



FIFCO stands out in the Top 3 most attractive companies to work for in Costa Rica

- FIFCO reached second place within the food and beverage sector and third position in the general ranking.
- The company promotes programs that ensure safety, the promotion of leadership skills, training and professional updating of its collaborators.

September 18, 2024. FIFCO stood out in the first edition of the *Merco Talento Costa Rica* ranking, in the top 3 of the list of most attractive companies to work for.

The Costa Rican food and beverage company ranked second in the food and beverage sector, as well as third in the overall ranking, standing out for its robust strategy to attract and retain human talent. This recognition reflects the company's ongoing commitment to developing an organizational culture that prioritizes the well-being and growth of its employees.

The ranking, prepared by the Corporate Reputation Business Monitor (MERCOS), integrates the evaluations of different relevant audiences for the measurement, including workers, university students, human rights specialists and the general population.

Maria Pía Robles, FIFCO's Corporate Relations Director, stated that for FIFCO searching for its employees' well-being is a priority. This commitment is reflected in the corporate Sustainability strategy to 2027, which includes specific goals and programs to promote the development of team members who face vulnerable situations and increase female participation in leadership roles.

At the end of 2023, FIFCO registered a total of 6,323 employees in its operations in Costa Rica, Guatemala, El Salvador, United States and Mexico.

Emphasis on comprehensive wellness and human development

FIFCO seeks to contribute positively to the well-being and improvement of the quality of life of its employees in all areas. To that end, the company constantly updates its programs to promote professional and personal development in all areas of the organization.

As part of its innovation, transformation and entrepreneurship strategy, FIFCO has been preparing its employees, providing them with skills that accompany the change process and adapt to new current demands. An example of this is training in



technological tools, which facilitates their work and allows them to evolve in their roles.

Health is addressed comprehensively through the “*Estar Bien*” (Being Well) program, which addresses areas such as preventive health, nutrition, physiotherapy, psychology and physical activity. During 2023, the initiative provided personalized exercise and nutritional plans, support for the prevention and treatment of injuries, vaccination against influenza and Covid-19, and advice on topics such as family planning and cervical cancer prevention.

The company also maintains programs to ensure safety, promote leadership skills, and provide training and professional development for its employees.

In addition, we strongly promote dual training programs that have benefited more than 350 people in more than 10 generations who have been trained under this modality in our three business divisions.

Commitment to Human Rights

FIFCO also maintains a strong commitment to Human Rights, reinforced in 2023 with an updated policy that includes respect for diversity, inclusion and gender equity as pillars of the organizational culture.

As part of this agenda, the company has launched initiatives to increase the representation of women in leadership positions, achieving significant progress by currently registering 37% of women in leadership positions, with the goal of reaching 40% by 2027.

Another corporate goal is to reduce the percentage of employees living in multidimensional poverty by 50% by 2027. To this end, the *Astro Development* program was created to ensure the continuous development and internal prosperity of employees, especially those in vulnerable situations. Since 2023, this effort has improved the living conditions of 109 households.

These initiatives exemplify FIFCO's commitment to maintain an inclusive, healthy environment focused on the growth and well-being of its human talent.

About FIFCO

FIFCO is a beverage and food company with 116 years of history, and operations in Costa Rica, Central America, Mexico, Dominican Republic and the United States, 5 manufacturing plants and 13 distribution centers. It has 3 business divisions that include *Florida Bebidas* (food and beverages), *Florida Hospitality* (real estate sector) and *Florida Retail* (retail sales). It exports to 10 countries around the world and has a portfolio of 2,000 products.