

Company and Sector Performance

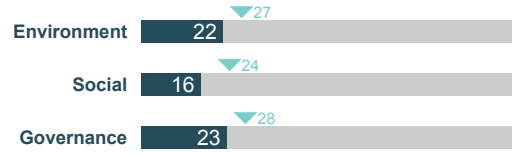


ESG OVERALL SCORE

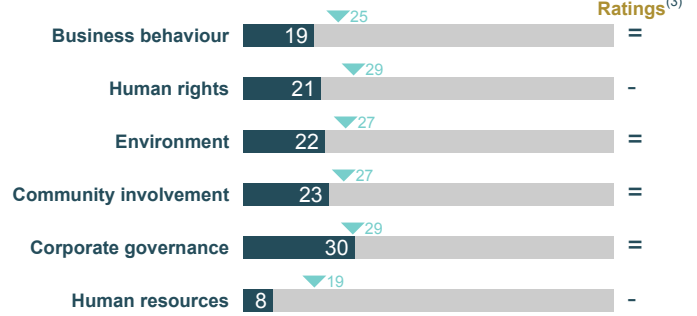


Information rate	44%
sector average	55%
Cooperation level ⁽²⁾	Not responsive
High severity controversies	No
Rank in Sector	23/29
Rank in Region	656/890
Rank in Universe	3731/4453

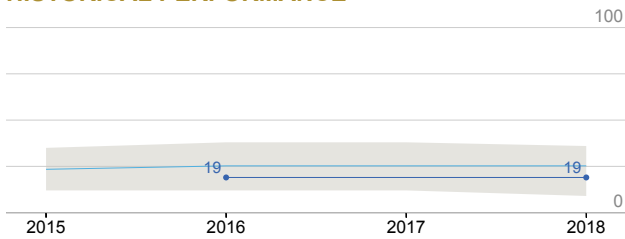
ESG PERFORMANCE (/100)



6 DOMAINS PERFORMANCE (/100)



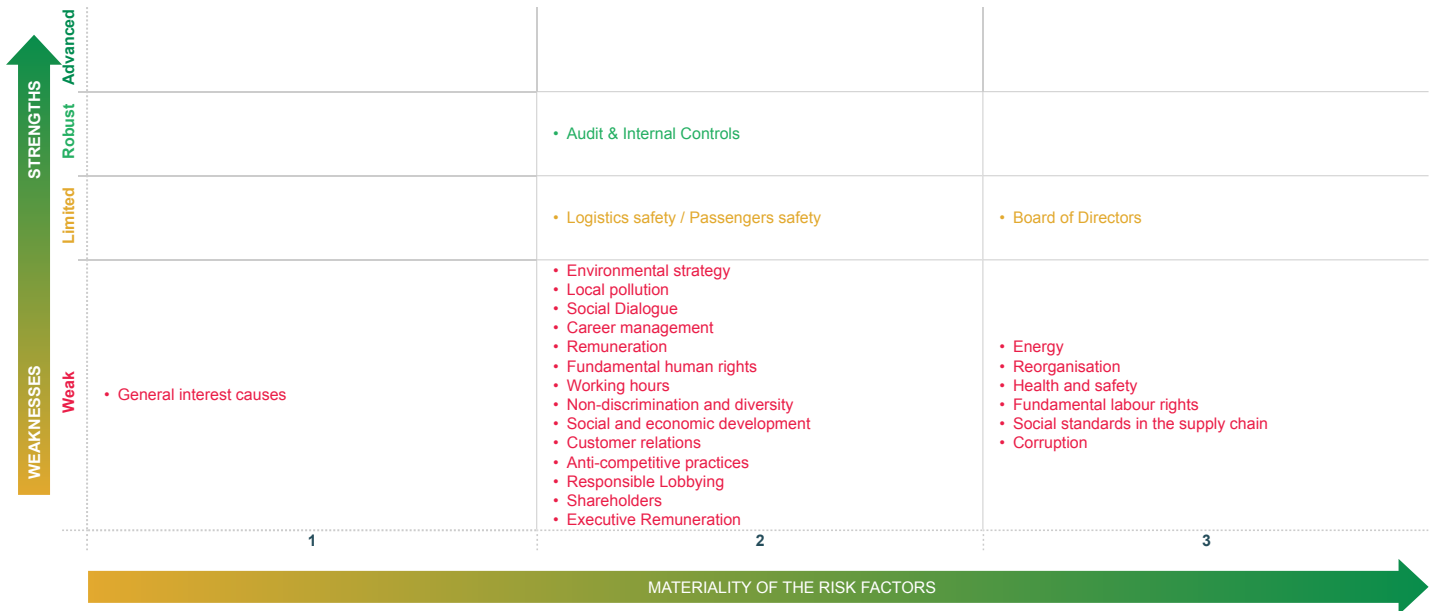
HISTORICAL PERFORMANCE



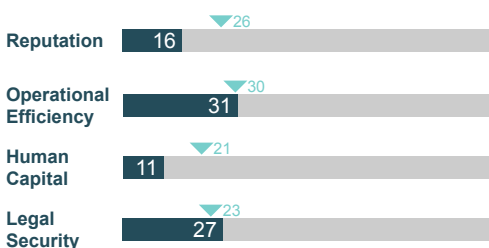
Company inclusion in Vigeo Eiris indices⁽⁴⁾: No

Management of risks and opportunities

MATERIALITY & PERFORMANCE MATRIX



RISK MITIGATION INDEX (/100)



ANALYST FOCUS

TOPIC	COMMENT	TREND
Insufficient ESG reporting	The Company fails to report consistently on how it is responding to material sustainability challenges. This accounts for its weak overall ESG performance.	➔

Carbon Footprint and Energy Transition*

"The Carbon Footprint & Energy Transition research provides an assessment of a company's carbon footprint combined with the strategy to manage risks and opportunities related to the transition to a low carbon economy. NI (No Info) is used to indicate that the information is not available."

CARBON FOOTPRINT



SCALE	EMISSIONS (T CO2 EQ)	CATEGORIES
A	<100 000	Moderate
B	>= 100 000 and <1 000 000	Significant
C	>= 1 000 000 and <10 000 000	High
D	>= 10 000 000	Intense

ENERGY TRANSITION SCORE



ENERGY TRANSITION SCORE	CATEGORIES
60-100	Advanced
50-59	Robust
30-49	Limited
0-29	Weak

Goods and services contributing to sustainable development*

"Sustainable Goods & Services research provides a positive screening on companies to identify business activities devoted to sustainable solutions."



INVOLVEMENT	CATEGORIES
>=50%	Major
20-49%	Significant
0-19%	Minor
0%	None

Involvement in controversial activities*

"The Controversial Activities research provides screening on companies to identify involvement in business activities that are subject to philosophical or moral beliefs."

Involvement in controversial activities: Not available in this version

Screened Areas:

- Alcohol
- Animal welfare
- Chemicals of concern
- Civilian firearms
- Fossil fuels
- Gambling
- Genetic engineering
- High interest rate lending
- Military
- Nuclear power
- Pornography
- Reproductive medicine
- Tobacco

For more information please contact us at customer.service@vigeo-eiris.com

(1) Performance level: weak (0-29/100), limited (30-49/100), robust (50-59/100), advanced (60-100/100)
 (2) Cooperation level on a 4-level scale: proactive, responsive, partially responsive, not responsive
 (3) Ratings outline companies' benchmarked domain performance within a sector, on a 5-level scale: "-", "=", "+", "+", "+"
 (4) Indices: based on the most recent indices at the date of publication. More details on vigeo-eiris.com.

Company performance in all the Sustainability Drivers

			Overall score 19/100				Trend	Score	Leadership	Implementation	Results
Weight											
Environment			↗	22	20	28	8				
E	ENV2.2	3	Energy	↗	25	30	44	0			
E	ENV1.1	2	Environmental strategy	↗	29	24	33	N/A			
E	ENV2.6	2	Local pollution	↗	9	0	0	28			
Human Resources			→	8	5	0	19				
S	HRS2.3	3	Reorganisation	→	12	0	0	35			
S	HRS3.2	3	Health and safety	→	7	9	0	11			
S	HRS1.1	2	Social Dialogue	↗	14	21	0	22			
S	HRS2.4	2	Career management	→	0	0	0	0			
S	HRS3.1	2	Remuneration	↗	7	0	0	22			
S	HRS3.3	2	Working hours	↗	7	0	0	22			
Human Rights			→	21	8	0	54				
S	HRT2.1	3	Fundamental labour rights	↗	28	18	0	65			
S	HRT1.1	2	Fundamental human rights	→	22	0	0	65			
S	HRT2.4	2	Non-discrimination and diversity	→	9	0	0	28			
Community Involvement			↗	23	26	10	31				
S	CIN1.1	2	Social and economic development	↗	22	19	0	47			
S	CIN2.2	1	General interest causes	↗	24	41	30	0			
Business Behaviour (C&S)			↗	19	9	9	40				
S	C&S2.4	3	Social standards in the supply chain	↗	14	0	0	43			
G	C&S3.1	3	Corruption	→	14	0	0	43			
S	C&S1.1	2	Logistics safety / Passengers safety	↗	37	24	51	35			
S	C&S1.3	2	Customer relations	↗	29	41	12	35			
G	C&S3.2	2	Anti-competitive practices	↗	14	0	0	43			
G	C&S3.3	2	Responsible Lobbying		12	0	0	35			
Corporate Governance			↘	30	36	29	26				
G	CGV1.1	3	Board of Directors	↘	40	42	64	15			
G	CGV2.1	2	Audit & Internal Controls	↘	50	70	33	48			
G	CGV3.1	2	Shareholders	→	11	8	0	26			
G	CGV4.1	2	Executive Remuneration	↘	14	20	0	22			

■ Weak (0-29/100)
 ■ Limited (30-49/100)
 ■ Robust (50-59/100)
 ■ Advanced (60-100/100)



Involvement in allegations



Involvement in allegations with evidence of corrective measures

Benchmark
Position versus sector peers

Position versus sector peers		Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance	Overall Score
BRECORACNOR8	EcoRodovias Infraestrutura e Logistica	=	+	++	++	+	=	36
TH0765010Z08	Airports of Thailand	+	++	+	+	+	=	33
ID1000108103	Jasa Marga	=	++	+	+	+	=	33
MYL5014OO005	Malaysia Airports Holdings	+	+	+	++	=	=	32
MXP001661018	Grupo Aeroportuario del Sureste	+	+	+	+	+	=	31
BRJSLGACNOR2	JSL SA	=	=	++	++	+	=	31
BRCCROACNOR2	CCR	-	+	++	++	+	=	30
AEDFXA0M6V00	DP WORLD	+	+	=	++	=	+	30
KR7000120006	CJ Logistics	=	+	+	++	=	=	29
TRETAVH00018	TAV Havalimanlari Holding	=	=	=	=	+	+	29
INE742F01042	Adani Ports and Special Economic Zone	=	=	=	+	+	+	28
KR7086280005	Hyundai Glovis	+	=	++	+	=	-	28
BMG2442N1048	COSCO SHIPPING Ports	=	=	=	=	+	=	27
MYL3816OO005	MISC	=	+	=	=	=	=	27
MYL5246OO003	Westports Holdings	=	=	=	=	=	=	27
CNE1000004S4	Zhejiang Expressway	=	=	=	=	+	+	27
PHY411571011	Int. Container Terminal Services	=	+	=	+	=	=	26
CNE100000221	Beijing Capital International Airport	+	=	-	+	=	=	25
INE111A01017	Container Corp of India	-	=	+	+	=	=	24
HK0144000764	China Merchants Port Holdings	-	=	-	+	=	=	22
BRARTRACNOR3	Arteris	-	-	=	=	=	=	21
CNE1000003J5	Jiangsu Expressway	-	=	-	=	-	+	21
MX01GA000004	Grupo Aeroportuario del Pacifico	=	-	-	=	=	=	19
MA0000012312	Marsa Maroc	=	=	-	-	=	-	19
XS0919581982	Russian Railways	-	=	=	=	-	=	18
VIGEIRIS0390	AB Concessoes	-	-	=	-	=	-	17
TW0002603008	Evergreen Marine Corporation	-	-	-	=	-	-	17
MA0000090417	Office National des Chemins de Fer	=	-	-	+	=	--	17

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Position versus sector peers		Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance	Overall Score
XS1655583596	SHANGHAI PORT GROUP	--	--	-	--	-	--	9

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General information

Grupo Aeroportuario del Pacifico SAB de CV is engaged in the operations of airports. The Company was founded

on May 28, 1998 and is headquartered in Guadalajara, Mexico.

Selected financial data

Key data	Revenues	EBIT	Employees
2017	MXN 12,366m	MXN 6,281m	1,277
2016	MXN 11,107m	MXN 5,234m	1,066
2015	MXN 8,107m	MXN 4,089m	N/A
2014	MXN 5,546m	MXN 2,765m	N/A
2013	MXN 5,228m	MXN 2,373m	N/A

Main shareholders	2018
Grupo México S.A.B. de C.V.	15.1%
Weston Hill Equity Holdings LP	8.1%
Vontobel Asset Management, Inc.	3.1%

Geographical Breakdown	Turnover 2017	Employees
Mexico	85%	N/A
Jamaica	15%	N/A

Main economic segment	Turnover 2017
Guadalajara & san jose del cabo	43.3%
Montego bay & Tijuana	28.4%

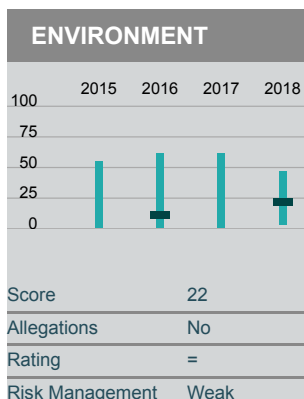
Main economic segment	Turnover 2017
Puerto Vallarta & other airports	19%
Bajio	5%
Hermosillo	4.3%

Selected ESG Indicators

	2017	2016
Non-executive Board member(s) responsible for CSR issues	N/A	N/A
Executive remuneration linked to CSR performance	N/A	N/A
3-year energy consumption trend (normalized to turnover)	N/A	N/A
Percentage of independent Board members	63	63
Percentage of women on Board	9	9
Percentage of women in Executive team	N/A	N/A
Percentage of women in workforce	N/A	N/A
Transparency on lobbying budget	No	N/A
Percentage of employees covered by collective agreements on working conditions	8.4	N/A
3 year trend for safety at work	N/A	N/A
Involvement in armament	No	No
Management of social risks in supply chain	Weak	N/A

CSR performance per domain

■ Sector performance
■ Company performance
Rating : min- / max ++



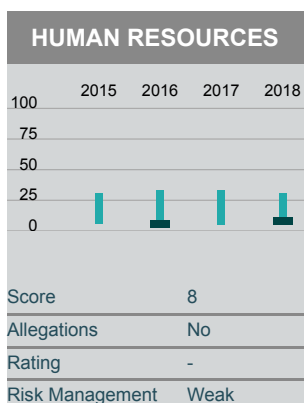
Key issues

Companies in the Transport and Logistics sector are expected to define a solid and comprehensive Environmental strategy given the major impacts their operations and processes have on the environment. Indeed, this sector is responsible for approximately 25% of the total CO2 emissions increasing pressure on such companies to offer low environmental impact services. Thus, Minimising the environmental impacts from energy use is identified as a key issue.

Company performance

- Grupo Aeroportuario del Pacifico's absolute performance in the Environment domain is weak and increased compared to Vigeo Eiris' previous review.

- This increase is mainly due to the Company's references to the environmental impacts from energy use, and has set a monitoring system to measure its energy consumption and related Greenhouse Gas emissions. However, indicators related to this sustainability driver show a negative trend, and an overall lack public disclosure concerning its management of local pollution is also noted.

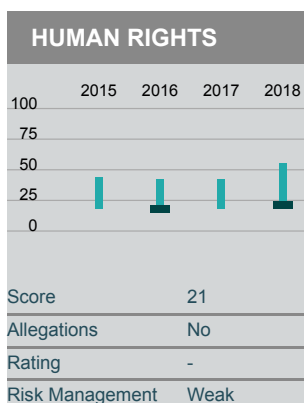


Key issues

The Transport and Logistics sector is driven by restructuring changes which can have critical impacts on human resources aspects and thus placing Reorganisations as a major issue for such companies. Labour relations are of particular importance as well, as the processes of technological change, deregulation, and privatisation have reduced the unionized workforce. Also, workers' Health and Safety represents another key issue given the nature of the activities of the sector that exposes workers to health and safety problems such as accidents, exposure to toxic substances, and repetitive movements.

Company performance

Aside from references to labour relations and health and safety, Vigeo Eiris' assurance on the Company's ability to manage Human Resources issues is low, due to the Company's lack of transparency.

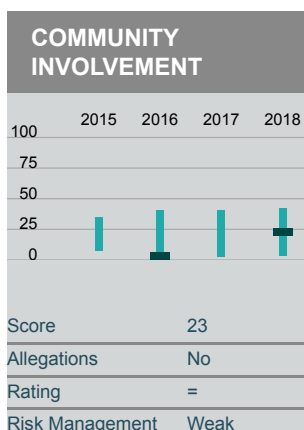


Key issues

Ensuring the respect of Fundamental labour rights is crucial for the Transport and Logistics sector, and companies are expected to set policies and install solid social dialogue platforms in place especially when their operations are beyond the country of origin. Non-discrimination is another key challenge as such jobs have, historically, been male-dominated and face shortages related to ageing workforce as well as difficulty of the integration of persons with disabilities.

Company performance

Due to the Company's lack of transparency, Vigeo Eiris' assurance on the company's ability to manage Human Rights issues is low.



Key issues

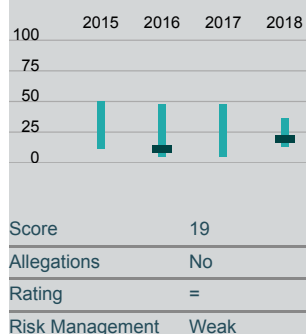
Given the important nature of their operations, Transport and Logistics companies can actively contribute to the development of the regions hosting their operations through Social and economic development endeavours. In this sense, these companies are expected to drive positively social and economic change through jobs creation, apprenticeship and training offers, local procurement.

Company performance

- Grupo Aeroportuario del Pacifico's absolute performance in the Community Involvement domain is weak and increased compared to Vigeo Eiris' previous review.

- The Company refers to the promotion of the social and economic development and general interest causes in its public reporting. However, the absence of reporting on measures to translate the commitments on the first sustainability driver, and only financial support as a measure for the second impacts considerably the Company's performance in the domain.

BUSINESS BEHAVIOUR (C&S)



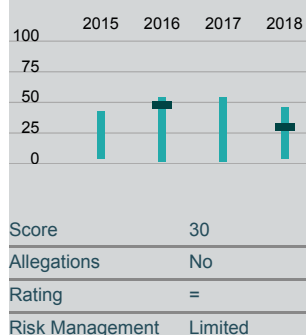
Key issues

The prevention of corruption and Social factors in the supply chain are considered among the main issues for the Transport and Logistics sector in terms of business behaviour. Indeed, such companies often interact with other large companies or public authorities, highlighting the business integrity challenge while outsourcing might result in cost efficiency at the expense of violating basic human and labour rights at the supply chain level.

Company performance

Aside from some general references to include responsible customer relations and logistics safety, the latter supported by the achievement of the ISO 9001, Vigeo Eiris' assurance on Grupo Aeroportuario del Pacifico's performance in the Business Behaviour domain is low, due to the Company's lack of transparency.

CORPORATE GOVERNANCE



Key issues

Sound corporate governance is required to oversee a company's strategic direction, including the CSR strategy. Vigeo's framework has been adapted to capture the level of integration of CSR topics at Board-level, supplementing traditional signals on efficient governance practices. Directors are notably evaluated on their level of diversity and experience with operational, financial, and CSR topics (CGV1.1). The audit and internal controls system is examined regarding the efficiency and reach of its risk management (CGV2.1). Shareholders are expected to have fair voting rights and access to all relevant information on material CSR issues (CGV3.1). Executive remuneration is assessed for transparency and alignment with the interests of company's shareholders and other stakeholders (CGV4.1).

Company performance

- Grupo Aeroportuario del Pacifico's performance in the Corporate Governance domain is limited in absolute terms, and represents a decreased compared with Vigeo Eiris' previous review.

- Although a majority of directors are considered independent, only few other information on the Board functioning could be retrieved on regularity of meetings, training and expertise provided of non-executive members and processes of evaluation among others. In addition, the Company lacks overall transparency on executive remuneration and shareholders' access to voting at General Meetings. Grupo Aeroportuario del Pacifico's Audit Committee has a comprehensive role in overseeing internal and external controls. However, no evidence of Management of the CSR risks appears in the Company's public reporting.

CSR performance per criterion

Detailed Analysis

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Business behaviour (C&S)	37
C&S1.1 Logistics safety / Passengers safety	37
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C&S2.3 Integration of environmental factors in the supply chain	41
C&S2.4 Integration of social factors in the supply chain	42
C&S3.1 Prevention of corruption	44
C&S3.2 Prevention of anti-competitive practices	46
C&S3.3 Transparency and integrity of influence strategies and practices	48

Corporate governance

		50
CGV1.1	Board of Directors	50
CGV2.1	Audit & Internal Controls	52
CGV3.1	Shareholders	54
CGV4.1	Executive Remuneration	56

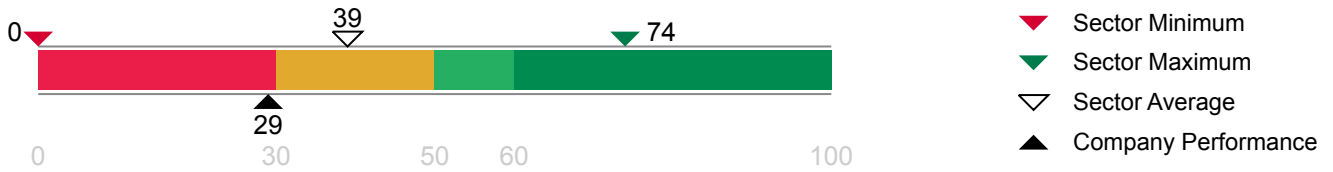
 Involvement in allegations  Involvement in allegations with evidence of corrective measures

Environment

Score: 22

ENV1.1 Environmental strategy

(score: 29, weight: 2)



Visibility of commitment to environmental issues

The company has made references to environmental protection in its Annual Report.

Relevance of environmental strategy

The company commits to some of its responsibilities in terms of environmental protection:
- Minimising environmental impacts from energy use.

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Means allocated to environmental management

The company has allocated significant resources to environmental management.

- Environmental manual specifying procedures and responsibilities
- Internal audits that assess the effectiveness of the EMS
- Management review of the EMS (at Executive Level)
- Environmental performance measured against targets
- External verification of reporting on environmental performance

-Environmental manual specifying procedures and responsibilities & Internal audits that assess the effectiveness of the EMS : The company adopted the ISO 14001 environmental management system which is based on conducting internal audits that assess the effectiveness of the EMS and Environmental manual specifying procedures and responsibilities.

Coverage of certified environmental management systems

Information obtained from company and public sources regarding the share of the sites/offices that have a certified environmental management system is insufficient.

Leadership	24
Visibility	30
Relevance	30
Ownership	0

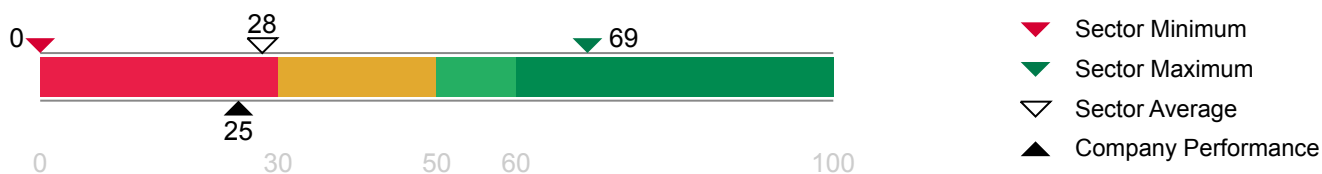
Implementation	33
Means & resources	65
Coverage	0

ENV1.2 **Pollution prevention and control (soil, accident)** (deactivated)

Grupo Aeroportuario del Pacifico 's operations do not have significant impacts on the pollution of soil. Therefore, this sustainability driver is deactivated for the Company.

ENV2.2 Minimising environmental impacts from energy use

(score: 25, weight: 3)



Relevance of the company's commitment in terms of reducing its energy consumption.

The company's commitment to reduce its energy consumption is general.
No quantitative targets are disclosed.

Relevance of the company's commitment in terms of reducing its energy-related emissions.

The company's commitment to reduce its energy-related emissions is general.
No quantitative targets are disclosed.

Means allocated.

The company has set up monitoring systems for its energy consumption and/or its related emissions:

- Monitoring systems/Audits:
- Building/ facilities optimization:
- Fleet optimisation:
- Alternative energy sources (renewable energy, biofuel, ...):
- Others:

- Monitoring systems/Audits: The company monitors its energy consumption and greenhouse gas emissions.

Coverage

The company has taken such measures at a majority of the company's sites.
Environmental management Performance indicators related to energy consumption and greenhouse gas emissions cover the company's operations in Mexico, which represent 85% of its turnover.

Energy consumption

The company's energy consumption in kilowatt hours per passenger increased over the past three years, from 2.5 (KWh/passenger) in 2015 to 2.6 (KWh/passenger) in 2017.

CO2 emissions linked to energy consumption (direct AND indirect*, when applicable)

The company's Greenhouse gas (GHG) emissions in kilograms of CO2 equivalent per passenger increased over the past three years, from 1.16 (Kg CO2/passenger) in 2015 to 1.23 (Kg CO2/passenger) in 2017.

SO2 emissions linked to energy consumption

The company does not disclose quantitative data on SO2 emissions (direct and indirect) linked to energy consumption.

NOx emissions linked to energy consumption

The company does not disclose quantitative data on NOx emissions (direct and indirect) linked to energy consumption.

Leadership	30	Implementation	44	Results	0
Relevance	30	Means & resources	30	Trends	0
		Coverage	65		

ENV2.6 Management of local pollution

(score: 9, weight: 2)



The company does not disclose any commitment to reducing its local pollution sources.

Relevance of the company's commitment to reducing its local pollution

- Noise
- Continuous lighting
- Landscape aesthetics
- Vibrations (Railways operators only)

Means allocated

Information obtained from the company and public sources regarding means allocated to preventing local pollution (Noise, Continuous lighting, Landscape aesthetics, and Vibrations) is insufficient.

- Monitoring of nuisance parameters
- Low nuisance equipment
- Programmes to reduce local pollution
- Dialogue with relevant stakeholders

Coverage

Information obtained from the company and public sources regarding the percentage of sites covered by such actions is insufficient.

Complaints from residents about local pollution

The company does not disclose quantitative figures about complaints from residents.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0	Implementation	0	Results	28
Relevance	0	Means & resources	0	Performance	28
		Coverage	0		

Human resources

Score: 8

HRS1.1 Promotion of labour relations

(score: 14, weight: 2)



Visibility of commitment

The company has made references to labour relations in its:
Annual Report.

Relevance of commitment

The company's commitment to promote labour relations is general.

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Coverage of employee representative bodies

Information obtained from the company and public sources regarding the percentage of sites where employee representation structures are in place is insufficient.

Subjects covered by collective bargaining

Information obtained from the company and public sources regarding the subjects covered in collective bargaining is insufficient.

- health & safety
- CSR issues
- remuneration
- working hours
- training
- career development
- work time flexibility
- employability/life long learning
- stress management
- equal opportunities

Employee representative bodies in countries with restrictive legislation

Grupo Aeroportuario del Pacifico is located in Mexico and Jamaica, listed as a countries with restrictive legislation regarding labour relations according to the 2017 ITUC Report. However, information obtained from the company and public sources regarding how it promotes employee representation in such countries is insufficient.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Coverage of collective agreements on working conditions

Collective agreements on working conditions cover less than 25% of its employees.

In 2017, collective bargaining agreements on working conditions cover 8.4% of the company's of employees.

Leadership	21
Visibility	30
Relevance	30
Ownership	0

Implementation	0
Means & resources	0
Scope	0
Coverage	0

Results	22
Performance	22

HRS2.3 Responsible management of reorganizations

(score: 12, weight: 3)



Relevance of commitment to manage reorganisations responsibly The company does not disclose any commitment to manage reorganisations responsibly.

Involvement with employee representatives The company does not disclose any commitment to inform and consult employee representatives on reorganisations.

Information obtained from the company and public sources regarding measures allocated to prevent and manage reorganisations is insufficient.

Means allocated to prevent and manage reorganisations

- significant financial compensation
- early retirement
- reduction of labour time
- internal mobility programme
- outplacement services
- individualised follow-up of employees
- re-training

Coverage Information obtained from the company and public sources regarding the percentage of sites where such measures are taken is insufficient.

Stakeholders' feedback A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.
As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Result of the company's commitment to manage reorganisations responsibly The company does not provide any information on the impacts of reorganisations on employment.
The information on reorganisations recently conducted by the company is insufficient, but its workforce has increased by 44.3% since 2015.

Leadership	0	Implementation	0	Results	35
Relevance	0	Means & resources	0	Performance	35
Ownership	0	Coverage	0		

HRS2.4 Career management and promotion of employability

(score: 0, weight: 2)



Visibility of commitment

The company does not disclose any commitment to promote career management and training.

Relevance of commitment

The company does not disclose any commitment to promoting career management and training.

- Ensure training, life-long learning and employability
- Promote career development
- Anticipate long-term employment needs and skill requirements (ageing workforce)
- Put in place a concerted career management framework, which is transparent and individualized.

Ownership of commitment

The company does not disclose any commitment to promote career management and training.

Career management systems

Information obtained from the company and public sources regarding means allocated to career management systems is insufficient.

Coverage of career management systems

Information obtained from the company and public sources regarding the percentage of employees that benefit from such systems is insufficient.

Types of training provided to non-managers

Information obtained from the company and public sources regarding training programmes offered to employees is insufficient.

Means allocated to training for all employees

The company does not disclose performance indicators related to training per employee.

Mobility / turnover

The company does not disclose quantitative data on performance indicators such as employee turnover or mobility rates.

Training delivered during the year under review

The company does not report on the total percentage of employees and subcontractors having received training over the course of the year under review.

Leadership	0	Implementation	0	Results	0
Visibility	0	Means & resources	0	Performance	0
Relevance	0	Scope	0		
Ownership	0	Coverage	0		

HRS3.1 Quality of remuneration systems

(score: 7, weight: 2)



Visibility of commitment

The company does not disclose any commitment to the quality of its remuneration systems.

Relevance of commitment

The company does not disclose any commitment to the quality of its remuneration systems.

- Guarantee decent remuneration
- Promote access to social security
- Ensure transparency and communication when setting and reviewing remuneration
- Take into account individual achievements in setting and reviewing remuneration

Ownership of commitment

The company does not disclose any commitment to quality of remuneration systems.

Means to ensure transparency of remuneration

Information obtained from the company and public sources regarding means allocated to ensure transparency of remuneration is insufficient.

Coverage of transparent and verifiable remuneration systems

Information obtained from the company and public sources regarding the percentage of employees covered by a transparent and verifiable remuneration system is insufficient.

Trend of quality of remuneration systems

The company does not disclose information on its remuneration system.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0	Implementation	0	Results	22
Visibility	0	Means & resources	0	Performance	65
Relevance	0	Coverage	0	Trends	0
Ownership	0				

HRS3.2 Improvement of health and safety conditions

(score: 7, weight: 3)



Visibility of health & safety commitments

The company has made references to health and safety issues, which cover however only its employees, in its :

Annual Report.

Relevance of commitment

The company's commitment is general.

- ensure awareness about health and safety issues
- reduce the number of work accidents and their severity (road safety)
- prevent occupational disease
- reduce stress/promote well-being

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Means allocated to health and safety

Information obtained from the company and public sources regarding means allocated to health and safety is insufficient.

- training/awareness raising programmes
- internal monitoring
- risk assessments
- internal H&S audits
- H&S competitions
- remuneration based on H&S performance
- OHSAS 18001 certifications

Coverage of health and safety system

Information obtained from the company and public sources regarding the percentage of employees that benefit from health and safety training and/or audits is insufficient.

Means allocated to reduce stress at work

Information obtained from the company and public sources regarding means allocated to reduce stress is insufficient.

- monitoring of absenteeism/rate of occupational disease
- job redesign (work organisation)
- assessment of stress through analysis of internal H&S data
- monitoring of stress through opinion surveys
- awareness raising for employees

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- identification of stress sources
- stress support instruments (hotline, counselling service, employee assistance programme, etc)
- training on stress for employees
- training on stress for managers
- measures to improve ergonomics/ ergonomic design of workplaces

Coverage of means allocated to address mental health Information obtained from the company and public sources regarding the percentage of employees that benefit from means allocated to address mental health is insufficient.

Accident frequency rate of the company's employees The company does not disclose quantitative data on accident frequency rates.

Accident severity rate of the company's employees The company does not disclose quantitative data on accident severity rates.

Other health and safety indicators of the company's employees The company does not disclose quantitative data on occupational disease rates.

Accident frequency rate of the company's subcontractors The company does not disclose quantitative data on accident frequency rates of subcontractors.

Accident severity rate of subcontracted labour The company does not disclose quantitative data on accident severity rates of subcontractors .

Stakeholders' feedback A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	9	Implementation	0	Results	11
Visibility	0	Means & resources	0	Performance	24
Relevance	30	Coverage	0	Trends	0
Ownership	0				

HRS3.3 Respect and management of working hours

(score: 7, weight: 2)



Visibility of commitment

The company does not disclose any commitment to the respect and management of working hours.

Relevance of commitment

The company does not disclose any commitment to the respect and management of working hours.

- Respect the rights of employees to vacation and leisure time
- Provide compensation measures for those employees working atypical hours or overtime
- Take into account the desires of employees in establishing working hours (flexibility, part-time)

Ownership of commitment

The company does not disclose any commitment to respect and management of working hours.

Means to compensate for atypical working hours

Information obtained from the company and public sources regarding means allocated to reduce the impact of atypical working hours is insufficient.

Coverage of measures to compensate for atypical working hours

Information obtained from the company and public sources regarding the percentage of employees covered by such measures is insufficient.

Means to promote work/life balance

Information obtained from the company and public sources regarding means allocated to promote work/life balance is insufficient.

- voluntary flex-time schemes
- employee satisfaction survey on working hours
- long-term visibility on working schedules
- respect of leisure time (at least two consecutive days off a week)
- system to allow employees to switch from part-time to full-time work
- monitoring of atypical working hours (badge system or declarative system)

Monitoring of atypical working hours

Information obtained from the company and public sources regarding monitoring system of atypical working hours is insufficient.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0
Visibility	0
Relevance	0
Ownership	0

Implementation	0
Means & resources	0
Coverage	0

Results	22
Performance	22

Human rights

Score: 21

HRT1.1 Respect for human rights standards and prevention of violations

(score: 22, weight: 2)



Visibility of commitment

The company does not disclose any commitment to respect and promote human rights in society.

Relevance of commitment

The company does not disclose any commitment to respect and promote human rights in society.

- Prevent cruel, inhuman, or degrading treatment
- Prevent complicity in human rights violations
- Respect the right to personal security

Ownership of commitment

The company does not disclose any commitment to human rights standards and prevention of violations.

Means allocated

Information obtained from the company and public sources regarding systems to ensure that basic human rights are respected is insufficient.

- awareness-raising programmes for employees
- training programmes for employees
- grievance mechanisms
- human rights impact assessments
- internal audits
- consult local independent and representative stakeholders
- human rights capacity building for local communities
- external audits/verification
- external investigation of allegations

Coverage

Information obtained from the company and public sources regarding the percentage of the company covered by systems to promote human rights is insufficient.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

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Grupo Aeroportuario del Pacifico

ISIN CODE: MX01GA000004 Transport & Logistics Emerging Market

Leadership	0	Implementation	0	Results	65
Visibility	0	Means & resources	0	Performance	65
Relevance	0	Coverage	0		
Ownership	0				

HRT2.1 Respect for freedom of association and the right to collective bargaining

(score: 28, weight: 3)



Visibility of commitment

The company has made references to freedom of association and the right to collective bargaining in its Annual Report.

Relevance of commitment

The company's commitment generally addresses freedom of association and the right to collective bargaining.

- protection of freedom of association and the right to organize
- respect of the right to collective bargaining
- respect and protection of workers' representatives
- explicit support for ILO Conventions C87, C98, C135 ,or similar international texts on union right
- prevent employee representative discrimination
- guarantee the effective exercise of the trade unions rights in the workplace
- prevent violations of the freedom of association and the right to organize

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Monitoring

It is not clear what steps the company takes to ensure that freedom of association is respected throughout the company's operations (e.g.: through external verification, risk mapping, audits, etc.)

- occasional risk mapping
- occasional internal audits
- on-going monitoring of labour rights risks
- regular internal audits
- external audits/verification
- external investigation of allegations
- cooperation with unions: joint audits, joint grievance procedures etc.

Promotion of collective bargaining

Information obtained from the company and public sources regarding measures in place to inform employees about their trade union rights is insufficient.

Coverage

Information obtained from the company and public sources the percentage of the company where such labour rights systems and programmes are in place is insufficient.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	18
Visibility	30
Relevance	30
Ownership	0

Implementation	0
Means & resources	0
Coverage	0

Results	65
Performance	65

HRT2.4 Non-discrimination

(score: 9, weight: 2)



Visibility of commitment

The company does not disclose any commitment to non-discrimination.

- The company is a signatory of the Global Compact and communicates on this principle.
- The company is a signatory of the Global Compact but does not communicate on this principle.

Relevance of commitment

The company does not disclose any commitment to preventing discrimination.

- gender
- sensitive medical conditions
- trade union membership or activities
- Discrimination in employment decisions (hiring / promoting / redundancies)
- Discrimination in working conditions (working hours / training / remuneration / social security)
- race / ethnicity / nationality
- social background
- religion
- sexual orientation
- family responsibilities (including pregnancy)
- disabilities
- political opinion
- age

Ownership of commitment

The company does not disclose any commitment to non-discrimination.

Means allocated

Information obtained from company and public sources regarding the systems in place to address discrimination and promote diversity is insufficient.

- awareness raising
- maternity pay (greater than the statutory requirement)
- paternity pay (greater than the statutory requirement)
- job sharing initiatives
- monitoring of salary disparities
- training
- monitoring
- confidential reporting system / grievance procedures
- disciplinary procedures / corrective measures
- affirmative action programmes

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- flexitime initiatives
- child care facilities/child care subsidies
- career break opportunities

Coverage

Information obtained from the company and public sources regarding the percentage of the company covered by such measures is insufficient.

Results in terms of women in management positions

The company does not disclose quantitative data on performance indicators such as the share of women in management positions.

Results in terms of employment of persons with disabilities

The company does not disclose quantitative data on performance indicators such as the share of employees with disabilities in the total workforce.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0
Visibility	0
Relevance	0
Ownership	0

Implementation	0
Means & resources	0
Coverage	0

Results	28
Performance	65
Trends	0

Community involvement

Score: 23

CIN1.1 Promotion of the social and economic development

(score: 22, weight: 2)



Visibility of the policy

The company makes references to promote local social and economic development on its website. However, the visibility of this policy is lowered by its absence of formalisation.

Relevance of commitment

The company's commitment to promote local social and economic development is general.

- Optimise the impact of operations on the local community
- Promote the creation and development of local businesses
- Promote the employment and training of local personnel
- Reduce the social impacts related to site closures, openings, and restructuring
- Implementing a responsible tax strategy

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Means allocated to address social and economic development

Information obtained from the company and public sources regarding programmes in place to address social and economic development of the areas in which it operates is insufficient.

- Actions to improve social integration
- Actions to promote the creation and development of local businesses
- Actions to promote the employment and training of local personnel
- Stakeholders dialogue procedure

Geographical coverage

Information obtained from the company and public sources regarding the percentage of sites where such programmes are in place is insufficient.

Performance trend

The company does not disclose indicators on social and economic development.

Transparency of tax reporting

The Company reports significantly on taxes paid. Reporting covers:

- taxes paid in some countries of operations
- taxes paid in some regions of operations
- taxes paid in key regions of operations

- taxes paid in key countries of operations
- sales per zone
- operating profit per zone
- number of employees per zone
- ratio between tax paid and headline corporate tax rate per zone
- explanation for significant differences between tax rate actually paid and expected tax rate

- taxes paid in key countries of operations: The company reports on taxes in Mexico and Jamaica, which represent 100% of its operations.

Presence in IMF 'offshore financial centers' and/ or in jurisdictions considered by the OECD as not compliant enough with tax transparency rules

The Company does not operate in any location considered by the IMF as 'offshore financial centres' and/ or in jurisdictions considered by the OECD as not compliant enough on tax transparency rules

The company operates in Jamaica and Mexico.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	19
Visibility	30
Relevance	30
Ownership	0

Implementation	0
Means & resources	0
Coverage	0

Results	47
Performance	76
Trends	0

CIN2.2 Contribution to general interest causes

(score: 24, weight: 1)



Relevance of commitment

The company's commitment to supporting general interest causes is general.

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved.

The company created the Foundation GAP, with the aim of improving social welfare in the communities near its airports.

Means allocated

The company has allocated limited means to general interest causes, including:

- Financial support / Fund raising
- In-kind donations (including service delivery)
- Pro bono work
- Complementing or matching employees' charitable contributions
- Sponsoring employee volunteering

- Financial support / Fund raising: Through the Foundation GAP schools, the company provided 240 low-income families in Guadalajara and 120 low-income families in Los Cabos with free education for their children.

Geographical coverage

These means are allocated in a minority of company sites.

These means cover the companies activities in Guadalajara and Los Cabos, which represent around 43% of the companies revenues.

Scope of the means allocated

The resources allocated by the company to contribution to general interest causes programmes address some issues :

- Education
- Health
- Sustainability
- Culture
- Social

Performance benchmark for contributions to general interest causes

Information obtained from the company and public sources regarding the company's contributions to support general interest causes is insufficient.

Trend in contributions to general interest causes

The company does not disclose indicators on contributions to general interest causes over time.

Leadership	41
Relevance	30
Ownership	65

Implementation	30
Means & resources	30
Scope	30
Coverage	30

Results	0
Performance	0
Trends	0

Business behaviour (C&S)

Score: 19

C&S1.1 Logistics safety / Passengers safety

(score: 37, weight: 2)



Visibility of commitment

The company has made references to passenger safety and / or logistics safety in its:

Website.

Relevance of commitment

The company's commitment addresses passenger safety and / or logistics safety.

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Prevention systems

The company has allocated some resources to ensure passenger safety and/ or hazardous safety that include:

- Quality management system (e.g. ISO 9001/ TQM 9002/9003/ Six Sigma)
- Internal audits
- External audits in terms of passenger and / or hazardous product safety
- Sector-specific certification schemes
- Team in charge of gathering intelligence on passenger and / or hazardous product safety
- Training and awareness raising
- R&D to develop safer products
- Monitoring / Reporting of incidents

- Quality management system (e.g. ISO 9001/ TQM 9002/9003/ Six Sigma): The company has achieved the ISO 9001:2008 System Quality Management Standard.

Crisis management system

The company has allocated human and material resources to its crisis management system.

The company conducted a live Aircraft Accident Simulation to evaluate the airport's Emergency Plan, in conjunction with airlines' Emergency Plans, to timely assist an air accident on airport terminal operations. In addition, it has also installed emergency back-up electricity generators. Of note, the company also reports on other measures required by law in case of requests by the military, or to support an aircraft experiencing emergencies or a disaster support aircraft.

Coverage of the prevention systems

The company has set up such systems throughout the company, also including suppliers

All the companies airports are certified ISO 9001:2008.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Transparency and trends of indicators relative to Logistics safety / Passengers safety

The company does not disclose any indicator relative to the outcomes of its logistics safety / passengers safety policy.

Leadership		Implementation		Results	
	24		51		35
Visibility	30	Means & resources	30	Performance	65
Relevance	30	Coverage	100	Trends	0
Ownership	0				

C&S1.3 Responsible customer relations

(score: 29, weight: 2)



Visibility of commitment

The company has issued a formalised commitment on responsible contractual agreements and/or the quality of the services delivered in its:

Quality Policy.

Relevance of commitment

The company commits to maintain communication channels with its customers.

Ownership of commitment

The commitment applies throughout the company and is supported by senior management.

Means allocated

Information obtained from the company and public sources regarding measures to ensure that customers are treated appropriately and that contracts are respected is insufficient.

- Training of sales staff/ project leaders
- Sales evaluation based on client satisfaction indicators
- Information on customer rights
- Information on company duties towards customers
- Specific contractual condition
- Quality management system

Complaints management system

There is a formalised and accessible system to handle complaints.

Coverage of means

Information obtained from the company and public sources regarding the percentage of sites covered by such customer service procedures is insufficient.

Results

The company does not disclose quantitative data on performance indicators such as client satisfaction or client retention.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	41
Visibility	65
Relevance	30
Ownership	30

Implementation	12
Means & resources	20
Coverage	0

Results	35
Performance	35

C&S2.3 Integration of environmental factors in the supply chain

(deactivated)

This sustainability driver is not analysed for the Airport management companies as national and international environmental requirements are already taken into consideration at their supply chain level.

C&S2.4 Integration of social factors in the supply chain

(score: 14, weight: 3)



Visibility of commitment

The company does not disclose any commitment to include social factors in supply chain management.

Relevance of commitment

The company does not disclose any commitment to include social factors in supply chain management.

- Freedom of association and right to collective bargaining
- Abolition of child labour
- Abolition of forced labour
- Non-discrimination
- Health and Safety
- Decent wages
- Working hours
- Other rights (e.g. prevention of cruel, degrading and inhuman behaviour, etc.)

Ownership of commitment

The company does not disclose any commitment on the integration of social factors in the supply chain.

Means allocated

Information obtained from the company and public sources regarding measures to include social factors in supply chain management is insufficient.

- integration of social issues into contractual clauses
- supplier questionnaires
- supplier support (training, technical assistance, etc.)
- training/awareness raising of employees in charge of purchasing
- non-compliance procedures for suppliers (re-auditing, re-training, eventual ending of contracts)
- risk assessments for suppliers

Audits of suppliers/subcontractors

Information obtained from the company and public sources regarding social audits of suppliers/subcontractors is insufficient.

Coverage of Audit

Information obtained from the company and public sources regarding the percentage of the company's suppliers covered by such procedures is insufficient.

Share of corrective measures / problems uncovered

The company does not disclose quantitative data on the share of social problems in the supply chain that were addressed by corrective measures.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0
Visibility	0
Relevance	0
Ownership	0

Implementation	0
Means & resources	0
Coverage	0

Results	43
Performance	43

C&S3.1 Prevention of corruption

(score: 14, weight: 3)



Visibility of commitment

The company does not disclose any commitment to prevent corruption.

Relevance of commitment

The company does not disclose any commitment to preventing corruption.

- giving / receiving bribes
- restriction of facilitation payments
- gifts and invitations
- extortion
- fraud
- embezzlement
- money laundering
- conflicts of interest
- illegal financing of political parties
- prohibition of facilitation payments

Ownership of commitment

The company does not disclose any commitment to preventing corruption.

Involvement of employees

Information obtained from company and public sources regarding the involvement of employees in preventing corruption is insufficient.

Means allocated

Information obtained from the company and public sources regarding reporting mechanisms in place to monitor corruption is insufficient.

- approval procedures for gifts, etc. by an independent department
- external investigations of allegations
- the possibility to contact internal audit, legal or compliance departments directly & confidentially
- a dedicated confidential hotline or email address
- internal audits (internal verification of compliance with the company's code of conduct etc.)
- risk assessment of company vulnerability
- due diligence in evaluating contracts/suppliers
- systems for appointment/remuneration of agents
- identify and black list known bribe payers
- external audits (by an independent, external specialised organisation)

Coverage of Means allocated

Information obtained from the company and public sources regarding the percentage of the company covered by such programmes is insufficient.

Reporting

The company does not disclose any quantitative data on the number or nature of corruption incidents reported internally.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0	Implementation	0	Results	43
Visibility	0	Means & resources	0	Performance	43
Relevance	0	Coverage	0		
Ownership	0				

C&S3.2 Prevention of anti-competitive practices

(score: 14, weight: 2)



Visibility of commitment

The company does not disclose any commitment to preventing anti-competitive practices.

Relevance of commitment

The company does not disclose any commitment to preventing anti-competitive practices.

- market-sharing
- abuse of dominant position
- dumping
- industrial espionage
- price-fixing
- non respect of confidential agreements

Ownership of commitment

The company does not disclose any commitment to preventing anti-competitive practices.

Involvement of employees

Information obtained from company and public sources regarding reporting involvement of employees in preventing anti-competitive practices is insufficient.

Means allocated

Information obtained from the company and public sources regarding reporting mechanisms to monitor anti-competitive behaviour is insufficient.

- approval procedures for contract prices etc. by an independent department
- the possibility to contact internal audit, legal or compliance departments directly & confidentially
- a dedicated confidential hotline or email address
- risk assessment of vulnerability areas within the company
- internal audits (internal verification of compliance with the company's code of conduct etc.)
- external audits (by an independent, external specialised organisation)
- external investigations of allegations

Coverage

Information obtained from the company and public sources regarding the percentage of the company covered by such controls and programmes is insufficient.

Reporting

The company does not disclose any quantitative data on the number or nature of antitrust incidents reported internally.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Leadership	0
Visibility	0
Relevance	0
Ownership	0

Implementation	0
Means & resources	0
Coverage	0

Results	43
Performance	43

C&S3.3 Transparency and integrity of influence strategies and practices

(score: 12, weight: 2)



Visibility towards stakeholders

The visibility of the company's commitment to ensuring transparency and integrity of lobbying practices is insufficient.

Comprehensiveness of the commitment

The company does not disclose any commitment to ensuring transparency and integrity of lobbying practices.

- to prevent any contrast with public international conventions (UN, ILO, OECD)
- not obtain or try to obtain information, or any decision, dishonestly
- not to misrepresent themselves to mislead third parties and/or staff of public authorities
- openly declare the company's business interests
- ensure that information provided is up-to-date, complete and not misleading
- not induce staff of PA to contravene rules of behaviour applicable to them
- if the company employs former staff of PA, to respect their obligation of confidentiality
- to be transparent on the amounts of donations to political parties/organisations
- if the company employs former staff of PA, to respect their obligation of confidentiality

Ownership of commitment

The company does not disclose any commitment to ensuring transparency and integrity of lobbying practices.

Involvement of employees

Information regarding the involvement of employees in ensuring transparency and integrity of lobbying practices is insufficient.

Measures allocated

Information regarding measure allocated to ensure transparency and integrity of lobbying practices is insufficient.

- publication of detailed information on lobbying activities
- approval procedures for gifts, travel or other privilege by an independent department
- a dedicated confidential hotline or email address
- internal monitoring for lobbying budget
- internal audits for lobbying activities
- independent party for monitoring lobbying budget/external audit
- external investigations of allegations
- disclosure of the positions in the period of preparation of a debate and during the debate

Coverage

Information regarding the percentage of the company covered by such controls and measures is insufficient.

Reporting

The company does not disclose the budget directly and indirectly dedicated to lobbying practices.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

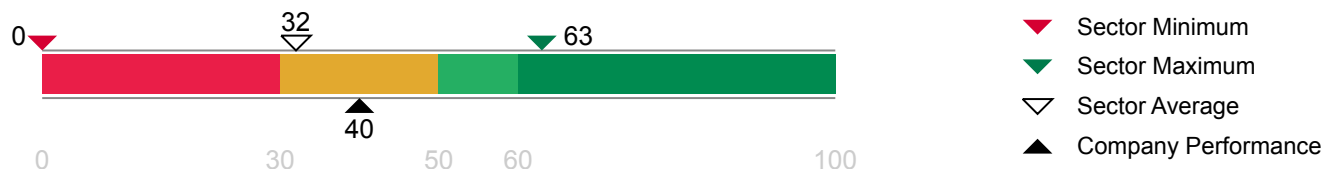
Leadership	0	Implementation	0	Results	35
Visibility	0	Means & resources	0	Performance	35
Relevance	0	Coverage	0		
Ownership	0				

Corporate governance

Score: 30

CGV1.1 Board of Directors

(score: 40, weight: 3)



[LISTED COMPANIES] Existence and independence of Nomination Committee

All members are non-executive directors and the majority are independent. However, it is unclear which member is the Chairman of the committee. Two members of the three-member Nominations and Compensations Committee are considered independent.

Independence of the Board Chairman

The roles of Chairman and CEO are separated, and the Chairman is considered independent.

Responsibility allocated over CSR issues

Information on the responsibilities allocated over CSR issues is insufficient.

Share of independent shareholder-elected Board members

In accordance with standards advocated by Vigeo Eiris, the Board is more than 50% independent. Seven members of the eleven-member Board are considered independent.

Diversity of the skills and backgrounds of the Board

The Board of Directors diversity appears to be partial:

- At least 30% of directors are women
- At least 40% of directors are women
- Employee representative(s) sitting on the Board
- Board members with demonstrated professional experience in the company's sector of activities
- Board members with demonstrated expertise on CSR issues

- Employee representative(s) sitting on the Board: Juan José Álvarez Gallego and José Manuel Fernández Bosch have prior experience in the airport management.

Training and expertise provided to board members

Information obtained from the company and public sources regarding training provided to board members is insufficient.

Regular election of Board members

Information obtained from the company and public sources regarding the regular election of board members is insufficient.

Evaluation of Board's functioning and performance

Information obtained from the company and public sources regarding the evaluation of board functioning and performance is insufficient.

Information obtained from the company and public sources regarding the review of CSR issues at board meetings is insufficient.

Review of CSR issues at Board meeting

- Business ethics
- Human capital
- Responsible customers relations
- Climate change

Regularity of and attendance at Board meetings

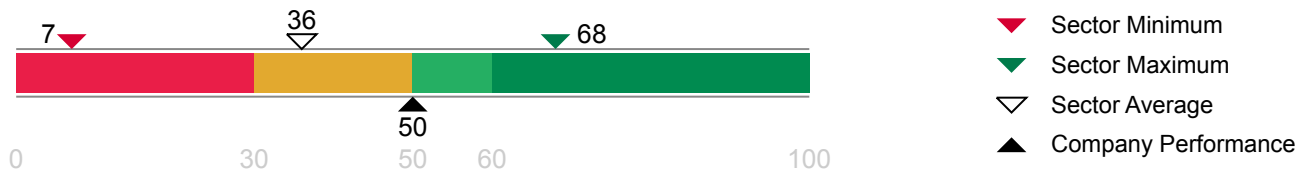
Regular meetings are held, and attendance rates are above 90%

The company states that during 2017, the attendance rate of Board meetings was of 93.1%.

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	> 9 years on Board	Stock options	Paid > 1/2 executive salary	Represent > 3% company's shares	Other	Independency
Laura Azcárraga	Chairwoman		X		X		X							X
Juan Gallego			X									X	Elected by Aeropuertos Mexicanos del Pacífico	
Juan Thurlow			X		X		X					X	Elected by Aeropuertos Mexicanos del Pacífico	
José Bosch			X									X	Elected by Aeropuertos Mexicanos del Pacífico	
Alfredo Pérez			X									X	appointed by Grupo México	
Carlos Guzmán			X			X								X
Joaquin Guajardo			X											X
Álvaro Garza			X		X		X							X
Juan Ruíz			X			X								X
Ángel Moreno			X			X								X
Roberto Achutegui			X											X

CGV2.1 **Audit & Internal Controls**

(score: 50, weight: 2)



[LISTED COMPANIES] Existence and independence of Audit Committee

All members are independent non-executive directors.

All the three-members of the Auditing and Corporate Practices Committee are considered independent.

Skills and backgrounds of Audit Committee members

Members appear to have financial and/or audit experience AND relevant operational experience.

Operational and CSR risks covered by the company's internal controls system

The system covers the standard issues related to financial, operational, and legal risks.

- Business Ethics
- Human Capital
- Responsible Customer Relations
- Climate Change

Role of the Audit Committee in overseeing internal and external controls

The Audit Committee has a comprehensive role that includes:

- Oversee internal audit and internal controls
- Review accounting policies and be responsible for updates
- Nominate the statutory auditor
- Oversee the work of the external auditor
- Approve the type of audit and non-audit services provided and fees paid to the external auditor

Management of the CSR risks

Information obtained from the company and public sources regarding the management of the CSR risks is insufficient.

- Balanced scorecard
- Risk-related training
- Monitoring of key risk indicators
- Reporting system to the Board
- Risk mapping/materiality assessment
- A Board Risk Committee with no executive part of it

Independence of the firm's external auditors

The audit firm receives non-audit fees, but these represent only 25% or less of total fees.

Non-audit fees represented 22% of total fees paid to Deloitte Touche Tohmatsu Limited and KPMG Mexico in 2017.

Inclusion of CSR issues in the company's reporting

The company does not publish any significant CSR reporting on the key material issues for its sector.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

CGV3.1 Shareholders

(score: 11, weight: 2)



Nonexistence of voting rights restrictions

Major voting rights restrictions have been identified.

Holdings of Series BB shares are entitled to elect four members of the board of directors. The remaining directors are elected by holders of Series B shares.

Nonexistence of anti-takeover devices

Anti-takeover devices have been identified.

The company sets a threshold of share ownership for Series B shares: -Individuals or group related parties can not own more than 10% of series B shares. Any person exceeding 10% with respect to Series B shares must conduct a public offer of his excess shares.

Safeguards on transactions with major shareholder(s)

More than half of the board is independent. However, there are no additional safeguards in place to monitor transactions between the company and its major shareholder(s).

Ability to add items to the agenda of the AGM and to convene an EGM

Information obtained from the company and public sources, regarding the ability to add items to the agenda of the AGM and to convene an EGM, is insufficient.

Access to voting at General Meetings

Information obtained from the company and public sources regarding the access to voting at the AGM is insufficient.

Ability to vote on relevant issues in separate resolutions at AGM

Information obtained from the company and public sources, regarding which items are customarily put to a vote at the AGM, is insufficient.

Presentation of CSR strategy to shareholders and investors

Information disclosed from the entity and public sources regarding the presentation of CSR strategy to shareholders and investors is insufficient.

- Business Ethics
- Human Capital
- Responsible Customer Relations
- Climate Change

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

CGV4.1 Executive Remuneration

(score: 14, weight: 2)



[LISTED COMPANIES] Existence and independence of Remuneration Committee

All members are non-executive directors and the majority are independent. However, it is unclear which member is the Chairman of the committee. Two members of the three-member Nominations and Compensations Committee are considered independent.

Disclosure of senior executives' individual remuneration

Disclosure of individual executive remuneration data for senior executives is insufficient.

Link between Short Term Incentive Plans and the performance of the company

There is no disclosure on what rules guide the company in allocating bonuses and other short-term incentives to senior executives.

Link between the main Long Term Incentive Plan and the performance of the company

Information on the rules and performance conditions guiding the allocation of long-term incentives to senior executives is insufficient.

Link between variable remuneration and CSR performance of the company

There is no disclosure on the links between variable remuneration of executive and the CSR performance of the company.

- Business Ethics
- Human Capital
- Responsible Customer Relations
- Climate Change

Severance pay for senior executives

Information obtained from the company and public sources regarding severance pay for senior executives is insufficient.

Evolution of CEO-to-employee compensation ratio

Information obtained from the company and public sources regarding the compensation of CEO and the average employee salary is insufficient.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 06/2018, Grupo Aeroportuario del Pacifico did not appear to be involved in any controversy related to this sustainability driver.

Detailed Scores and Ratings

CURRENT AND PREVIOUS RATINGS

Period	Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance
2018/06	=	-	-	=	=	=
2016/06	-	--	-	--	-	+
2014/07	=	-	-	-	-	=

SCORES PER DOMAIN

Domain	Average Score	Leadership	Implementation	Results
Environment	22	20	28	8
Human resources	8	5	0	19
Human rights	21	8	0	54
Community involvement	23	26	10	31
Business behaviour (C&S)	19	9	9	40
Corporate governance	30	36	29	26

SCORES PER CRITERIA

Sub-domain	Criterion	Score
Environment 1	1	29
	2	N/A
Environment 2	2	25
	6	9

Sub-domain	Criterion	Score
Human resources 1	1	14
Human resources 2	3	12
	4	0
Human resources 3	1	7
	2	7
	3	7

Sub-domain	Criterion	Score
Human rights 1	1	22
Human rights 2	1	28
	4	9

Sub-domain	Criterion	Score
Community involvement 1	1	22
Community involvement 2	1	N/A
	2	24

Sub-domain	Criterion	Score
Business behaviour (C&S) 1	1	37
	3	29
Business behaviour (C&S) 2	3	N/A
	4	14
Business behaviour (C&S) 3	1	14
	2	14
	3	12

Sub-domain	Criterion	Score
Corporate governance 1	1	40
Corporate governance 2	1	50
Corporate governance 3	1	11
Corporate governance 4	1	14

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Overview of the latest updates

Date of the latest update	Information updated
2018/07	Carbon & Energy Transition
2018/06	Controversial Activities Screening
2018/06	Full ESG profile