



MERCO 2025: FIFCO is the most environmentally responsible company and remains in the Top 3 companies with the best reputation

- *FIFCO is positioned as the most environmentally responsible company.*
- *In addition, it stands out as the number one company in corporate reputation in the beverage sector ranking.*
- *The company ranked #2 in the overall ESG ranking and remains in the Top 3 companies with the best corporate reputation in the overall Merco Companies ranking.*

October 2025. In a global context that demands ever greater commitment and action in the face of social and environmental challenges, FIFCO, a water-positive, carbon-positive, and zero-waste company, is positioned as the most environmentally responsible company and stands out as the number one company with the best corporate reputation in the beverage sector ranking, according to the results of the most recent Corporate Reputation Business Monitor ranking (MERCO), ESG Responsibility Costa Rica 2025 and MERCO Companies.

MERCO annually recognizes companies that best integrate environmental, social, and governance (ESG) criteria into their business strategy and corporate communications teams. The measurement includes the evaluation of companies and their positioning in the Top 100, based on the perception of key audiences such as business executives, financial analysts, journalists, academics, NGOs, unions, and representatives of the public administration, among others.

This new recognition reaffirms the strength of FIFCO's sustainability strategy, which combines responsible corporate management with specific goals in seven ESG dimensions, defined to be achieved by 2027. These include climate action, circular economy, human talent development, the comprehensive well-being of its employees, gender equality, and the promotion of smart consumption, among others. Additionally, this year FIFCO ranked first in the food and beverage category in the sectoral ranking.

"We are deeply honored by this recognition because it reflects the confidence of different sectors in the work we do with purpose and consistency. At FIFCO, we believe that sustainability is not an aspiration, but a daily responsibility that we assume as part of our role as citizens. The expansive sustainability model allows us to transcend the impact of our operations to actively contribute to people, communities, and the environment," said Maria Pía Robles, FIFCO's Director of Corporate Relations.

Over the past year, FIFCO has promoted high-impact projects in the three dimensions of the ESG model. In the environmental sphere, projects such as *De Vuelta a Casa* (Back Home) from its Imperial brand stand out, an initiative that became an international scientific case study due

to its global impact. In addition, there are various volunteer initiatives under the *Elegí Ayudar* (Choose to Help) program and the internal sustainable procurement program.

In the social dimension, the company strengthens the skills of its employees through programs that promote equity, human growth, well-being, and prosperity, such as the AstroDesarrollo program, as well as work in communities through programs such as *Tradiciones Compartidas* (Shared Traditions), the promotion of the Dual Education program in Guanacaste, and the promotion of mental health in educational centers with tools such as the *Diario de Emociones* (Emotions Journals), developed in conjunction with the Ministry of Public Education (MEP) and the PANIAMOR Foundation.

In terms of governance, FIFCO is one of the first Costa Rican companies to move forward with the adoption of IFRS S1 and S2, international standards that require rigorous measurement of financial risks related to climate change and other ESG factors. The company was recognized with 85 points in PwC's ESG maturity index, reinforcing its position as a regional benchmark in corporate sustainability.

The company continues to strengthen its policies on ethics, transparency, and human rights, in addition to consolidating an organizational culture that promotes collaborative leadership, emotional well-being, and gender equality. As of December 2024, FIFCO had reached 38% women in leadership positions, approaching its goal of 40% by 2027.

MERCO's recognition adds to other recent achievements by the company, such as its inclusion in the Top 3 most attractive companies to work for in Costa Rica and sustained progress in internal sustainability indicators, impact measurement, and accountability. FIFCO thus reaffirms its commitment to corporate management that seeks to generate shared value and contribute to the development of a more equitable, resilient, and sustainable society.

About FIFCO

FIFCO is a beverage and food company with 117 years of history, with operations in Costa Rica, Central America, Dominican Republic, Mexico, and the United States, 5 manufacturing plants and 13 distribution centers. It has 3 business divisions that include Florida Bebidas (food and beverages), FIFCO Hospitality (real estate sector) and FIFCO Retail (retail sales). It exports to over 10 countries around the world and has a portfolio of more than 2,000 products.