STPS-2011:

Maintenance of electricity facilities in work centers



NOM-030-STPS-2009:

Preventive occupational health and safety services



NOM-031-STPS-2011:

Construction: Conditions of occupational health and safety



NOM-035-STPS-2018:

Psycho-social risk factors at work: Identification, analysis, and prevention

MANAGING THIRD-PARTY HEALTH AND SAFETY RISKS

[GRI 403-7, 403-8]

OMA maintains a comprehensive focus on occupational health and safety risk management along its entire value chain. For example, commercial agreements with third parties include provisions requiring compliance with applicable health and safety standards, including the Federal Occupational Health and Safety Regulation, thus improving risk prevention associated with operations.

HEALTH AT OMA

[GRI 403-3, 403-6]

As part of its health and safety management system and recognizing that well-being is a strategic priority for the Company, OMA focuses on safeguarding the physical and emotional integrity of its workers, supporting safe and healthy work environments that align with a culture of prevention and comprehensive care. The medical exam campaign continued in 2025, monitoring occupationally exposed personnel at three airports. Anti-doping tests were administered in another campaign at one work location to monitor exposure to risk factors and to identify any temporary, ongoing, or aggravated changes in employees’ work-related health status.

Among the preventive health programs in this reporting year, a flu vaccination campaign and other health-related events were held. With these activities, we decrease the risk of contagion and health complications arising from diseases.

In addition, when third-party activities are performed within the Company’s facilities, it implements supervisory and follow-up mechanisms in health and safety matters, with the objective of having safe working environments that meet OMA’s established standards.



50%
of our employees

were trained in health-related matters.



1,089
influenza vaccines

were administered at OMA facilities, including 438 doses provided directly to OMA’s employees.



979
training hours

on health-related topics, doubling the number of hours delivered in 2024 as part of the Company’s ongoing efforts to strengthen internal capabilities and reinforce its commitment to workplace well-being and prevention.

EMPLOYEE ASSISTANCE PROGRAM (PAE)

[GRI 403-6]

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

This program contributes to improving productivity and the well-being of our personnel. The program includes a telephone support line, WhatsApp assistance, virtual counseling sessions, a mobile application, and a website available 24/7 to ensure accessibility and availability for everyone.

As part of this model of comprehensive well-being, OMA supports awareness activities and ongoing training for personnel through periodic webinars. These initiatives reinforce the program's preventive focus, and encourage physical, emotional, and social well-being, providing practical tools for better quality of life inside and outside the work environment.

In 2025, the content included healthy nutrition, financial education, interpersonal relationships, relaxation techniques to improve rest, and taking care of pets in small spaces, reflecting a comprehensive focus on well-being intended to improve the quality of life of people inside and outside the workplace.

To further promote awareness and utilization of the Employee Assistance Program (PAE), OMA launched an internal communication campaign in 2025 focused on increasing employee engagement with the comprehensive well-being services available to employees and their families. Through informative materials and awareness messages, the campaign emphasized the importance of supporting physical, emotional, and financial well-being, while reinforcing the program's free, confidential, and accessible nature across its various service channels.



www.orienta-me.com



800 999 22 33
442 295 3001

The Employee Assistance Program guarantees the confidentiality of employees' personal information and Company-related data



DEVELOPMENT, GROWTH AND TRAINING

[GRI 404-2]

Talent development is a key issue for both OMA and VINCI Airports, and a strategic element that is integrated throughout the entire organizational culture. We recognize that the evolution of the airport industry requires continuous development of employees' skills to respond effectively to the technical, digital, operational, and management challenges shaping the future of the sector.

From a sustainable employability perspective, the Company encourages continuous learning, specialized training, and professional development as pillars to improve innovation, resilience, and the organization's ability to adapt in an environment of constant change. Within this context, we have defined the development of skills and abilities as a high priority, as well as building attractive, long-term career paths that contribute to the professional and personal satisfaction of employees, under leadership that promotes individuality, inclusion, autonomy, and accountability.

In line with global trends and the technological transformation of the industry, OMA is improving the digital skills of its personnel through initiatives focused on the adoption of new technologies, automation, and artificial intelligence, both in airport operations and in administrative functions. These strategies are designed to prepare the organization for future global and industry-specific challenges, ensuring that employees develop the capabilities required to operate in increasingly digital, efficient, and interconnected environments, and so that they will be able to adapt to the technological transformation processes that are redefining the industry.

OMA aligns with VINCI's leadership vision, which demands leaders with strong interpersonal skills and effective management capabilities. At OMA, we continuously work to strengthen our management team's decision-making capabilities according to the specific needs of each situation.

In order to provide employees with the tools needed to achieve the Company's current and future objectives, OMA has a continuous training program based on relevant analyses and the identification of strategic needs. Its scope covers all Company operations and therefore includes both unionized and non-unionized personnel.

The annual training plan for unionized personnel is prepared by the Human Resources area, with the goal of meeting operating, regulatory, and safety needs, according to the collective bargaining agreement. Training for non-unionized personnel is validated by an area's direct supervisor, and includes courses, diplomas, certifications, and training updates.

OMA's training programs are designed to improve the skills, knowledge, and abilities of personnel, providing the tools necessary to drive their professional development and prepare them to assume key positions when opportunities for internal promotion arise, or when positions are available within the organization.

Training is divided into two main areas:



01

Technical

Courses are provided to improve certain areas of work and are defined by the direct supervisor



02

Institutional

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

- Anti-corruption
- Conflict of Interest
- Human Rights
- Procurement

TRAINING NEED-DETECTION PROCESS (DNC)

- 01 Define training needs (Collaborate with direct supervisor)
- 02 The direct supervisor validates the DNC and the employee sends it to Human Resources
- 03 Human Resources integrates the training program through the collected DNCs. They may be individual or group courses
- 04 Human Resources notifies the supervisors and employees of the dates when training will be provided
- 05 The employee attends the assigned training at the established time and date
- 06 The employee sends Human Resources the diploma, certificate, or proof of course taken
- 07 Human Resources records the completed training activity in the employee's training record

TRAINING HOURS

[GRI 404-1]

	2022	2023	2024	2025
Total training hours by type of contract				
Unionized personnel	45,201	47,457	51,873	49,474
Non-unionized personnel	18,068	18,962	19,378	20,702
Total	63,269	66,419	71,251	70,176

Average number of training hours per person by type of contract

Unionized personnel	111	97	105	101
Non-unionized personnel	55	30	29	30

Annual average per employee, type of contract and gender

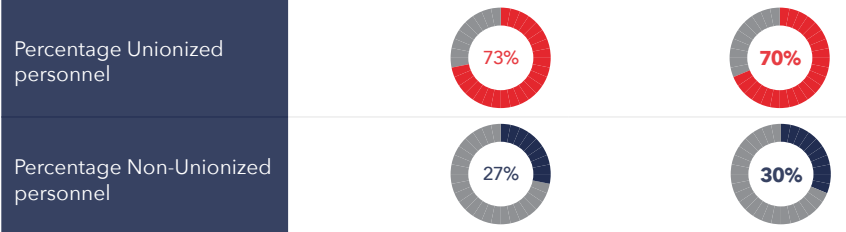
 Women

Unionized personnel	11	14	19	22
Firefighters	0	0	0	0
Rest of unionized personnel	11	14	19	22
Non-unionized personnel	31	25	26	29

 Men

Unionized personnel	100	103	111	107
Firefighters	60	50	60	57
Rest of unionized personnel	40	53	51	50
Non-unionized personnel	34	33	32	31

Training hours	2024	2025
Total	71,251	70,176



 Women

8,493 9,863

 Men

62,758 60,313

In 2025, a total of 70,176 training hours were provided, of which 70% was training for unionized personnel, and 30% was for non-unionized personnel. It should be noted that unionized personnel receive more training hours due to their responsibilities in airport operations and safety.



Through 70,176 training hours delivered in 2025,

OMA continued strengthening employee capabilities, fostering professional growth, and supporting the long-term development of its workforce.



INSTITUTIONAL TRAINING

OMA is an organization guided by strong values that are reflected in its daily activities, and in the way in which it conducts its corporate relationships. The Company reaffirms its commitment to the ethical culture promoted by VINCI Airports, based on compliance with applicable laws and integrity-driven principles that guide decision-making and behavior across operations.

The Company encourages behavior among its employees that is based on integrity, loyalty, respect for human dignity, and protection of human rights, thus strengthening an organizational culture based on trust, respect, and responsibility.

OMA strengthens its institutional training through global tools such as VINCI Academy, the Group's training platform that standardizes content, improves key skills, and promotes a common culture across the countries and regions where VINCI operates.

On this platform, employees can access programs that are structured into strategic matters such as ethics, anticorruption, cybersecurity, human rights and compliance, thus contributing to improving skills in accordance with international standards and best practices.

During 2025, OMA focused on adopting these programs, building a continuous training model that includes both global guidelines and the business's specific needs. This focus is complemented by local initiatives supported through Campus OMA, adapting content to operational needs, and strengthening the organizational culture at all levels.

Job Posting



This program promotes internal development by posting all vacancies for employees across the Organization. All individuals who meet the required profile are encouraged to apply in a nondiscriminatory and transparent environment, reflecting OMA's commitment to equal opportunity.





CAREER AND SUCCESSION PLAN

[GRI 404-2]

Through its different development and training programs, OMA identifies and prepares employees with the talent and skills necessary to assume strategic positions within the organization in the short, medium, and long term. This focus improves operating continuity, encourages internal mobility, and supports the development of future leaders who can meet the needs and challenges of the business.

The following program is a highlight of this talent development strategy:

Employee Experience



This talent management initiative was designed to identify, develop, and promote high-potential employees within OMA and VINCI Group, strengthening the development of talent capable of responding to the evolving needs and challenges of the global airport industry.

As part of this initiative, specific training programs for current and future leaders have been developed, focusing on leadership development, strategic vision, change management capabilities, and the promotion of an open, inclusive, agile, and collaborative organizational culture aligned with the Company's global vision.

Through these initiatives, OMA encourages professional development and internal mobility as key elements to strengthen business continuity, train successors, and consolidate teams that are prepared to face the organization's current and future challenges.



Our employees
**improve their
knowledge and skills**

through training programs
designed to meet the changing
demands of our business and the
markets in which we operate.

QUALITY OF LIFE AND WELL-BEING

[GRI 401-2, 401-3]

The Company seeks to provide benefits that go beyond legal requirements, supporting talent retention and contributing positively to employees' quality of life. For unionized personnel, benefits are established through the collective bargaining agreement.

Personnel Benefits



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 performance-based variable compensation, among other benefits.



INTRODUCING MAZATLÁN AIRPORT

General Rafael Buelna
International Airport

Location:
Mazatlán, Sinaloa,
approximately 18 kilometers
from downtown

Founded in 1952

*Passengers
served:*
1,736,208 in 2025

*Clean energy
infrastructure:*
648 kWp solar capacity
and 2,400 kWh battery
storage

Infrastructure:
One 2,702 meter runway
and 4 taxiways

Connectivity:
Thirteen airlines serving
25 direct destinations,
including 11 domestic and
14 international routes

Built area:
20,630 m² terminal
infrastructure, including 2,020 m²
of commercial space

*Economic and
tourism relevance:*
Major tourism hub in Sinaloa
and one of Mexico's leading
beach destinations

Parental Leave



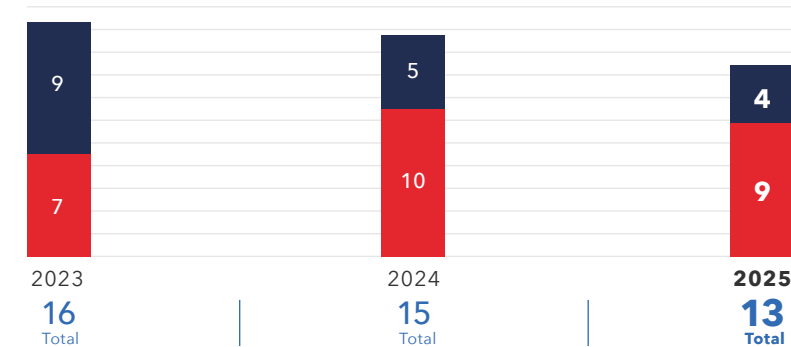
OMA recognizes the importance of supporting employees during significant family life events, including the arrival of a new family member. The Company not only respects, protects, and promotes employees' rights to take parental leave, but also provides additional leave for primary caregivers.

In 2025, 13 employees were eligible for parental leave, and 77% of those who took parental leave returned to work following the end of their leave period, reflecting the Company's commitment to workforce continuity and employee well-being.

NUMBER OF EMPLOYEES WITH PARENTAL LEAVE

By Gender

Women Men



EMPLOYEES WITH PARENTAL LEAVE

who returned after parental leave, by gender

Employees who returned Percentage of the total Percentage remaining after one year

	2022			2023			2024			2025		
Women	13	42%	93%	7	100%	100%	9	60%	78%	6	46%	100%
Men	15	48%	88%	9	100%	100%	5	33%	80%	4	31%	100%
Total	28	90%	90%	16	100%	100%	14	93%	79%	10	77%	100%

Commercial and Educational Agreements



OMA develops partnerships with companies and institutions that provide employees and their families with access to additional services, educational opportunities, and preferential benefits that contribute to improving their quality of life.

In 2025, agreements were established with educational institutions, 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 businesses:

Hotels

- JW Marriott
- Novotel
- Hyatt Place / House
- Camino Real
- Hilton MTY Valle
- MS Milenium
- Grupo Presidente Intercontinental

Schools

- Universidad Tecmilenio
- Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM)

- Universidad de Monterrey (UEM)
- Universidad Autónoma de Nuevo León (UANL)

Funeral Services

- Inmobiliaria del Valle de San Pedro Valle de la Paz

Health

- Precisión Óptica (Ópticas LUX)
- Hospital Sierra Madre
- Swiss Hospital



PERFORMANCE EVALUATIONS

[GRI 404-3]

As part of our continuous improvement processes, OMA conducts annual performance evaluations for employees, with biennial reviews. The goal of these evaluations is to reward productivity at work and enhance potential in relevant areas of performance.

We assess how well employees meet their job objectives, promote skill development, and ensure equal opportunities for all OMA team members.

To achieve this goal, we implement various tools that support professional and personal development through planned changes and short, medium, and long-term programs, always aligned with our business strategy.

During the 2025 performance evaluation process, 100% of employees with at least six months of service participated in the assessment, with 552 administrative employees evaluated.

PERFORMANCE EVALUATION

	2024	2025
By Gender		
 Women	274	244
 Men	327	308
Total	601	552

Total: (non-unionized personnel with more than six months with the Company)

PERFORMANCE EVALUATION PROCESS



ORGANIZATIONAL CLIMATE

[SASB SV-PS-330a.3]

For the second consecutive year, OMA was recognized in 2025 by the Mexican Institute of Institutional Culture and Climate through the “Mexico Inspiring Cultures” certification program. This distinction evaluates the implementation of policies and practices aimed at strengthening employee well-being, fostering an inclusive and engaging workplace culture, and promoting high standards of organizational commitment and workplace experience.

The processes implemented by the Mexican Institute of Institutional Culture and Climate for this process are designed in accordance with the guidelines established in International Standard ISO/IEC 17067:2013, which defines certification requirements and management plans, ensuring consistency and transparency in the evaluation methodology of companies’ working conditions.



According to an internal survey conducted in 2025,

70.51%
of employees

reported high levels of commitment, satisfaction, and well-being.

06

ENVIRONMENTAL MANAGEMENT



1. ABOUT OMA

2. SUSTAINABLE DEVELOPMENT

3. ECONOMIC PERFORMANCE

4. CORPORATE GOVERNANCE
AND ETHICS

5. OMA'S EMPLOYEES

6. *Environmental
Management*

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA SUSTAINABILITY REPORT

ENVIRONMENTAL MANAGEMENT AT OMA

[GRI 2-25, 201-2, 302-5]

As OMA celebrates 25 years of connecting communities and driving regional development, the Company remains committed to advancing a more sustainable airport network as part of VINCI Airports through the responsible management of environmental impacts and the continuous improvement of operational performance. Our environmental strategy is focused on three key priorities: climate change, circular economy, and the protection of natural ecosystems.

Environmental management is embedded throughout decision-making processes across the organization and supported by a preventive approach that promotes resource efficiency, operational resilience, and long-term value creation. Through environmental programs, operational controls, and continuous improvement initiatives, OMA seeks to reduce its environmental footprint while supporting the sustainable development of the regions where it operates.

The Group's 13 airports hold the Environmental Quality Certificate granted by the Federal Attorney for Environmental Protection (PROFEPA). This certification validates compliance with federal and local environmental laws, regulations, and Official Mexican Standards set by the Ministry of Environment and Natural Resources (SEMARNAT).

The Company also continues to enhance the transparency and reliability of its environmental information. OMA's Scope 1 and Scope 2 greenhouse gas emissions are validated through the Airport Carbon Accreditation program, while continuing to strengthen its greenhouse gas management and reporting processes in alignment with ISO 14064-1.

In 2025, OMA further strengthened its environmental disclosure practices through participation in CDP, achieving a CDP score of C for Climate Change and B- for Water Security. These results reflect the Company's ongoing efforts to improve environmental governance and the management of climate- and water-related challenges across its airport network.

Environmental management is
embedded across OMA's operations,
supporting resource efficiency, operational resilience,
and the long-term sustainability of its airport network.

ENVIRONMENTAL MATTERS

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

At OMA, we are committed to providing world-class airport infrastructure and operational excellence. Through VINCI Airports, we are part of the world's largest private airport network, which strengthens our ability to advance more efficient, resilient and sustainable airport operations across our network.

Our airport network continues to face environmental challenges associated with climate change and increasing operational demand. In recent years, rising temperatures across Mexico have significantly increased the demand for climate control systems, particularly during periods of extreme heat, in order to maintain optimal comfort conditions for passengers and support critical airport operations.

In addition, adjustments to the electricity emission factor applicable to electricity supplied by the Federal Electricity Commission (CFE) for 2025

contributed to higher reported greenhouse gas emissions. These conditions reinforce the importance of continuing to implement energy efficiency, decarbonization, and sustainability measures across our airport operations.

To continuously reduce our environmental footprint, OMA has implemented strategies focused on minimizing the consumption of fossil fuels, reducing dependence on electricity from non-renewable sources, optimizing water consumption, and advancing circular economy practices.

Some of the projects and initiatives implemented in recent years to support the reduction of Scope 1 and Scope 2 greenhouse gas emissions include:



GREEN INVESTMENTS, ENERGY EFFICIENCY, AND CLIMATE-FOCUSED ACTIONS

POWER PURCHASE AGREEMENT (PPA)

In 2019, OMA signed a power purchase agreement to source energy from a wind farm. As a result, wind power supplied a significant portion of the electricity required for operations, accounting for an average of 72% of total consumption in 2025.

INVESTMENT IN ENERGY EFFICIENT SYSTEMS

Since 2021, the Company has been replacing runway lighting systems with LED and solar-powered technology at the airports of Reynosa, Acapulco, Monterrey, Mazatlán, Durango, Torreón, and Zacatecas.

Additionally, through the battery banks installed at the airports of Monterrey, Chihuahua, Ciudad Juárez, San Luis Potosí, Mazatlán, Acapulco, Culiacán, Durango, Reynosa, Torreón, Zacatecas, and Zihuatanejo, the Company added storage capacity of 75.95 MWh, allowing the Company to reduce electricity consumption from the grid during peak-demand periods.

AIRPORT CARBON ACCREDITATION PROGRAM

OMA is committed to identifying, managing, and reducing its carbon emissions. In 2025, OMA maintained Level 3 “Optimization” accreditation for its 13 airports under the Airport Carbon Accreditation (ACA) program, administered by Airports Council International Latin America and the Caribbean (ACI-LAC).

This globally recognized program is the only carbon management certification specifically designed for the airport sector. Its objective is to assess and recognize the efforts made by airports to measure, manage, and reduce their carbon emissions.

Level 3 “Optimization” recognizes not only reductions in direct and indirect emissions, but also active engagement with third parties, including airlines, concessionaires, and suppliers, to manage emissions across the airport value chain.

ENVIRONMENTAL WEEK

As part of the VINCI Group’s Environmental Week initiative, OMA joined a global effort to raise awareness and promote action on environmental sustainability. Activities carried out across our airports and corporate offices provided opportunities for employees to deepen their understanding of aviation-related environmental challenges and contribute to a culture of environmental responsibility.

The program explored a range of key topics, including:

- Climate change: Understanding the challenges posed by climate change and exploring ways to reduce our carbon footprint
- Water conservation: Reducing consumption, optimizing reuse and ensuring treatment of all wastewater
- Energy: Implementing measures to optimize energy consumption
- Biodiversity: Recognizing the importance of preserving natural ecosystems and promoting biodiversity
- Airport Carbon Accreditation: Striving for continuous improvement in carbon management
- Sustainable Development Goals (SDGs): Aligning our efforts with global sustainable development objectives

OMA’s 13 airports maintained Level 3
“Optimization” accreditation under the
Airport Carbon Accreditation (ACA) program.

INTRODUCING CULIACÁN AIRPORT

Bachigualato Federal
International Airport

*Passengers
served:*

2,162,362 in 2025

Infrastructure:

One 2,227-meter runway
and 6 taxiways

Built area:

12,128 m² terminal
infrastructure, including 1,819 m²
of commercial space

Location:

Culiacán, Sinaloa,
approximately 14 kilometers
from downtown

Founded in 1956.

*Clean energy
infrastructure:*

699 kWp solar capacity and
1,219 kWh battery storage

Connectivity:

Four airlines serving
11 direct destinations,
including 10 domestic
and 1 international route

*Expansion
project:*

Ps. 1,100 million investment,
with completion expected
by 2027

Economic relevance:

Supports one of Mexico's leading
agricultural and livestock regions

ENVIRONMENTAL IMPACT

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

SIGNIFICANT ENVIRONMENTAL ISSUES

As part of its environmental management approach, OMA identifies and manages the environmental aspects associated with its airport operations, infrastructure development, and support activities. These issues are regularly monitored and addressed through programs focused on resource efficiency, emissions and waste management, environmental compliance, and biodiversity protection.

The following environmental issues are considered the most significant across the Company's operations:



Commercial locations
(generation of solid waste).



Emergency plants
(emissions into the atmosphere)



Wastewater
(water treatment plants)



Promotion
of green areas



Energy consumption
(terminal and other buildings)



Consumption
of potable water



Risk to
fauna



Generation of
hazardous waste



Construction, expansion, and/
or remodeling of buildings



Storage, collection,
and disposal of waste

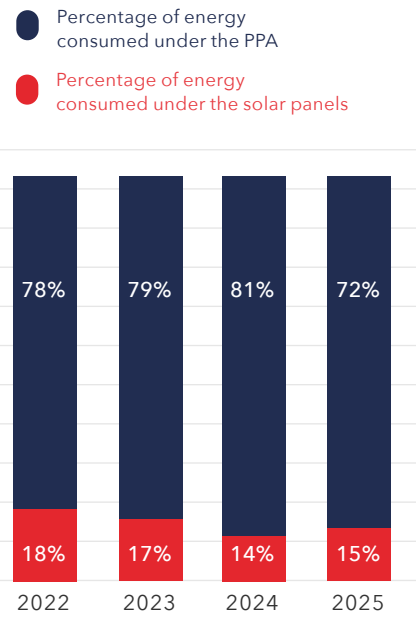


*Zero environmental
fines or warnings
were received in
2025 across OMA's
airport network.*

ENERGY CONSUMPTION

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.

PERCENTAGE OF RENEWABLE ENERGY BY SOURCE



ENERGY CONSUMPTION

	2022		2023		2024		2025	
Energy source	kWh	%	kWh	%	kWh	%	kWh	%
Federal Electricity Commission	2,547,983	4%	2,406,461	4%	3,599,025	5%	9,421,987	13%
PPA	49,092,689	78%	56,901,023	79%	57,871,801	81%	54,933,000	72%
Solar panels	11,224,100	18%	12,490,178	17%	10,201,721	14%	11,508,259	15%
Total	62,864,772	100%	71,797,662	100%	71,672,547	100%	75,863,246	100%

FUEL CONSUMPTION

	2022		2023		2024		2025	
Type of Fuel	Liters	%	Liters	%	Liters	%	Liters	%
Diesel	118,859	24%	119,453	18%	133,698	21%	180,033	39%
Gasoline	197,710	39%	205,089	32%	196,503	31%	198,049	43%
LP Gas	162,553	32%	150,519	23%	168,728	27%	67,160	15%
Natural Gas	26,335	5%	175,103	27%	132,764	21%	11,808	3%
Total	505,457	100%	650,164	100%	631,694	100%	457,050	100%

EMISSIONS MANAGEMENT

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

OMA works to minimize the environmental impacts of its operations and the resulting emissions while actively contributing to the commitments established for the VINCI Airports network.

To measure emissions, OMA performs a calculation on the amount of Scope 1 and 2 emissions, in compliance with SEMARNAT stipulations through the General Law on Climate Change (LGCC), its Regulations, and the National Emissions Registry (RENE); however, for the purposes of this report, the Company has calculated the total amount of Scope 1 and 2 CO₂ emissions using the market-based method of the GHG Protocol. For the calculation of Scope 2 emissions, the factor is used for each of the three sources of energy used by OMA (CFE, PPA, and solar panels).

Under this methodology, a more accurate representation of total direct and indirect emissions is obtained. The methodology also reflects the benefits associated with renewable energy acquired from third parties and generated through installed renewable energy systems.

As part of the measurement process, the Company has developed a well-founded record that enables precise measurement of emissions in both Scopes. For Scope 1, sources related to non-renewable fuel consumption are considered, while Scope 2 includes emissions from electricity consumption, both expressed in CO₂ equivalent.

In 2025, OMA generated emissions totaling 5,315 metric tons of CO₂ equivalent (tCO₂e). Scope 1 emissions accounted for 1,132 tCO₂e, representing 21% of the total, while Scope 2 emissions were 4,183 tCO₂e, representing 79%. Total Scope 1 and Scope 2 emissions were lower than in the 2018 baseline year.

Regarding Scope 3, VINCI Group aims for a 20% reduction of emissions by 2030. OMA recognizes that a significant portion of emissions falls within this scope, primarily related to aircraft operations (e.g., landing and takeoff cycles, taxiing). We are currently developing plans that will enable us to measure Scope 3 emissions, and in turn, establish future targets.

SUMMARY OF CARBON EMISSIONS (TCO₂E) Scope 1 and 2

	2018	2022	2023	2024	2025
Scope 1 Emissions	(Base Year)				
Diesel	434	347	348	389	517
Gasoline	607	503	522	500	504
LP Gas	214	273	253	283	111
Natural Gas	N/A	N/A	N/A	272	0 ²²
Total Scope 1 Emissions ²³	1,255	1,123	1,123	1,444	1,132
Scope 2 Emissions					
Electricity	31,764	1,108	1,054	1,623	4,183
Total Scope 2 Emissions ²⁴	31,764	1,108	1,054	1,623	4,183 ²⁵
Total Emissions	33,019	2,232	2,177	3,067	5,315

N/A: Not available

²² Natural gas emissions for 2025 are shown as 0 tCO₂e due to rounding. The unrounded value was 0.002 tCO₂e, reflecting the discontinuation of passenger transport units known as Aerocares, which were progressively replaced with electric vehicles.

Beginning in 2026, OMA will no longer use natural gas at its airports, completing the phase-out of this energy source across its operations.

²³ For the purpose of calculating tCO₂e for Scope 1 emissions and for electricity sourced from the Federal Electricity Commission (CFE), OMA uses the emission factors published by SEMARNAT for each source. For electricity consumed under the PPA and generated by solar panels, the Company applies an emission factor of 0 tCO₂e, as these sources are 100% renewable.

²⁴ As of March 2019, Scope 2 emissions decreased as a result of the PPA taking effect.

²⁵ The increase in Scope 2 emissions was mainly due to a temporary change in the electricity supply source. During November and December, Monterrey Airport relied entirely on electricity supplied by the Federal Electricity Commission (CFE) due to a temporary interruption of its Power Purchase Agreement (PPA).

As electricity supplied by CFE is calculated using the emission factor of Mexico's national electricity grid, which is higher than the factor associated with the contracted PPA supply, reported emissions increased during this period. This variation was the result of a temporary operational condition and was not driven by higher electricity consumption at the airport.

SCOPE 1 AND 2 GHG EMISSIONS (TCO₂E) By Airport

Airport	2018 (Base year)	2022	2023	2024	2025
Acapulco	3,439	84	66	66	67
Ciudad Juárez	1,392	108	104	343	1,090
Culiacán	2,601	116	120	131	119
Chihuahua	1,537	270	334	358	246
Durango	413	65	61	68	66
Mazatlán	2,536	76	62	78	75
Monterrey	15,236	1,051	957	1,264	2,830
Reynosa	841	114	169	430	511
San Luis Potosí	665	64	98	98	91
Tampico	1,461	141	66	101	74
Torreón	906	42	47	37	44
Zacatecas	350	58	49	50	50
Zihuatanejo	1,642	43	44	43	52
Total	33,019	2,232	2,177	3,067	5,315

CLIMATE-RELATED RISKS AND OPPORTUNITIES MANAGEMENT

As part of its commitment to resilient infrastructure and long-term value creation, OMA continued strengthening its understanding of climate-related risks and opportunities during 2025. The Company further enhanced its assessment of climate-related factors that may influence airport operations, infrastructure performance, and service continuity.

During the year, OMA advanced its preparation for emerging sustainability disclosure requirements, including the IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2) promoted by Mexico’s National Banking and Securities Commission (CNBV). These efforts focused on strengthening governance, risk management, and sustainability-related information processes to support future reporting requirements.

As part of this work, OMA assessed both physical and transition risks associated with climate change. Key considerations included extreme temperatures, hurricanes and other severe weather events affecting coastal locations, water stress conditions in certain regions, as well as evolving regulatory requirements, energy market dynamics, and stakeholder expectations associated with the transition to a lower-carbon economy.

The Company also expanded its climate-related risk assessment capabilities, including the use of climate scenario analysis with 2030 and 2050 reference horizons to support the evaluation of potential climate-related impacts under different future conditions.

The insights generated through these activities contributed to the ongoing enhancement of OMA’s Corporate Risk Management System and supported decision-making processes related to energy efficiency, emissions reduction, responsible water management, and climate adaptation, in alignment with the environmental priorities and decarbonization ambitions of VINCI Airports.



OUR CARBON REDUCTION OBJECTIVES

[GRI 305-5]

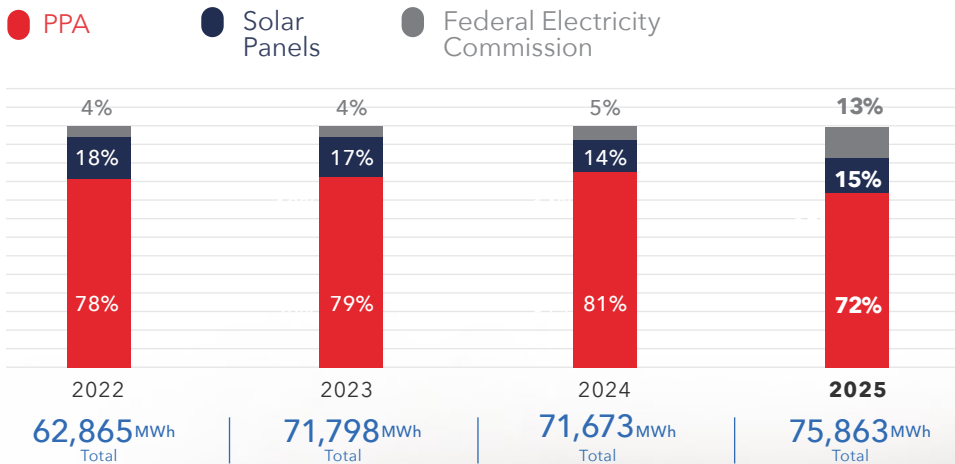
As part of OMA’s sustainability commitment, we focus on reducing emissions, providing clarity about the road map to follow. In line with VINCI’s commitments, our focus is to contribute positively to one of our shared strategic environmental priorities: climate change.

- A two-thirds reduction in Scope 1 and 2 emissions by 2030: VINCI Concessions—which groups together airport, highway, and railroad divisions—has committed to decreasing its direct CO₂ emissions by two-thirds between 2018 and 2030. In support of VINCI Concessions’ global objectives, OMA follows the Group’s global guidelines for reducing Scope 1 and 2 greenhouse gas emissions. OMA reached this reduction level in 2023, seven years earlier than expected. In the coming years, fuel and energy consumption is expected to increase due to the growth of operations and infrastructure expansion, which could place pressure on current carbon emissions levels. OMA is currently evaluating how to continue reducing its carbon footprint in order to meet its medium- and long-term objectives.
- Net Zero emissions by 2050: We have proposed reaching Net Zero emissions by 2050, ensuring that our operations are environmentally sustainable in the long term.

TOTAL OF CARBON EMISSIONS (TCO₂E) SCOPE 1 AND 2

	Value
2018 (Base year)	33,019
2022	2,232
2023	2,177
2024	3,067
2025	5,315
2030 Objective	-66.70%
2050	NET ZERO

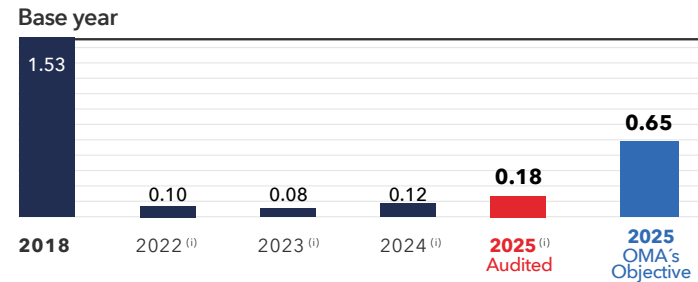
RENEWABLE ELECTRICITY AS A PERCENTAGE OF TOTAL CONSUMPTION



ACCOMPLISHED OUR 2025
EMISSIONS INTENSITY TARGET

As part of the sustainability commitments established under OMA's Sustainability-Linked Financing Framework, the Company set a target to reduce Scope 1 and Scope 2 emissions intensity to 0.65 kg CO₂e per passenger by 2025. Upon reaching this milestone year, OMA significantly exceeded the target, achieving an audited emissions intensity of 0.18 kg CO₂e²⁶ per passenger, equivalent to 72% below the established target and an 88% reduction compared to the 2018 baseline.

CO₂ EMISSIONS PER PASSENGER
KGCO₂e/PAX (Scope 1 and 2 Emissions)



i. Verified by Addere Solutions, S.C.

OMA achieved an audited emissions intensity of 0.18 kgCO₂e per passenger in 2025, outperforming its target and reducing emissions intensity by 88% compared to 2018.

²⁶ For additional information, please refer to Annex 1.

DECARBONIZATION AND
ENERGY EFFICIENCY ACTIONS



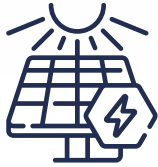
Installation of LED lighting across 70% of airport facilities, providing improved illumination while reducing electricity consumption



Replacement of the entire fleet of airside buses used to transport passengers within Monterrey Airport with electric units



Integration of wind energy through Power Purchase Agreements (PPAs)



Installation of solar panels across all OMA airports

In 2025, OMA achieved a fully electric airside shuttle fleet at Monterrey International Airport, with 100% of the Company's airside shuttles now operating on electric power.

SUSTAINABLE WASTE MANAGEMENT

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

Sustainable waste management is a key component of OMA's environmental strategy. Through the implementation of operational controls and waste management procedures, the Company seeks to minimize the environmental impacts associated with airport activities while promoting the efficient use of resources.

As part of VINCI Airports, OMA continues to strengthen its approach to circular economy by promoting waste reduction, segregation, recovery, and responsible disposal practices across its airport network. The Company maintains processes and guidelines for the identification, storage, transportation, treatment, and final disposal of waste in compliance with applicable environmental regulations.

In 2025, OMA's airports generated a total of 2,105 tons of waste, of which 5.37 tons were classified as hazardous waste and 2,099 tons as non-hazardous waste. Through proper classification and management processes, the Company seeks to ensure the responsible handling and disposal of waste while minimizing its environmental footprint.



HAZARDOUS WASTE

[GRI 306-3]

Hazardous waste requires specialized handling due to characteristics such as corrosivity, reactivity, explosivity, toxicity, flammability, or the presence of infectious agents that may pose risks to human health or the environment. This category also includes contaminated materials, such as packaging, containers, and soil, as well as other waste streams classified as hazardous under applicable Mexican regulations, including NOM-052-SEMARNAT.

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

- Airport operational 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 R3 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 containers with pressurized or screw-on lids are used, 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	2022	2023	2024	2025
Acapulco	0.43	0.45	0.37	1.10
Ciudad Juárez	0.05	0.42	0.86	0.00
Culiacán	0.03	0.03	0.07	0.01
Chihuahua	0.07	0.69	0.67	0.71
Durango	0.02	0.06	0.04	0.03
Mazatlán	0.01	0.08	0.12	0.19
Monterrey	2.65	1.44	0.51	2.54
Reynosa	0.53	0.42	0.43	0.45
San Luis Potosí	0.18	0.18	0.00	0.05
Tampico	0.75	0.62	0.62	0.04
Torreón	0.14	0.01	0.04	0.00
Zacatecas	0.14	0.06	0.28	0.07
Zihuatanejo	0.25	0.15	0.24	0.18
Total	5.09	4.61	4.24	5.37



NON-HAZARDOUS WASTE

[GRI 306-3, 306-4, 306-5]

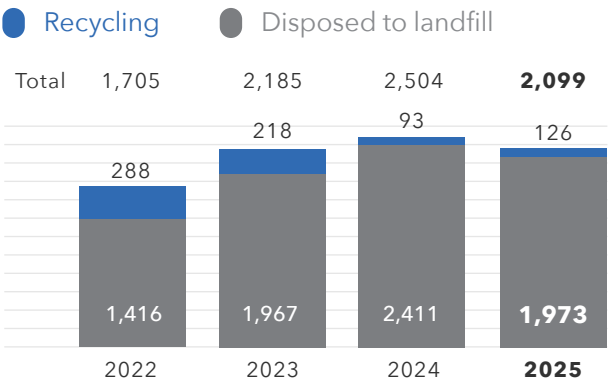
Non-hazardous waste represents the largest waste stream generated across OMA’s airport network. It is primarily associated with airport operations, commercial activities, and passenger services, and includes materials such as paper, cardboard, PET, aluminum, organic waste, garden waste, and other recyclable or recoverable materials.

OMA promotes the segregation, recovery, and responsible management of non-hazardous waste through operational procedures implemented at each airport. Waste is classified and managed in accordance with applicable environmental regulations, supporting resource efficiency and the principles of circular economy across the network.

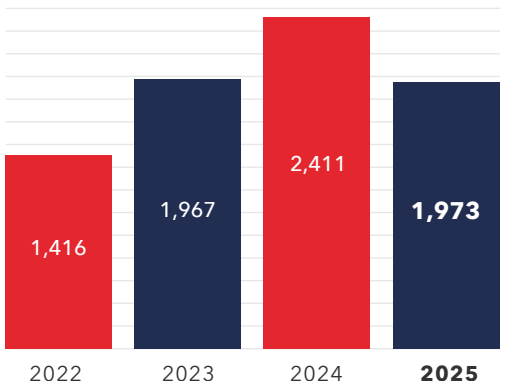
To strengthen waste management practices, OMA implements initiatives such as:

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

WASTE DISPOSAL METHOD (Tons)



WASTE SENT TO LANDFILL (Tons)



NON-HAZARDOUS WASTE (Tons)

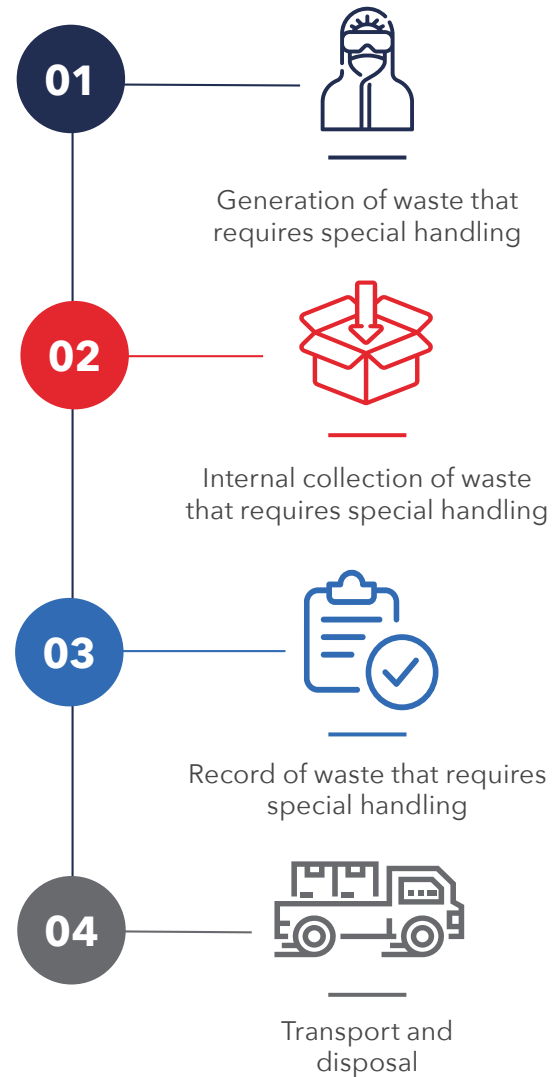
Airport	2022	2023	2024	2025
Acapulco	7	10	14	18
Ciudad Juárez	203	321	330	174
Culiacán	215	228	241	213
Chihuahua	152	246	288	223
Durango	30	24	34	31
Mazatlán	77	88	99	95
Monterrey	787	1,006	1,166	1,026
Reynosa	26	38	52	50
San Luis Potosí	49	48	68	77
Tampico	33	34	39	40
Torreón	66	71	84	77
Zacatecas	22	30	29	28
Zihuatanejo	38	41	60	47
Total OMA	1,705	2,185	2,504	2,099

RECYCLING OF NON-HAZARDOUS WASTE (Tons)

Aluminum	0.31	5.94	1.49	3.00
Cardboard	239.97	120.71	42.53	73.00
PET	35.20	74.65	32.18	38.00
Paper	1.01	1.85	3.59	2.00
Scrap metal	5.69	6.85	2.42	3.00
Wood	0.01	0.13	0.18	0.34
Glass	6.30	7.48	10.42	7.00
Other materials	0.04	0.00	0.08	0.12
Total Recycled Waste	288.53	217.61	92.90²⁷	126.46²⁸

^{27 and 28} The decrease in recycled waste volumes observed in 2024 and 2025 was mainly attributable to changes in waste management suppliers and contractual arrangements, as well as limitations related to the quality specifications required by recycling vendors for certain recyclable materials.

MANAGEMENT PROCESS (SPECIAL HANDLING)



INCLUSIVE CIRCULAR ECONOMY PROGRAM

As part of VINCI Airports' environmental strategy, OMA continues to advance the implementation of the Inclusive Circular Economy program across its airport network. The program aims to eliminate non-hazardous waste sent to landfills by 2030 while generating positive environmental and social impacts in the communities where OMA operates. The initiative is currently being deployed at several airports, including Monterrey International Airport, through the following key objectives:

- **Waste Reduction:** The program seeks to minimize waste generation at the source by implementing eco-design practices and encouraging the use of recycled and reused materials
- **Recycling and Reuse:** Advanced waste classification and recovery systems have been established to make sure as much material as possible is recycled or reused. During the last quarter of 2025, OMA initiated a waste segregation program in collaboration with an integrated waste management provider, implementing the separation of recyclable materials at the airport

In 2025, 6% of the total non-hazardous waste was recycled, bringing an advance to the zero waste to landfill goal.

- **Zero Waste to Landfill:** The goal is for all non-hazardous waste generated in airport operations to be recovered for energy or material use before 2030

Positive Social Impact

- **Support for Social Sectors:** The program includes collaboration with local communities and social organizations to create employment and training opportunities in waste management and recycling
- **Community Projects:** Initiatives are developed to involve the community in circular economy practices, such as recycling workshops and educational programs on sustainability

The waste segregation program
has contributed to positive social outcomes by creating employment opportunities for six individuals from vulnerable groups during its initial implementation phase.

NATURAL ENVIRONMENT

In the context of OMA, environmental topics such as water, biodiversity, and pollution are now considered part of the material topic called Natural Environment. Below, we present our management approach to the related matters.

RESPONSIBLE WATER CONSUMPTION

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

Water is a vital aspect in airport operations, and an indispensable resource for providing service to clients and passengers. OMA therefore focuses on rational and responsible use for reducing water consumption, with special consideration for areas that face water stress.

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

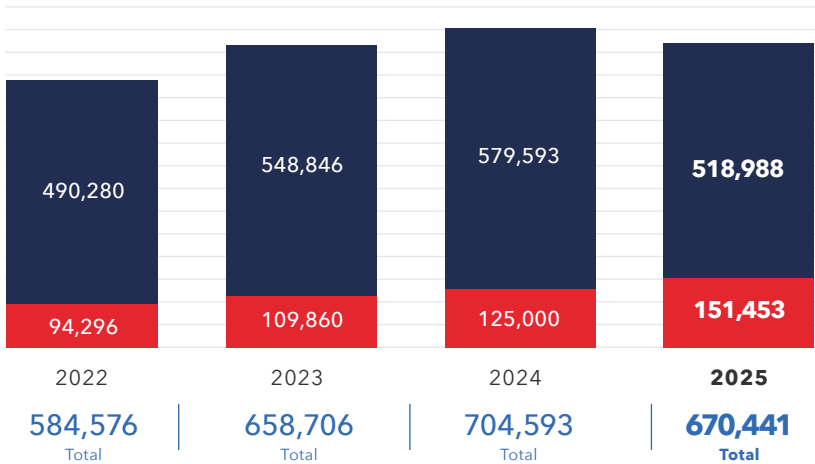
- Installation of water treatment plants at all 13 airports
- Analysis of processes to identify opportunities for reducing water consumption
- Replacement of conventional equipment with eco-efficient alternatives
- Installation of shut-off valves to prevent waste
- Regular inspection of pipes to detect 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 spaces
- Water conservation awareness programs
- Maintenance of facilities
- Smart monitoring systems to monitor water consumption and water cycles

Water supply sources are divided into two categories: water obtained from the municipal supply, and water extracted from groundwater. The airports in Culiacán, Mazatlán, Tampico and Torreón receive their water from the respective municipalities, and water at the facilities in Acapulco, Chihuahua, Ciudad Juárez, Durango, Monterrey, Reynosa, San Luis Potosí, Zacatecas and Zihuatanejo comes from well extraction.

WATER CONSUMPTION

By type of source (m³)

● Municipal supply ● Well extraction



TOTAL PASSENGERS

Per year

2022	2023	2024	2025
23,220,746	26,845,451	26,510,498	28,750,694

Liters per passenger

25	25	27	23
----	----	----	----

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 used for irrigation of green areas across the airports.

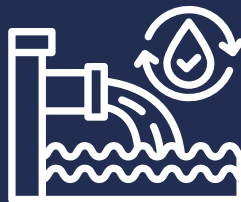
To ensure the utmost quality of the wastewater, regular assessments are conducted every three months. Samples are carefully analyzed at laboratories accredited by the Mexican Accreditation Entity and approved by the National Water Commission. These evaluations adhere to the guidelines established in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

In 2025, OMA’s total water consumption was 670,441 cubic meters, while 204,190 cubic meters of wastewater were directed to the treatment plants located at each respective airport:

TREATED WATER

(m³) by airport

Airport	2022	2023	2024	2025
Acapulco	9,882	6,014	4,422	3,084
Ciudad Juárez	5,949	6,929	23,093	16,317
Culiacán	18,608	19,413	16,862	15,683
Chihuahua	17,682	10,168	12,436	6,874
Durango	6,239	5,628	5,574	7,161
Mazatlán	23,751	25,301	25,051	24,070
Monterrey	58,093	83,687	84,285	88,136
Reynosa	7,761	6,476	6,309	4,723
San Luis Potosí	6,330	6,987	8,161	8,240
Tampico	12,539	14,840	13,675	9,711
Torreón	6,336	6,615	6,239	6,416
Zacatecas	5,144	5,159	5,441	5,826
Zihuatanejo	7,042	8,455	10,421	7,949
Total	185,357	208,544	221,969	204,190



Among its 13 airports, OMA operates water treatment plants supervised by Mexico’s National Water Commission (CONAGUA). The Company performs quarterly monitoring through certified laboratories to analyze treated water and verify compliance with the parameters established in NOM-001-SEMARNAT-1996.

PROTECTING BIODIVERSITY

[GRI 304-1, 304-2, 304-3, 304-4]

OMA recognizes that airport operations interact directly with the natural environment and surrounding ecosystems. The Company is therefore committed to minimizing environmental impacts, promoting the responsible use of resources, and protecting biodiversity through preventive management, environmental monitoring, and continuous improvement initiatives across its airport network.

These efforts support the long-term sustainability of OMA's operations while contributing to the conservation of natural resources and ecosystems for future generations. As part of VINCI Airports, OMA aligns its biodiversity management approach with the network's three strategic biodiversity pillars:

1. Reveal (biodiversity and its value)

2. Reduce (impacts on fauna, flora and natural habitats)

3. Restore (natural habitats and ecosystem services)

OMA has implemented a range of initiatives aimed at protecting biodiversity and supporting ecosystem conservation in and around its airports. Among these initiatives, the Company operates two Wildlife Management Units (UMAs), each designed to address local biodiversity priorities and contribute to ecosystem conservation.

The UMA established at Zihuatanejo Airport includes a mangrove nursery and focuses on the following objectives:

- Reforestation of buttonwood mangroves
- Regeneration of coastal lagoon ecosystems
- Raising awareness about the importance of mangroves

The nursery provides the infrastructure and conditions necessary to support the growth of mangrove seedlings through their different stages of development, from germination to young trees reaching approximately two meters in height.

Furthermore, another UMA was established at Monterrey Airport based on the At-Risk Fauna Management Plan for Aviation. Its purpose is to support the proper management and conservation of species present within the airport environment while providing protection and care for species at risk.

The UMA supports biodiversity conservation through the following activities:

- Rescue and rehabilitation of wildlife affected by operational activities or natural events
- Environmental awareness and education activities for airport visitors, including the exhibition of protected species
- Promotion of environmental and wildlife conservation initiatives
- Relocation and reintroduction of flora and fauna species to suitable natural habitats when appropriate

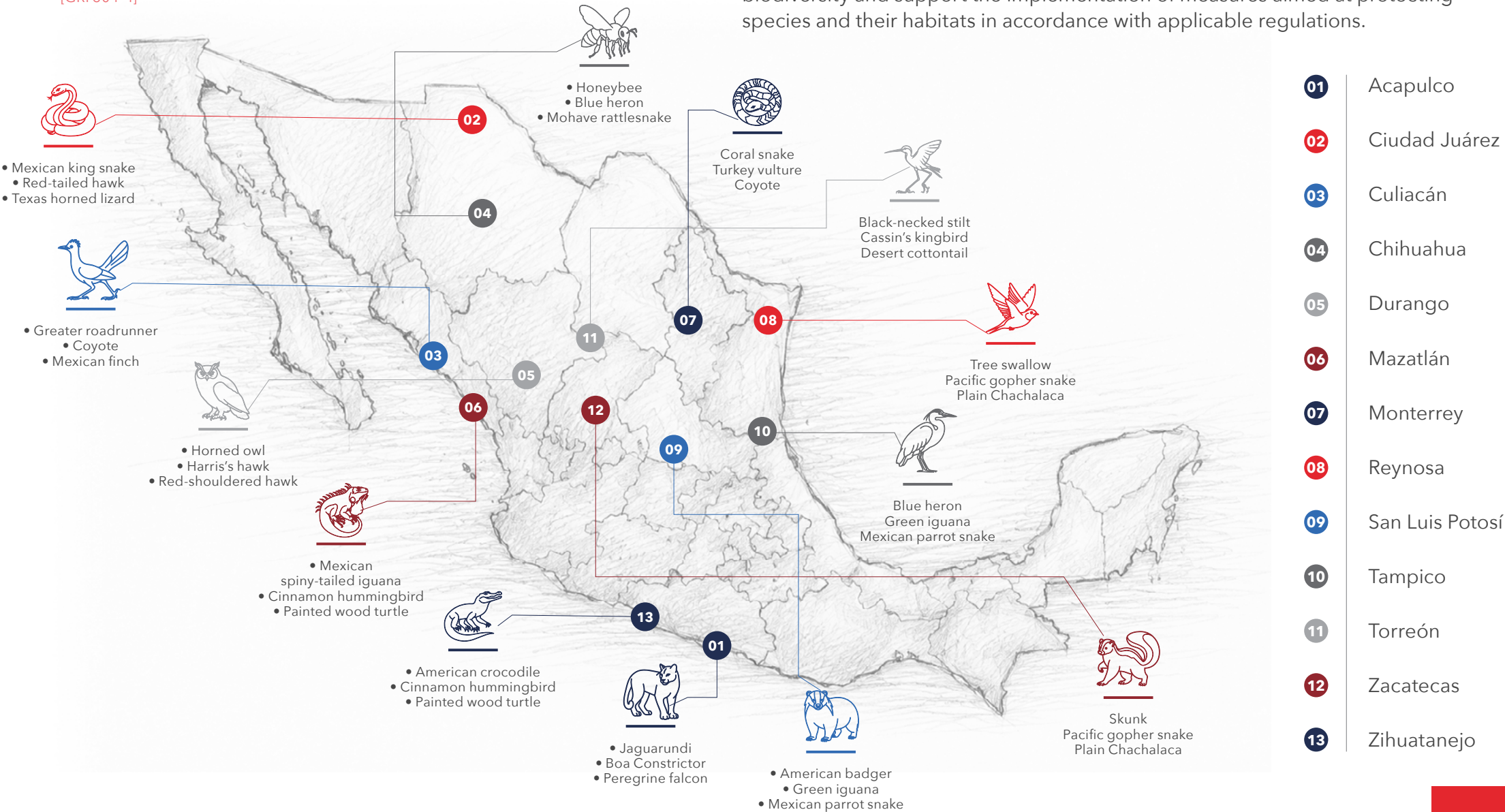
During 2025, OMA continued implementing wildlife management activities within operational areas, focusing on species that may pose a risk to operational safety, particularly in runway environments. These actions are carried out through responsible deterrence methods, as well as the safe capture and release of animals into their natural habitats, ensuring their proper treatment at all times.

In addition, these practices are conducted under a preventive and continuous monitoring approach, helping maintain safe conditions for aircraft operations while minimizing impacts on local biodiversity.

MAIN SPECIES OF FAUNA protected at our 13 airports

[GRI 304-4]

Through its biodiversity conservation programs, OMA works to protect wildlife species and preserve the ecosystems surrounding its airports. Monitoring and environmental management activities help improve understanding of local biodiversity and support the implementation of measures aimed at protecting species and their habitats in accordance with applicable regulations.



OMA GREEN BONDS FRAMEWORK

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 billion, 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 (SDGs), noting their contribution to: SDG 13 Climate Action, SDG 7 Affordable and Clean Energy, SDG 6 Clean Water and Sanitation, and SDG 15 Life on Land.

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

Eligible Green Projects:

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

01



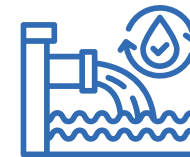
Renewable Energy: investments dedicated to energy generation through renewable sources, mainly solar energy and battery banks that use it.

02



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.

03



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.

04



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'S SUSTAINABILITY LINKED FINANCING FRAMEWORK

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) per passenger 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. Upon reaching this milestone year, OMA significantly outperformed the target, achieving an audited emissions intensity of 0.18 kg CO₂e per passenger, equivalent to 72% below the established target.

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

In 2022 and 2023,

OMA issued sustainability-linked bonds for a total amount of Ps. 7.2 billion.

INTRODUCING REYNOSA AIRPORT

General Lucio Blanco
International Airport

Location:

Reynosa, Tamaulipas,
near the U.S. border
and the Gulf of Mexico

Passengers served:

441,178 in 2025

Infrastructure:

One runway and 2 taxiways.
Primary runway measuring
1,893 meters

Built area:

7,389 m² terminal
infrastructure, including
945 m² of commercial space

Founded in 1970

Connectivity:

Two airlines serving
6 domestic destinations

Clean energy infrastructure:

648 kWp solar capacity and
2,234 kWh battery storage

Economic and tourism relevance:

Supports manufacturing
activity and regional mobility
linked to the United States

07

CONTRIBUTION TO OMA COMMUNITIES



1. ABOUT OMA

2. SUSTAINABLE DEVELOPMENT

3. ECONOMIC PERFORMANCE

4. CORPORATE GOVERNANCE
AND ETHICS

5. OMA'S EMPLOYEES

6. ENVIRONMENTAL
MANAGEMENT

7. *Contribution to OMA
Communities*

8. OMA SUSTAINABILITY REPORT

CONTRIBUTING TO LOCAL COMMUNITIES

[GRI 2-25, 203-1; 203-2, 413-1]
[SASB SV-PS-000.A]

Our goal is to promote the development of the communities surrounding our operations through initiatives that address local challenges, create opportunities, and contribute to the United Nations 2030 Agenda.

The social responsibility program includes the following activities and programs:



School Visits



OMA "Good Neighbor"
Donations Program



Volunteering



Cultural education



Tradition-based
festivities



International
commemorative days



Equal opportunities on a regular and transparent basis

SCHOOL VISITS

To inspire new generations and broaden understanding of the airport industry, OMA has a program that allows schools, NGOs, and universities to visit our airports and learn about our operations and the role airports play in mobility and connectivity. In 2025, 12 airports participated in the program.

OMA contributes to the development of the communities surrounding its operations by implementing initiatives that offer solutions and create opportunities to address local challenges.

In 2025, school visits at OMA’s airports reached nearly



1,300 students

significantly increasing the number of students impacted compared to approximately 500 students in 2024.

EDUCATIONAL INSTITUTION AND NGO VISITS TO OMA AIRPORTS

Airport	Institution
Acapulco	CTASE Flight Attendant School
Ciudad Juárez	Federal Elementary School America
Culiacán	Sinaloa Educational Innovation Center A.C. (Preschool level)
Chihuahua	Maple Bear Elementary School
Durango	Durango Elementary School
Monterrey	• UANL High School 18 • Álvaro Obregón High School • EAV University Center • Hilton Hotel (employees’ children) • Menzies - Delta employees’ children • Anna Freud Kindergarten • Aerocluster • Aerotrain México • María Mazzarello Kindergarten
Mazatlán	CANACINTRA Mazatlán
Reynosa	• Cecilio Castillo and Ramón Mario Bahena Elementary School • Children’s home
San Luis Potosí	Municipal DIF of Soledad de Graciano Sánchez “Little Guardians” Camp
Tampico	• Autonomous University of San Luis Potosí • Huasteca Zone Teletón • University of the Northeast • Technological Institute of Ciudad Madero
Torreón	Francisco Villa School, Villa Nazareno, Durango
Zihuatanejo	Monseñor Gregorio M. Bello Carranza School Center



DONATIONS

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

OMA is actively working to establish principles for measuring the socioeconomic impact of its projects and donations. Through its in-kind and cash donation program, the Company supports a wide range of social causes and contributes to the well-being of the communities where it operates.

We prioritize supporting organizations located near our airports, strengthening local development and fostering closer ties with the communities.



As in previous years,
we supported several
causes with:

19
donations

During the year, OMA made numerous donations and provided community support initiatives across its airports to strengthen local institutions, emergency response brigades, social organizations, educational spaces, and causes related to health, childhood, and the environment. These initiatives reflect the Company's commitment to the communities near its operations, and to creating social and environmental value.

DONATIONS BY BUSINESS UNIT

Acapulco

- Donation of AFFF firefighting foam to the Acapulco Municipal Fire Department
- Forgotten and unclaimed items were donated to CRIT Guerrero, to support boys and girls with disabilities, cancer and autism

Ciudad Juárez

- Forgotten and unclaimed items were donated to Chihuahua Civil Protection, intended to support vulnerable populations

Culiacán

- Donation of unclaimed items to Banco de Ropa y Enseres de Culiacán, I.A.P

Monterrey

- Donation of plastic caps to AMANEC to support children and adolescents undergoing cancer treatment

Corporate Office

- Collection of new games with participation by OMA personnel for donations to DIF Nuevo León
- Cash collection for security and cleaning personnel at year end

Zihuatanejo

- Self-contained breathing apparatus, replacement cylinders, and additional masks for firefighters in the municipality of Zihuatanejo
- Buttonwood mangrove saplings were also donated to reforest different areas of Zihuatanejo

Zacatecas

- Painting the Aquiles Serdán Primary School for field maintenance and the perimeter mural

Torreón

- Complete structural equipment for firefighters in the municipalities of:
 - Gómez Palacio
 - Francisco I. Madero
 - Matamoros

Tampico

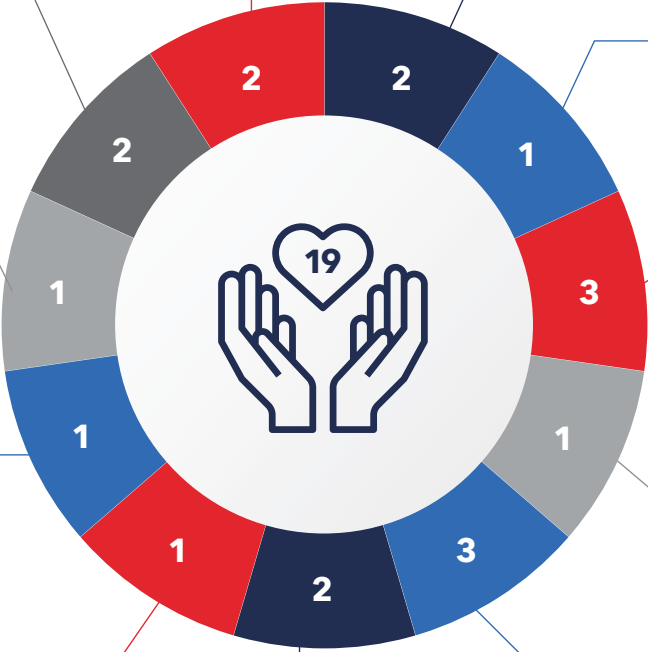
- Donation of PET to Asociación Casa MAKa, supporting children with cancer

Reynosa

- Donations of:
 - Functional lighting, Ejido Nuevo Santana
 - Fencing, kinder Ejido Pedro María Anaya
 - Trees and gardening tools, nursing home

Mazatlán

- School supplies to Asociación Padres y Compadres I.A.P
- Bottle caps to COMPETE, supporting children with cancer at Hospital Pediátrico de Sinaloa



VOLUNTEERING

OMA believes in the importance of consistently reinforcing its values through corporate volunteering. In addition to supporting solutions to social and environmental challenges in our communities, volunteering also helps foster a sense of belonging and strengthen skills such as social responsibility, trust, critical thinking, teamwork, proactivity, passion, motivation, and empathy.

We encourage employees to participate in Voluntariado OMA by contributing their time, knowledge, skills, and talent to support initiatives led by civil society organizations and schools located in the communities surrounding our operations.

Aware that addressing community issues requires a joint effort, OMA has developed a methodology for engaging with civil society. We identify organizations that work directly with vulnerable groups and develop engagement plans that facilitate employee participation.

VOLUNTEERING ACTIVITIES

Airport	Activity
Culiacán	Reforestation in areas on the outskirts of the city.
Mazatlán	Support in collecting and registering obsolete electronic devices at Reciclón Electrónico 2025.
Reynosa	Supported DIF Reynosa in assembling 500 aid baskets for vulnerable families in Reynosa.
Torreón	Participated in a wheelchair basketball game with children with motor disabilities at CRIT Durango to raise awareness about the mobility difficulties they face.
Zacatecas	Helped the Aquiles Serdán Elementary School paint their fields and the perimeter walls.
Zihuatanejo	Reforestation with 50 buttonwood mangroves in the environmental area of Refugio de Potosí.



In 2025, we organized

6 volunteering activities

across our airports

positively impacting
580 beneficiaries.

These initiatives were supported by the dedication and participation of 65 OMA volunteers, contributing to a significant increase in the number of beneficiaries reached during the year.



INTRODUCING TAMPICO AIRPORT

General Francisco Javier Mina
International Airport

Location:

Tampico, Tamaulipas,
approximately 12 kilometers
from downtown

Passengers served:

609,476 in 2025

Infrastructure:

Three runways and 2 taxiways.
Primary runway measuring
2,550 meters

Built area:

7,981 m² terminal infrastructure,
including 935 m² of commercial
space

Founded in 1929

Connectivity:

Four airlines serving seven direct
destinations, including five domestic
and two international routes

Clean energy infrastructure:

750 kWp solar capacity

Economic and tourism relevance:

Supports the energy,
petrochemical, and industrial
corridor of southern
Tamaulipas

CULTURAL EDUCATION

To contribute to the cultural and social development of the communities surrounding its operations, passengers, and the public, OMA organizes and supports artistic and cultural activities throughout its airport network.



CULTURAL ACTIVITIES

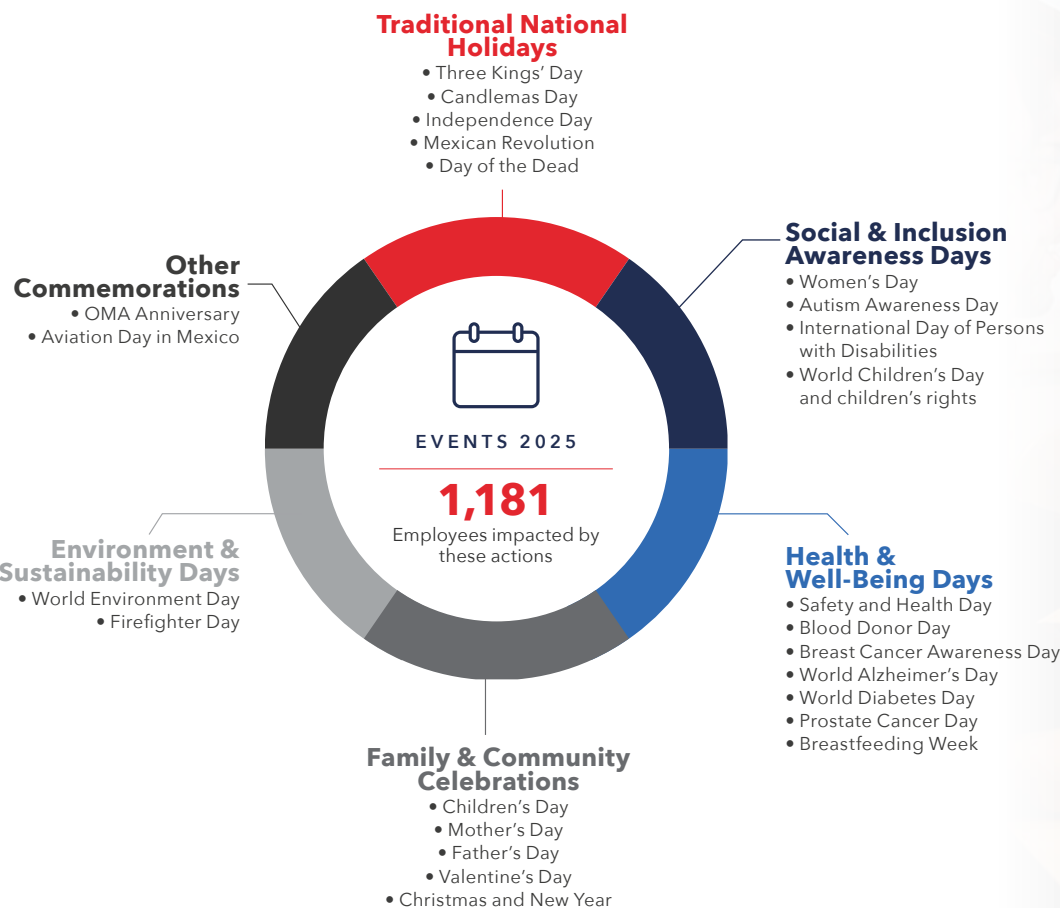
By airport

Airport	Activity
Acapulco	Exhibition of Day of the Dead sculptures in public areas in the airport by artists from CRIT Guerrero.
Culiacán	Photography show of the culture and customs of Sinaloa, by Tecnológico de Monterrey.
Chihuahua	• Folkloric dance performance in public areas within the airport. • Painting exhibitions in public areas by different artists from Chihuahua.
Durango	• A tasting event featuring traditional sweets from Durango, prepared by chef “Koko Gourmet” for the general public at Durango Airport. • Musical performance by cellist Anahi Villareal in high-traffic passenger areas.
Mazatlán	Passengers were welcomed by two dancers from the municipal dance school, as well as “pan de muerto” during Day of the Dead celebrations.
Reynosa	Samples of traditional Reynosa cuisine.
San Luis Potosí	Photography show of monuments representing “Huasteca Potosina,” sponsored by the Secretary of Tourism.
Tampico	• Exhibition featuring two sculptures inspired by extraterrestrial themes by Alled Casa Productora, reflecting the cultural fascination with extraterrestrial phenomena in Tampico. • A saxophone performance to greet passengers. • Folkloric ballet performances from Tampico to welcome passengers.
Torreón	• “Ventanas del Alma” painting exhibition in public areas by the artist Paola Ramos Humphrey. • Exhibition of the “Voces del Desierto” painting collection in public areas by artists from Institución Municipal de Cultura y Educación de Torreón. • Performance by the Laguna Horns musical group featuring the French horn, as part of Make Music Mexico 2025 - Torreón.
Zacatecas	“Fuego y Forma” show by Arte Huichol - Wixárika - by different artists.
Zihuatanejo	“Ixtapa-Zihuatanejo: Un viaje dos paraísos” photography show. #ThisIZit

TRADITIONAL FESTIVITIES AND COMMEMORATIVE DAYS

Mexico is rich in traditions, and at OMA we are committed to celebrating and promoting cultural heritage. Observing national and international commemorative days also raises awareness among our employees and strengthens our organizational culture and values.

In 2025, a variety of recreational activities and commemorative events were held across our airports, reaching 1,181 employees. Highlights included:



OMA'S COLLABORATION WITH UNICEF

In line with its commitment to the UN Sustainable Development Goals (SDGs) and the UN Global Compact, OMA established a partnership with UNICEF to support face-to-face communication, awareness, and fundraising campaigns at the airports of Chihuahua, Monterrey, San Luis Potosí, and Torreón.

Campaigns took place in both public and gate areas between January and December 2025. UNICEF ambassadors provided information about the organization's global programs and encouraged passengers and visitors to become monthly donors, helping children and adolescents around the world access safer, healthier, and more equitable living conditions.

PROMOTING EQUAL OPPORTUNITIES WITH STAKEHOLDERS

As part of OMA's commitment to inclusion and community development, we carried out initiatives to support vulnerable populations, including the provision of medical supplies and financial assistance for health services.

We also promoted equal opportunity through inclusive activities such as talks, public awareness messages, and art auctions featuring works created by people with disabilities.



Through the UNICEF campaign,

OMA
contributed

to three of the United Nations' Sustainable Development Goals:
SDG 5, SDG 6, and SDG 16.

During the campaign period, **6,256 new donors** joined UNICEF with an average monthly **contribution of Ps. 409**, increasing both the number of donors and the level of contributions.



OMA'S COMMUNITY IMPACT



580

People benefited through volunteering



6,256

New UNICEF donors



19

Donations made



25

Celebrations and commemorations

01

02

03

04

05

06

07



1,301

Students who visited airports



2

Day of the Dead activities in airports



10

Social organizations with which we collaborate

INTRODUCING ZACATECAS AIRPORT

General Leobardo C. Ruiz
International Airport

Founded in 1943

Connectivity:

Three airlines serving seven direct destinations, including two domestic and five international routes

Location:

Zacatecas, Zacatecas,
approximately 23 kilometers
from downtown

Passengers
served:

423,818 in 2025

Clean energy
infrastructure:

200 kWp solar capacity and
1,080 kWh battery storage

Infrastructure:

One runway.
Primary runway measuring
3,000 meters

Built area:

5,809 m² terminal
infrastructure, including
538 m² of commercial space

Economic and
tourism relevance:

Supports one of Mexico's
leading mining regions and
international business mobility

08

OMA SUSTAINABILITY REPORT



1. ABOUT OMA

2. SUSTAINABLE DEVELOPMENT

3. ECONOMIC PERFORMANCE

4. CORPORATE GOVERNANCE
AND ETHICS

5. OMA'S EMPLOYEES

6. ENVIRONMENTAL
MANAGEMENT

7. CONTRIBUTION TO OMA
COMMUNITIES

8. OMA Sustainability Report

OMA SUSTAINABILITY REPORT

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

The 2025 Sustainability Report of Grupo Aeroportuario del Centro Norte, S.A.B. de C.V. has been prepared with reference to GRI Standards and taking into consideration the SASB Standards. The report covers the period from January 1 to December 31, 2025, 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 2025, and through April 24, 2026.

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.

GRI CONTENT INDEX

Statement of use: OMA has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 2 General Disclosures 2021		
THE ORGANIZATION AND ITS REPORTING PRACTICES	GRI 2-1 Organizational details	7, 9, 11, 12
	GRI 2-2 Entities included in the organization's sustainability reporting	12, 140
	GRI 2-3 Reporting period, frequency and contact point	140, 149
	GRI 2-4 Restatements of information	Certain figures may differ slightly from totals, other sections, or prior-year reports and data due to the Company's rounding criteria. These differences do not constitute restatements.
	GRI 2-5 External Assurance	–
ACTIVITIES AND WORKERS	GRI 2-6 Activities, value chain and other business relationships	9, 11, 15-18, 49, 73
	GRI 2-7 Employees	11, 76, 78, 79
	GRI 2-8 Workers who are not employees	–
	GRI 2-9 Governance structure and composition.	29-30, 53-56
	GRI 2-10 Nomination and selection of the highest governance body	53, 54
GOVERNANCE	GRI 2-11 Chair of the highest governance body	54
	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	29, 53, 55
	GRI 2-13 Delegation of responsibility for managing impacts	4, 29, 53
	GRI 2-14 Role of the highest governance body in sustainability reporting	29, 55, 57, 140
	GRI 2-15 Conflicts of interest	62, 64, 65
	GRI 2-16 Communication of critical concerns	55, 71, 72
	GRI 2-17 Collective knowledge of the highest governance body	55
	GRI 2-18 Evaluation of the performance of the highest governance body	–
	GRI 2-19 Remuneration policies	58
	GRI 2-20 Process to determine remuneration	53, 58
	GRI 2-21 Annual total compensation ratio	–

STRATEGY, POLICIES AND PRACTICES	GRI 2-22	Statement on sustainable development strategy	4, 5, 37-40
	GRI 2-23	Policy commitments	10, 31, 42, 73, 84, 85
	GRI 2-24	Embedding policy commitments	10, 31, 38, 42, 62, 73, 84, 85
	GRI 2-25	Processes to remediate negative impacts	42, 49, 106, 107, 110, 112, 128
	GRI 2-26	Mechanisms for seeking advice and raising concerns	55, 71, 72
	GRI 2-27	Compliance with laws and regulations	62, 64, 110
STAKEHOLDER ENGAGEMENT	GRI 2-28	Membership associations	26, 28
	GRI 2-29	Approach to stakeholder engagement	35
	GRI 2-30	Collective bargaining agreements	76, 83
GRI 200 Economic			
GRI 201 ECONOMIC PERFORMANCE	GRI 201-1	"Direct economic value generated and distributed"	46, 47
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	46, 106, 107, 113
GRI 203 INDIRECT ECONOMIC IMPACTS	GRI 202-2	Proportion of senior management hired from the local community	–
	GRI 203-1	Infrastructure investments and services supported	46, 107, 128, 130
GRI 204 PROCUREMENT PRACTICES	GRI 203-2	Significant indirect economic impacts	46, 125, 128, 130
	GRI 204-1	Proportion of spending on local suppliers	73
GRI 205 ANTI-CORRUPTION	GRI 205-1	Operations assessed for risks related to corruption	64, 68
	GRI 205-2	Communication and training about anti-corruption policies and procedures	64, 69
	GRI 205-3	Confirmed incidents of corruption and actions taken	68, 69
GRI 206 ANTI-COMPETITIVE BEHAVIOR	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	64
GRI 207 TAX	GRI 207-1	Approach to tax	56
	GRI 207-2	Tax governance, control, and risk management	42, 56
	GRI 207-3	Stakeholder engagement and management of concerns related to tax	56
	GRI 207-4	Country-by-country reporting	–
GRI 300 Environmental			
GRI 301 MATERIALS	GRI 301-1	Materials used by weight or volume	N/A
	GRI 301-2	Recycled input materials used	N/A
	GRI 301-3	Reclaimed products and their packaging materials	N/A
GRI 302 ENERGY	GRI 302-1	Energy consumption within the organization	107, 111
	GRI 302-2	Energy consumption outside of the organization	107
	GRI 302-3	Energy intensity	–
	GRI 302-4	Reduction of energy consumption	107, 109, 115
	GRI 302-5	Reductions in energy requirements of products and services	106, 107, 109, 115

GRI 303 WATER AND EFFLUENTS	GRI 303-1	Interactions with water as a shared resource	120
	GRI 303-2	Management of water discharge-related impacts	121
	GRI 303-3	Water withdrawal	120
	GRI 303-4	Water discharge	121
	GRI 303-5	Water consumption	120, 121
GRI 304 BIODIVERSITY	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	122
	GRI 304-2	Significant impacts of activities, products, and services on biodiversity	122
	GRI 304-3	Habitats protected or restored	122
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	122, 123
GRI 305 EMISSIONS	GRI 305-1	Direct (Scope 1) GHG emissions	110, 112, 113
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	110, 112, 113
	GRI 305-4	GHG emissions intensity	110, 112, 115
	GRI 305-5	Reduction of GHG emissions	110, 112, 114, 115
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	–
	GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	–
	GRI 306-1	Waste generation and significant waste-related impacts	116
GRI 306 WASTE (2020)	GRI 306-2	Management of significant waste-related impacts	116
	GRI 306-3	Waste generated	116-118
	GRI 306-4	Waste diverted from disposal	118, 119
	GRI 306-5	Waste directed to disposal	118
	GRI 308-1	New suppliers that were screened using environmental criteria	73
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	–
GRI 400 Social			
GRI 401 EMPLOYMENT	GRI 401-1	New employee hires and employee turnover	76, 80-82
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	76, 100, 103
	GRI 401-3	Parental leave	76, 100, 102
GRI 402 LABOR/MANAGEMENT RELATIONS	GRI 402-1	Minimum notice periods regarding operational changes	76, 83
	GRI 403-1	Occupational health and safety management system	76, 86-88, 91
GRI 403 OCCUPATIONAL HEALTH AND SAFETY	GRI 403-2	Hazard identification, risk assessment, and incident investigation	76, 86-90
	GRI 403-3	Occupational health services	76, 86, 87, 93
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	76, 86-88, 91
	GRI 403-5	Worker training on occupational health and safety	76, 87, 91, 92
	GRI 403-6	Promotion of worker health	76, 91, 93, 94

GRI 403 OCCUPATIONAL HEALTH AND SAFETY	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76, 86-88, 91, 93
	GRI 403-8	Workers covered by an occupational health and safety management system	76, 86, 87, 91, 93
	GRI 403-9	Work-related injuries	76, 86-90
	GRI 403-10	Work-related ill health	76, 86, 87
GRI 404 TRAINING AND EDUCATION	GRI 404-1	Average hours of training per year per employee	97
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	76, 95-99
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	76, 104
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY	GRI 405-1	Diversity of governance bodies and employees	53, 54, 76, 85
	GRI 405-2	Ratio of basic salary and remuneration of women to men	–
GRI 406 NON DISCRIMINATION	GRI 406-1	Incidents of discrimination and corrective actions taken	76, 84, 85
GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	73, 83
GRI 408 CHILD LABOR	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	62, 73
GRI 409 FORCED OR COMPULSORY LABOR	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	62, 73
GRI 410 SECURITY PRACTICES	GRI 410-1	Security personnel trained in human rights policies or procedures	84, 85
GRI 411 RIGHTS OF INDIGENOUS PEOPLES	GRI 411-1	Incidents of violations involving rights of indigenous peoples	–
GRI 413 LOCAL COMMUNITIES	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	128-136
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	–
GRI 414 SUPPLIER SOCIAL ASSESSMENT	GRI 414-1	New suppliers that were screened using social criteria	73
	GRI 414-2	Negative social impacts in the supply chain and actions taken	73
GRI 415 PUBLIC POLICY	GRI 415-1	Political contributions	64
GRI 416. CUSTOMER HEALTH AND SAFETY	GRI 416-1	Assessment of the health and safety impacts of product and service categories	–
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	–
GRI 417 MARKETING AND LABELING	GRI 417-1	Requirements for product and service information and labeling	–
	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	–
	GRI 417-3	Incidents of non-compliance concerning marketing communications	–
GRI 418 CUSTOMER PRIVACY	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–
GRI 3 MATERIAL TOPICS			
GRI 3 MATERIAL TOPICS	GRI 3-1	Process to determine material topics	33
	GRI 3-2	List of material topics	33, 34
	GRI 3-3	Management of material topics	28

SASB CONTENT INDEX

SASB INDICATOR	Content	Page
1. DATA SECURITY		
SV-PS-230a.1	Description of the approach to identify and address data security risks.	42, 43, 59-61
SV-PS-230a.2	Description of policies and practices related to the collection, use, and retention of customer information.	59-61, 66
SV-PS-230a.3	(1) Number of data breaches, (2) Percentage involving Confidential Business Information (CBI) or Personally Identifiable Information (PII) of customers, (3) Number of affected customers.	59-61
2. WORKFORCE DIVERSITY AND ENGAGEMENT		
SV-PS-330a.1	Percentage representation of gender and racial/ethnic groups in (1) executive management and (2) all other employees.	53, 54, 57, 76, 78, 79, 84, 85
SV-PS-330a.2	(1) Voluntary employee turnover rate, (2) Involuntary employee turnover rate.	80-82
SV-PS-330a.3	Employee engagement percentage	74, 76, 77, 104
3. PROFESSIONAL INTEGRITY		
SV-PS-510a.1	Description of the approach to ensure professional integrity.	53, 62-74
SV-PS-510a.2	Total amount of monetary losses resulting from legal proceedings associated with professional integrity.	In 2025, OMA incurred no monetary losses resulting from legal proceedings associated with professional integrity.
4. METRICS		
SV-PS-000.A	Number of employees categorized by (1) full-time and part-time, (2) temporary, and (3) contractual.	11, 76, 78, 79
SV-PS-000.B	Hours worked per employee; billable percentage.	90, 95

GLOBAL COMPACT INDEX

United Nations Global Compact Principles

Area	Principle	Chapter
HUMAN RIGHTS	1. Businesses should support and respect the protection of internationally proclaimed human rights.	2, 4
	2. Businesses should ensure they are not complicit in human rights abuses.	4
LABOR STANDARDS	3. Businesses should support the freedom of association and the effective recognition of the right to collective bargaining.	4, 5
	4. Businesses should eliminate all forms of forced and compulsory labor.	2, 4, 5
	5. Businesses should effectively abolish child labor.	2, 4, 5
	6. Businesses should eliminate discrimination in respect of employment and occupation.	2, 4, 5
ENVIRONMENT	7. Businesses should support a precautionary approach to environmental challenges.	2, 4, 6
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	2, 4, 6
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	2, 4, 6
ANTI-CORRUPTION	10. Businesses should work against corruption in all its forms, including extortion and bribery.	2, 4

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 Center for Philanthropy
- CFE - Federal Electricity Commission
- CLAM - Local Committee for Mutual Help
- CLSH - Occupational Safety and Hygiene 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' Confederation
- CSR - Corporate Social Responsibility
- Duty Free - Tax-free stores
- EBITDA - Earnings Before Interest, Taxes, Depreciation and Amortization
- ERIAC - Association of Human Capital Professionals
- ESG - Environmental, Social and Governance
- FIDETUR - Tourism Promotion Trust
- GHG - Greenhouse Gas
- ICAO - International Civil Aviation Organization
- ICPNL - Institute of Public Accountants of Nuevo León
- IMS - Integrated Management System
- IMSS - Mexican Social Security Institute
- ISO - International Organization for Standardization
- kWh - Kilowatt hours
- LGCC - General Law on Climate Change
- Materiality Study - Analysis that allows priority sustainability matters to be defined
- MW - Megawatt
- m³ - Cubic meters
- NASDAQ - National Association of Securities Dealers Automated Quotations (a stock exchange in the United States)
- NAR - Non-Aeronautical Revenues
- NGO - Non-Governmental Organization
- NOM - Official Mexican Standards
- OECD - Organization for Economic Cooperation and Development
- PAE - Employee Assistance Program
- PROFEPA - Federal Attorney for Environmental Protection
- 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 - Securities and Exchange Commission
- SECTUR - Ministry of Tourism
- SEMARNAT - Ministry 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 Welfare
- 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

FD-07 09 R05 Formato Dictamen de Verificación

Grupo Aeroportuario del Centro Norte, S.A.B. de C.V.	DICTAMEN DE VERIFICACIÓN Periodo de verificación: 01/01/25- 31/12/25	Addere
--	---	--------

DICTAMEN DE VERIFICACIÓN DEL REPORTE DE LA MÉTRICA
kgCO₂e/PAX



El equipo verificador asignado por Addere Solutions, S.C., quien fue contratado para la verificación de la métrica *kgCO₂e/PAX* del año 2025 calculada conforme al Protocolo de GEI Alcance 2, 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, así como al marco de referencia para instrumentos vinculados a la sostenibilidad del año 2022 emitido por Grupo Aeroportuario del Centro Norte, S.A.B. de C.V., cuyo representante legal es C. Ruffo Pérez Pliego Del Castillo y basado en la norma internacional ISO 14064-3:2019 "Especificación con orientación para la validación y verificación de declaraciones sobre gases de efecto invernadero", otorga un:

DICTAMEN POSITIVO

De la información contenida en la cuantificación de la Métrica: KgCO₂e/PAX del periodo 01/01/2025 al 31/12/2025, con **0.18 kilogramos de CO₂ equivalente por pasajero** verificados, que se desglosa de la siguiente manera:

Métrica reportada por OMA (kgCO ₂ e/PAX)	Métrica verificada por Addere (kgCO ₂ e/PAX)	Materialidad (%)
0.18	0.18	0.32

PAX: Pasajero.

El proceso de verificación incluyó:

- Revisión documental del inventarios de emisiones de GEI y métrica de los aeropuertos, de sistemas de información, registros de pasajeros y entrevistas remotas con personal responsable de estimación de la métrica durante el mes de abril 2026.
- Verificación de la herramienta de cálculo (power BI) para la estimación de la métrica con cantidad 0.18 kilogramos de CO₂ equivalente por pasajero y materialidad de 0.32 %, bajo un nivel de nivel de aseguramiento limitado.

Ing. J. Jesús Castillo Monroy
Verificador Líder
Ciudad de México a 12 de mayo de 2026



Ing. Beatriz Martínez Ocampo
Revisora Independiente
Ciudad de México a 13 de mayo de 2026

FD-07 09 R05 Formato Dictamen de Verificación

Grupo Aeroportuario del Centro Norte, S.A.B. de C.V.	DICTAMEN DE VERIFICACIÓN Periodo de verificación: 01/01/25- 31/12/25	Addere
--	---	--------

Fecha de emisión del dictamen

13/05/2026

ADDERE SOLUTIONS, S.C.
Rio Misisipi 49, Piso 14, Col. Cuauhtémoc, Alc. Cuauhtémoc, C.P. 06500, CDMX
Tel. 55 7159 0963.
info@adderes.com

Organismo de certificación para la verificación de la emisión de GEI.

Acreditación EMA: GEI012/19

www.adderes.com



Este es un servicio de verificación es carbono neutral ya que las emisiones de GEI generadas por Addere han sido neutralizadas a través de la adquisición de bonos de carbono del proyecto forestal Fresh Breeze, ubicado en Chiapas, Tabasco y Nayarit. Para más detalle, puede consultar nuestra pagina de internet www.adderes.com

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

Mauricio Camarena Rodríguez
Investor Relations & Financial Planning

mauricio.camarena@oma.aero
+52 (81) 8625 4300 ext. 1419

