



Sustainability Report

CODE
DEVELOPMENT GROUP

2022

COYOL
FREE ZONE
DESIGNED TO INNOVATE

Evo/ution FREE ZONE



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Sustainability Report

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DEVELOPMENT GROUP

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1. About This Report

Accountability for Growth

CODE Development Group is a corporation conceived to develop, manage, and operate real estate projects under the Free Trade Zone Regime. Its headquarters are located in San José, Costa Rica, Santa Ana, City Place, third floor, Tower B.

This report is the first exercise of accountability and transparency of the main sustainability results that CODE Development Group, developer of Coyal Free Zone and Evolution Free Zone, among other projects, is publishing for its stakeholders and users in general.

In previous years, Coyal Free Zone issued its own sustainability report. Future reports will include new real estate projects that the Group is developing.

The results presented are in line with the fundamental matters of Social Responsibility, specifically the voluntary ISO 26000 standard, and our measures around the Sustainable Development Goals that we have established as part of our business strategy.

Facing a scenario of growth and expansion, CODE Development Group reaffirms its commitment to contribute to sustainable development and mitigate any adverse effects that threaten the fulfillment of the 2030 Agenda, mobilizing actions, programs, and initiatives to reduce the impacts of our operations, and promoting the progress of the communities surrounding our real estate developments.

The contents incorporated into the document refer to the period between January 1, 2022 and December 31 of the same year, and include only the operations of CODE Development Group through its real estate developments. No actions or strategies of the companies located in Free Trade Zones are included.

Contact for inquiries or further information about this report:
Telephone: 2435-6081
E-mail: lvargas@code-cr.com



2. Senior Management Messages



In CODE Development Group, vision, humanity and ethics, are pillars in each of our real estate projects. The search for environmental, social and economic progress for all those involved in our initiatives has been our constant throughout the years.

Each of our projects has a positive impact on society and the environment, and strengthens us as allies and facilitators of development.

Promoting local development in the communities that we serve, productive linkages, training and education, innovative infrastructure solutions, improved quality of life, and the generation of valuable employment, are important objectives in our corporate activities.

CODE Development Group will continue to promote the above, as well as the generation of renewable energies, green transportation, best construction practices, water resource protection, reforestation to enhance biodiversity, and the development of efficient processes that rationalize the consumption of resources and raw materials, promoting a circular economy.

All these aspects, added to a world-class human team, make us a benchmark for attracting foreign investment and development in general. Our ultimate goal is to build a more prosperous society for all.

At CODE Development Group, we are disruptive, we take on challenges, and we find solutions using the best human talent, making the impossible possible, and staying ahead of the curve, which sets us apart from our competitors. We promise to continue being ambitious in our business model, and to continue offering our services with the best solutions, to make our environment grow in an integral way, generating trust in our country, and always offering the necessary transparency and accountability to do so.

Álvaro Carballo Pinto
President
CODE Development Group

CODE Development Group (CODE) is a Costa Rican company engaged in the conceptualization and development of real estate projects of high economic, environmental, and social impact. Today, business innovation is a commitment that invites us to create ideas, to add and combine effectively what already exists. CODE Development Group's experience demonstrates the extraordinary success of our business formula, which integrates vision, excellence and sustainability, showing tangible results throughout more than 20 years of experience.

Successful real estate developments, such as Coyoil Free Zone, support our work: over the last 16 years we have been able to install 31 companies currently in operation, and three more under construction to start operations in the coming months, all engaged in medical devices and advanced technology, creating a total of 22,000 jobs. This goes hand in hand with effective management in sustainability, innovative solutions, and complementary services oriented to our clients. Coyoil Free Zone has been ranked for the third consecutive year as the best Free Zone in the Americas and among the Top 10 Free Zones in the world for three consecutive years.

2022 marks a fundamental milestone for CODE Development Group: the launch of Evolution Free Zone, a new park located in Tacaes de Grecia where all the acquired knowledge, experience, and proven talent is connected to a world-class infrastructure. This space opens up new opportunities for high value-added activities which offer an ideal ecosystem to generate business and attract foreign investment to an area outside the Greater Metropolitan Area of our country.

Evolution Free Zone is the result of learning, experiences, and decision-making that allows us to clearly understand our differential advantage: the articulation between new trends, technology, and competitiveness.

Evolution Free Zone will be a more sustainable business epicenter, more integrated with the community, and an agent that generates greater opportunities for its employees and the environment in which it operates. Over the next few years, it plans to create more than 20,000 jobs to benefit the economic development of the western part of the country, and will house high-tech companies on its 125 hectares of land.

Our commitment to competitiveness, sustainability, and our stakeholders will be the engine that drives us to continue positioning Costa Rica as a key destination for foreign direct investment, promoting the best human talent and quality.

Today we present our first Sustainability Report for 2022, which reflects the Group's commitment and interest in contributing to sustainable development. In this first accountability report, we detail our performance in the economic, environmental and social areas for our stakeholders and the population in general.

Carlos Wong Zúñiga
Managing Director
CODE Development Group



3. MILESTONES 2022

Milestones 2022



€71 105 936
in social investment
to support education
in the country.

5500+
people completed the
Manufacturing
Operator course to
improve their
employability profile in
medical device
companies.



600 people
trained through the
catalog of INA
(Instituto Nacional de
Aprendizaje) courses,
which strengthens
their employability
profile.



54 young people
in technical specialties
related to medical device
companies, from the CTPs
(Professional Technical High
School) of San Rafael de
Poás and Alajuela,
benefited with a 100%
English language
scholarship.



22,000 total jobs
generated in the
companies
located in the
Coyol Free Zone



1837 employees
of Coyol Free Zone
companies participated
in the ninth edition of
the "Clásica Coyol"
Race.



Coyol Free Zone:

first Free Zone to promote
the implementation of
Dual Technical Education in
alliance with the Ministry
of Public Education (MEP),
Abbott, SMC and
Coopervision.



84% of the companies
located in the Coyol
Free Zone have
expanded operations
throughout the Park's
existence.



15,000+
employees mobilized
through Ride Coyol
digital sustainable
transportation
platform.



Zero occupational
accidents in construction
projects in Coyol Free
Zone: a 100% success
rate in occupational
health and safety.

Execution of a contract
with OKAY Industries
Costa Rica SRL to
become the first
company based in the
Evolution Free Zone.



December 2022
Start of
infrastructure works
in the new real estate
project called
Evolution Free Zone.



Evolution FREE ZONE



Shockwave Medical
and Riverpoint Medical
entered into contracts
to set up operations in
the Coyol Free Zone.
Steris has given the
green light to its third
expansion.



3rd consecutive year
in the Top 10 Best Free
Trade Zones in the world
for Coyol Free Zone.
Best Free Zone in the
Americas.

30,126m2
of construction in
new buildings or
expansions in Coyol
Free Zone.



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4. Business Profile And Governance

CODE Development Group: leadership and trajectory

CODE Development Group (CODE) is a 100% Costa Rican-owned business corporation that operates in the real estate sector.

It is focused on the identification and materialization of opportunities for the construction and management of industrial parks and business complexes of high economic and social impact, where most of the transnational companies manufacture their products and provide their services under the Free Trade Zone Regime. These parks include Coyal Free Zone, in operation for 16 years, and Evolution Free Zone, which is currently under construction and will start operations during the first half of 2024, when the first tenant company (OKAY Industries Costa Rica SRL) begins its activities. Gradually, other world-renowned companies will be added.

We have achieved a competitive proposition for companies in the Life Sciences and Smart Manufacturing industries. However, our challenge is to embrace all those sectors that bring innovation, and are highly technological and disruptive. In all of them, the highest international standards of quality and infrastructure will prevail, as it has been until today. For 16 years we have demonstrated a great capacity to adapt to the needs and requirements of the type of production plants required by companies.

We are guided by a philosophy of having a positive impact on the economic and sustainable growth of the country and the communities near our projects, hosting the successful operation of companies that provide quality employment and high value manufacturing processes, knowledge, capital, and productive linkages.

The impact on communities, employees and, above all, the contribution in attracting investments and their resulting exports, attest to the fact that our business vision fosters economic benefits for each of the players involved in a long value chain. We contribute to the country's environmental efforts through our policies of efficient use of natural resources, and we help to improve the lives of the surrounding communities through programs and social investment aimed at educational centers and social organizations.

Our winning formula is as follows:





CODE Development Group:
real estate projects under our management



Location:
Coyol de Alajuela

Opening: 2007

Hectares: 107

2021

Area of construction in square meters as of 2021: 44 600 in industrial buildings, 11.36 % of the Park's maximum construction capacity.

2022

During 2022, a total of 30,126 square meters of **new buildings or expansions** were built, representing 7.65% of the maximum construction capacity .

Total of companies in operation: **31** and **3 more** under construction and about to start operations.

Total employment generated: **22 000** during its existence as a Park



Evolution FREE ZONE

Location:
Tacares,
Grecia de Alajuela

Opening: 2023

Final quarter of 2023: **The first building is ready**, as well as access and the necessary infrastructure for these first buildings.

Hectares: 125 total

55 hectares will be allocated to the first stage.



Total number of companies in operation: **OKAY Industries Costa Rica S.R.L.** will be the first tenant. Gradually, others that are in the process of negotiating and executing contracts will be added.

Direct employment created: **1,000 jobs** in the construction process by 2024.



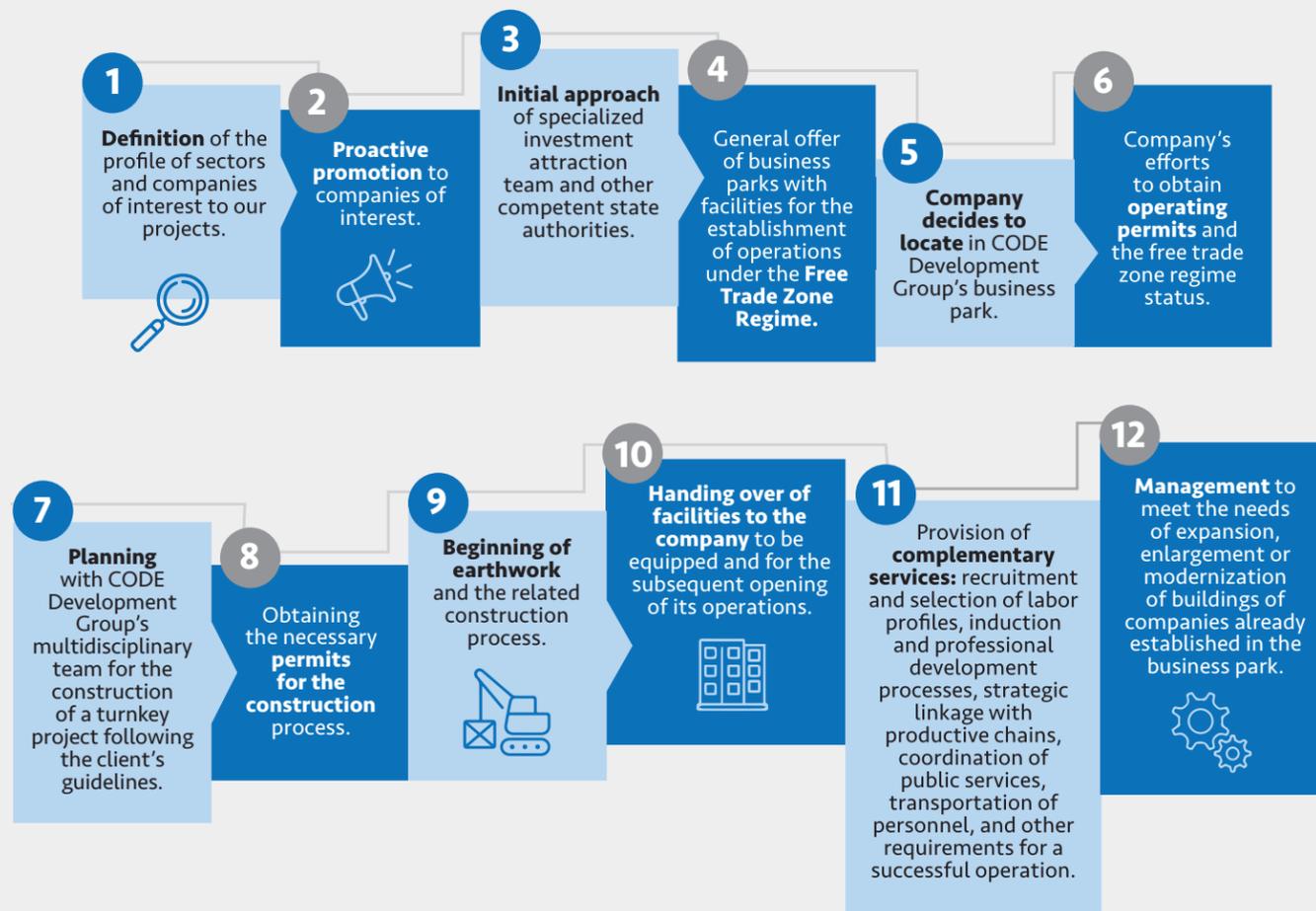
20,000 total jobs are projected to be created over a period of 15 years or less, in manufacturing, management, and engineering positions specific to the companies' operations.

Value Chain and Markets

As a provider of real estate development services, we require a series of products and services from third parties in order to operate properly. Key players in this chain are, for example, the construction sector suppliers and contractors responsible for the construction process of the warehouses or manufacturing plants of those companies that wish to set up in the Business Park.

Other high value-added services that we provide to the companies located in the parks, such as recruitment, training, or transportation, are also essential.

Value Chain



Once these plants have been built or expanded, CODE Development Group delivers the property to the owner company and we provide complementary services.

Complementary Services



4.4 Technology at the Service of the World

CODE Development Group serves very specialized markets. Our focus is on attracting high-value transnational companies in the global market, and locating them in a business park. We are experts in attracting manufacturers of medical devices, packaging, advanced technology in the health field, and any other leading sector, pioneers and trendsetters in their field of business.

The attraction is favored thanks to the geographical locations of the complexes. Let's see.

Since its opening, Coyal Free Zone has maintained a focus on attracting investments where technological performance, innovation, and highly specialized human talent stand out. We have positioned ourselves as a model industrial complex in Costa Rica for its dynamism in the generation of high-value export products and services in the global market.

It is located in Alajuela, very close to the Juan Santamaría International Airport and connected to key routes of the Greater Metropolitan Area (routes 1, 27 and 32).

The Coyal Free Zone is home to multinational companies mostly engaged in manufacturing, design and solutions for the life sciences sector, particularly the medical device cluster. Thanks to its extensive trajectory and its good practices in social,

environmental and corporate governance aspects, it has been ranked No. 9 among the best free trade zones in the world and the only one in the top 10 in the Americas, according to the international magazine FDi Intelligence.

As of the end of 2022, as shown in the following table, there was a total of 31 companies installed in the industrial park, three more under construction and almost ready to start operations, all of them under the Free Trade Zone Regime.



Companies based in Coyo Free Zone



2007

Hologic

2008

St Jude Medical / Sensient / Moog Medical

2009

Utitec / Establishment Labs

2010

Abbott Medical / Confluent / Philips / Merrill'S Packaging

2011

Microvention-Terumo / Freudenberg / Medtronic / Steris

2013

Smith & Nephew / Coopervision / SMC Ltd

2014

Theragenics Corporation / Apollo Endosurgery / Smiths Interconnect

2015

Precision Coating

2016

Resonetics / Segex

2017

Cooper Surgical / Cardinal Health

2018

ThermoFisher / Poliart

2019

Crx Life Sciences / Cirtec Medical

2020

Teradyne / Nevro

2021

Bayer

2022

**Riverpoint Medical (signed agreement)
Shockwave Medical (signed agreement)**

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Evolution Free Zone is a project under construction also located in the province of Alajuela, in the canton of Grecia, district of Tacaes, with direct access to the North Inter-American Highway (Bernardo Soto Highway), called Route 1, which connects practically the entire country.

It is located eight kilometers from Coyo Free Zone, very close to the Juan Santamaría International Airport. It will have strategic access to the Greater Metropolitan Area and other key regions of Costa Rica, including Route 32, which connects to the country's main export port in the province of Limón, and Route 27, which leads to Puerto Caldera and the Pacific zone of the country.

Evolution Free Zone will be built on a 125-hectare property and was conceived in three phases, with an estimated investment of USD220 million. The first phase will cover 55 hectares and the next two phases are already planned. The first stage is scheduled for completion during the first half of 2024.

For the first months of 2023, earthwork was projected, to create the accesses and transitions of the road plan to divert transportation to marginal areas that will allow the continuation of the works. The work has also been focused on moving forward with an overpass, asphalted roads and accesses. These are works that will help improve Route 1 for future road widening interventions. This period has also allowed the start and monitoring of the construction process of the first company to be based in the Free Trade Zone.

As construction progresses, employment generation increases. As of April 2023, there were 150 people working for Evolution Free Zone, a number that will multiply once the industrial buildings begin to be developed. CODE Development Group expects to reach the peak of hiring in the construction phase in early 2024, when it will reach about 1,000 people. On the other hand, once the companies are already established in the park, it expects to generate around 20,000 total jobs.

From CODE Development Group's environmental conception, the purpose is to maintain an important green lung in the new park. To this end, a forest inventory was carried out together with the competent government authorities. The purpose was to cut as few trees as possible, which was achieved because most of the land was sugarcane fields.

There is a reforestation plan that will begin in 2023, both inside and outside the Park, at strategic points that favor connecting forested areas and protecting water resources.

Evolution FREE ZONE



At the end of 2022, CODE Development Group announced the first company to operate in the new Evolution Free Zone park: OKAY Industries Costa Rica SRL, which works on providing solutions to complex design and manufacturing demands, through a combination of advanced technology and quality production.

OKAY Industries is engaged in the design and manufacture of components and sub-assemblies for medical, surgical, precision and specialty original equipment manufacturers, known as Original Equipment Manufacturers (OEM). The company currently has plants in the United States and Costa Rica.

The earthwork to house this company has been completed, and the construction of the industrial building of approximately 6,000 square meters, including mezzanines, is underway. The schedule indicates that once the industrial building is delivered (at the end of November 2023), the improvements and adjustments to the plant will continue according to the company's requirements. The plant is expected to be ready to start operations by the first half of 2024.

Throughout 2023 and gradually in the following years, new companies that will be part of the Park in Tacaes de Grecia will be announced.

Undoubtedly, the greatest progress achieved during 2022 regarding the organization was to obtain all the legal permits and start construction work in Grecia. This marked another step in the expansion process of CODE Development Group by adding a second high-tech business park.

OKAY Industries Costa Rica SRL will operate in an industrial building of approximately **6,000 square meters**

"Evolution Free Zone will undoubtedly stand out for its architectural design. From an economic impact point of view, it will be an important source of employment, local development and new alliances", Esteban Solano, Director of Programs of Evolution Free Zone."

Esteban Solano,
Director de Programas
Evolution Free Zone.



Evolution FREE ZONE

Purpose, Vision and Values

Under the legal umbrella of CODE Development Group and within the framework of our approach to sustainability, the values, principles and business approach that have been strengthened for 16 years have been consolidated.



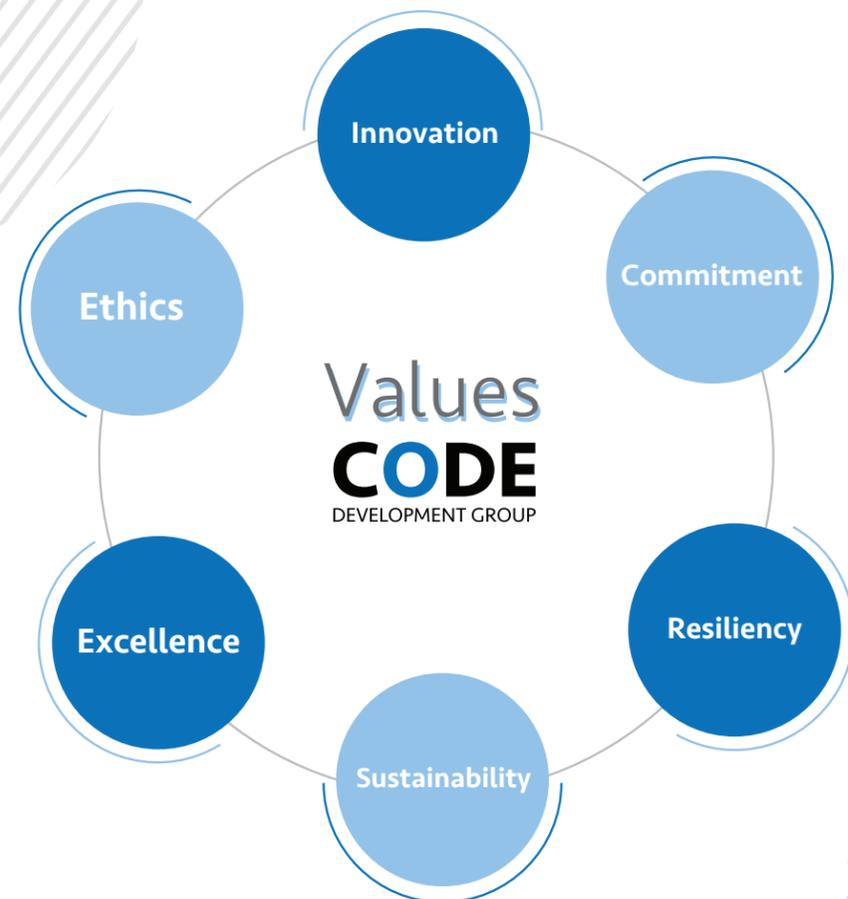
Purpose

We are our clients' strategic ally, providing them with a world-class operation through innovative and sustainable solutions.



Vision

To be leaders in **innovation and sustainability** in the development of real estate solutions for world-class companies, and to facilitate their operation through the development of a first-class ecosystem of complementary services.



Senior Management with 360° vision

The definition of strategic and business planning, including the guidelines defined in the field of sustainability, as well as their monitoring and control, are the responsibility of the Executive Committee, CODE Development Group's highest decision-making body. It is also responsible for approving work plans, reviewing and approving the budget, reviewing the results obtained and evaluating the various performance indicators.

The highest governance body closely supervises the due diligence of the risk and impact identification and control process. To this end, each department and its respective director reports periodically to the Executive Committee. At the same time, as this decision-making body is the one that approves the sustainable business strategy, it is well informed of the mapping of social, environmental and governance impacts, as well as the decision-making process to manage them optimally and under the continuous improvement model.

The frequency of the reports from the different areas varies according to needs or priorities, and may be monthly, quarterly, semi-annually or annually.

Sustainability is not a new issue for CODE Development Group. Since its inception, the partners have understood the value of this business model, and have incorporated it into every project. Their direct participation in the preparation and approval of the strategy and action plans related to each of the material issues enhances and maximizes the corporation's vision of sustainable development.

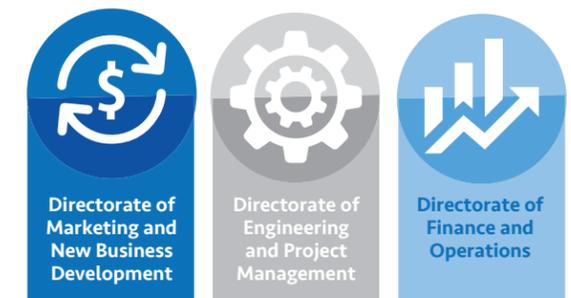
The Executive Committee delegates to the Managing Director the effective monitoring of impact management in all areas of sustainability. The Managing Director in turn, depending on the topic in question, transfers to the departments and their leaders the proper management of programs, projects or initiatives to reduce negative impacts and maximize positive ones.

On this last aspect of control, the task of supervising the efficiency of the company's processes falls to the Executive Committee. This body relies on the results reports provided by each department. Based on this dynamic, there is a constant review of the approaches, challenges and results; decisions are adjusted according to the needs, results obtained, or those to be achieved.

This highest authority is composed of three partners with full autonomy for strategic decision-making in all business units or areas: Carlos Wong, Jorge Monge and Álvaro Carballo, the latter being the Chairman of the Executive Committee. The following also attend meetings as external members: Roberto Truque, Marianela Carballo and Alejandro Monge, as well as special guests depending on the issues to be addressed. All are Costa Ricans, with extensive experience in the management of industrial parks, connected to sustainability, and with a keen eye to ensure that all initiatives that are developed have a high social impact on the areas of influence where the real estate projects are located.

From the Executive Committee, there is a Steering Committee in charge of planning and executing the strategic operating plan, meeting the objectives and indicators, and bringing to the table proposals for innovation and continuous improvement.

As shown in the following image, three operational divisions report to the Executive Committee on the performance and strategic management of the business. These key areas are:



Anti-Corruption: a Non-Negotiable Bastion

In order to intensify the culture of anti-corruption, promote ethics and the responsible business behavior that has characterized us since our origins, we have an Ethics Committee, composed of representatives of the General Management, Organizational Development, the legal counsel of the organization, and for the analysis, treatment and resolution of complaints, when these are presented and appropriate, the immediate head of the department where the person or persons reported belong is incorporated.

The Code of Conduct and Ethics integrates a series of contents aimed at the prevention, management, and resolution of possible cases of non-compliance with regulations. Its scope covers employees, shareholders, executives, and directors of the companies that make up or become part of the group, and is known to suppliers, contractors and third parties.

This document takes into consideration a series of aspects that, due to their nature and character, must be regulated. It describes the responsibilities of the persons subject to its observance and the procedures to solve any case of misconduct or violation. Some of the contents included in the Code of Ethics and Conduct are shown below.

Code of Ethics and Conduct



- ▶ **Conflicts of interest:** regulates aspects regarding family, activities outside the company, or commercial activities, purchase of products or services from family members, handling of information, and hiring when there are family ties. It also details the policy to be followed in cases of gifts received from business partners.
- ▶ **Use of computers and technological resources:** regulations regarding the use of company information, e-mails or limits on browsing or sharing prohibited content.
- ▶ **Information security:** protection and restrictions to share or misuse ideas, plans, strategies or projects of the company. Information classified as confidential, use of social networks. We have rigorous internal guidelines so that all our clients' information is absolutely protected.
- ▶ **Anti-Bribery Policy:** Any payment or type of bribe is prohibited. This includes employees, consultants, contractors and anyone acting on behalf of the company.
- ▶ **Communication and advertising:** clear indications as to how employees should communicate about the company; it regulates advertising material and the authorizations that must be observed.
- ▶ **Human Rights, Labor Rights:** this section explains the scope of CODE Development Group's commitment to rigorously abide by a series of universal frameworks and national laws. It describes discrimination, exclusion or work practices that are rejected by the organization, as well as those practices that are promoted for a respectful, safe and inclusive work environment.
- ▶ **Gender Equity:** states the interest in promoting and ensuring commitment to gender equality and equity, as well as the objectives pursued.

Two additional policies associated with the protection of human rights that are worth noting are the "Policy against Sexual Harassment" and the "Policy for the Prevention and Punishment of Discriminatory Conduct".

Both specify the legal scope from which they are applied, the interest in extinguishing any conduct that threatens healthy coexistence, individual and collective rights of workers and disrespect in the workplace. They describe in detail the procedures followed by the organization to deal with any complaints, the respective investigation and the established penalties. Both policies are reviewed and approved by the highest decision-making level.

CODE Development Group does not report any cases of non-compliance or violation of this range of regulations, nor did it result in any payment or fine during the period. The Code of Ethics is a powerful precautionary instrument, as are other policies, procedures and regulations that are mandatory for employees, suppliers and other business partners.

We take a look at other policies and guidelines under the management of CODE Development Group. This repository of internal procedures is compiled on a website that can be accessed internally by any employee. Policies and procedures are always available for consultation.

In addition, the organization provides staff with inductions and actions on regulatory content and periodically follows up on the refreshment of these procedures with the staff.

In this same website, the person can carry out proceedings by filling out a form. The proceedings can be about vacations, labor or salary certificates, paid or unpaid leave, among others. There is also a suggestion box where employees can send their opinions, complaints, requests or suggestions on different topics.



In this same line of work, in order to maintain active and permanent communication, particularly for matters considered critical, the management of each department is responsible for communicating to the Executive Committee the concerns of their particular area. Solutions are sought for all of them and the handling is confidential and internal.

When a major complaint occurs, the highest decision-making body takes the matter in hand for analysis and solution; to this end, it prepares a plan of action to remedy or solve the problem in the shortest possible time.

These communication channels are available for customer service:



Telephone Service



Website



Corporate E-Mail



Social Media

Policies and procedures



Healthcare

- Management of COVID 19 cases and variants (Policy)
- Payment of disability leaves (Policy)



Administrative

- Procedure for receipt/delivery of documents and/or items (Policy)
- Use of multifunctional equipment (Policy)
- Resignation or dismissal (Policy)
- Mileage reimbursement (Policy)
- Unpaid leave (Policy)
- Payment for cellular phone service (Policy)
- Internal communication (Policy)
- Custody of assets and information management (Agreement)
- Confidentiality and non-use of information (Agreement)
- Corporate payments (Policy)
- Application for legal documents (Procedure)
- Recruitment of trainees (Procedure)
- Telework (Policy)
- Transportation Services (Policy and Procedure)
- Payroll deduction for the use of bus services (Authorization)



Conduct

- Use of uniform and dressing code (Policy)
- Against discrimination (Policy)
- Against sexual harassment (Policy)



Family Relationships

- Arrival of children (Policy)
- Marriage leave (Policy)
- Death leave (Policy)
- Paternity leave (Policy)



Training

- English language proficiency (Policy)
- Training courses (Policy)



Sustainability

- Environmental (Policy)
- Scrap metal donation (Policy)



Key Alliances and Partnerships

After many years of working with different organizations from different sectors and interests, and after analyzing the results obtained, we are increasingly convinced of the importance of supporting all those alliances and agreements aimed, on the one hand, at benefiting the most disadvantaged social groups, young students, and neighboring communities, and on the other, at paving the way for greater social, environmental, labor and community well-being.

We work in partnership with the following organizations. We are in the process of entering into or renewing agreements with some of them.



Alliances and Partnerships



- Costa Rica Investment Promotion Agency (CINDE)
- Association of Free Zone Companies in Costa Rica (AZOFRAS)
- Foreign Trade Promoter (Procomer)
- Horizonte Positivo Association
- Free Trade Zones Association of the Americas (AZFA)
- Costa Rican Chamber of Construction (CCC)
- Costa Rican North American Chamber of Commerce (AmCham)
- Costa Rican Institute of Technology (TEC)
- National Technical University (UTN)
- INCAE Business School
- National Learning Institute (INA)
- University of Costa Rica
- LEAD University
- Latin American University of Science and Technology (ULACIT)
- Costa Rican-North American Cultural Center



- Municipality of Alajuela
- Municipality of Grecia
- Municipality of Sarchí
- Municipality of Naranjo
- Municipality of Palmares
- Municipality of San Ramón
- Municipality of Poás
- Municipality of Atenas
- Municipality of Orotina
- Municipality of Heredia
- Municipality of Belén
- Municipality of San José
- Municipality of Mora
- Municipality of Santa Ana
- Municipality of Escazú
- Ministry of Public Education

Capacity to Offer Customized Solutions

One of the qualities that have increased our focus on meeting customer needs is our ability to provide solutions for the construction and manufacturing industry. A vital aspect is that this process is governed by sustainable parameters and provisions, time and cost efficiency analysis for new construction, existing construction for common area maintenance, and after-sales support services.

As a result of this management of construction plans according to the client's requirements, we have provided fertile ground for the attraction of foreign investment, by betting on technological, innovative and sustainable solutions.

It is a value that is highly appreciated by established companies and those seeking differentiating elements to settle in business parks. This is an advantage that has favored us throughout our history, placing us in leading positions in the real estate sector thanks to meeting quality standards and having world-class infrastructure aimed at the industrial, corporate and commercial markets.

We could not achieve this without a specialized team that has extensive experience in the conception, design and construction of avant-garde buildings, based on sustainability as a central axis, and designed to fulfill the purposes of well-being, safety, comfort, protection, and efficiency in the use of resources.

Quality: a Fundamental Axis

One of the most valuable components of CODE Development Group's business model is to ensure the achievement of the highest quality standards in every project that is in operation or to be installed. Management systems, national and international standards, best practices and strategies to enhance and capitalize on competitiveness and market positioning, are part of a series of quality-related lines of action.

This perspective is summarized in our Quality Policy which states:

"CODE Development Group specializes in creating modern and innovative space solutions for its clients. It has a team of professionals who are responsible for carrying out the management processes for efficient design and construction, thus ensuring the success of the projects.

We are committed to guaranteeing quality and safety in our works, as well as compliance with the requirements established for each one of them.

Through our Quality Management System, we promote the continuous improvement of processes and the satisfaction of our clients".

In the specific case of Coyol Free Zone, we are certified under the international ISO 9001 standard to define, follow up, and assess quality results. Additionally, we have a Quality Management System that addresses core issues for our operation, such as measuring and responding to client satisfaction and a continuous improvement process.

We use mechanisms for constant communication of the needs and requirements of clients and other stakeholders, integrate them into the management of construction projects, and ensure that we comply on time, quality and cost.

The quality approach pursues continuous improvement. This is made possible through regular monitoring and auditing processes by an external certifying body in addition to internal audits.

Efficiency, prevention, and satisfaction are just some of the components that CODE Development Group's Quality Management Unit carries out within the Quality Management System.



Quality Management Unit



Ensure quality and compliance with client, legal and regulatory requirements to ensure stakeholder satisfaction.



Promote actions that allow the efficiency of the processes of the Quality Management System (QMS).



Maintain a preventive culture of occupational health and safety in the facilities and projects developed.



Comply with the commitment to **continuous improvement** in each of the activities.

We are “Esencial Costa Rica”

We have been part of the ‘Country Brand’ program since 2014, a license that seeks to project the name of Costa Rica, its competitiveness, its essence and its differentiating aspects to attract more tourism, foreign direct investment, and exports.

It exalts, through the fulfillment of indicators by the participants, core issues for the growth of a country such as excellence, sustainability, social progress, innovation and business linkage. Coyoil Free Zone was the first park in the group to obtain the Country Brand license and we hope to obtain this certification for Evolution Free Zone.

The license shows those aspects that, as a nation, are advantageous: biodiversity, natural beauty, specialized human talent, quality, innovation, privileged geographical location, indigenous peoples, culture and added value of products and services made in Costa Rica.

Coyoil Free Zone has evolved hand in hand with this initiative:

- 2014** For the first time we obtained the license that accredited us as “Esencial Costa Rica” (Country Brand)
- 2018** We carried out a new evaluation and renewed the seal.
- 2023** We updated the license.

Sustainability for the Country Brand is a living goal, the path to the future and the union between environmental, social and economic management.

Obtaining the label is the result of an intense process of self-evaluation and compliance with indicators and requirements. In the end, being a Country Brand becomes a letter of introduction with visible advantages.

According to the Bloom Consulting 2022 branding study, Costa Rica ranks #4 in America’s Country Brand in tourism and #9 in trade.



Benefits of Being a Country Brand Company

- Promotes a corporate distinction
- Adds value and raises quality standards
- Reinforces corporate image
- Promotes change management and continuous improvement
- Promotes a culture of innovation within the organization
- Boosts networking among licensed companies
- Marks differentiating elements during activities inside and outside the country
- Provides official endorsement

Awards and Recognitions

CODE Development Group continues to receive awards from different sources and organizations. 2022 was a fruitful year in terms of recognition in the areas of reputation, best practices in human capital, leadership and in the drive for environmental, social and governance (ESG) management models.

Below is an overview of the awards and recognitions that both CODE Development Group and Coyoil Free Zone received last year.



Awards and Recognitions

Companies with **Best Practices in Human Talent** in Central America and Dominican Republic (Febrero 2022)

Giants of Central America and Dominican Republic: **Outstanding Company in the Services Sector** (Marzo 2022)

Companies with the **Best Corporate Reputation** in Central America and Dominican Republic (Setiembre 2022)

Rank **60** in Merco Companies (2022)

Rank **28** in Merco Leaders for its Managing Director, Carlos Wong (2022)

Rank **70** in Merco ESG Responsibility (2022)

Best Free Trade Zone in the Americas (Coyoil Free Zone 2022)

Rank 9 of the top 10 Free Trade Zones worldwide (2022)

Honorable Mention for Environmental Practices, Infrastructure Planning and Implementation, and Logistics Adequacy (2022)

Latin American **Free Trade Zone of the Year** (Coyoil Free Zone 2022)

Most Innovative Free Trade Zone of the Year in Latin America (Coyoil Free Zone 2022)

Best Life Sciences and Advanced Manufacturing Business in Latin America (Coyoil Free Zone 2022)

Latin American Award to Coyoil Free Zone by the Competitive Business Program for the publication of its 2021 Sustainability Report under GRI standards. (July 2022)





5. Employees

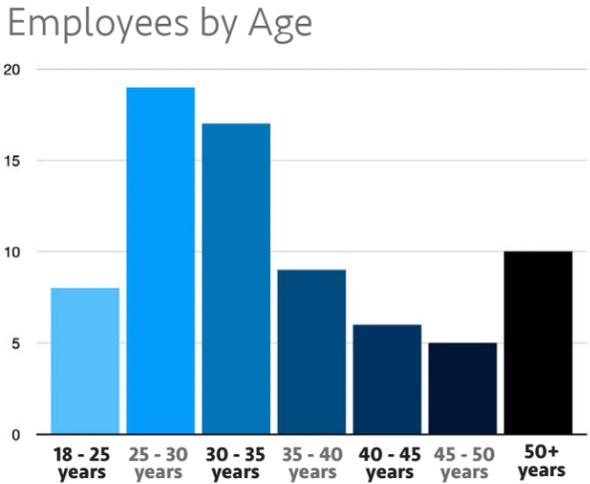
The human being at the center of our work

CODE Development Group's human team is undoubtedly the engine that drives the success of the business and all those actions and results that derive from it. We seek to attract the best talent in the labor market, offer our employees excellent working conditions and maintain an environment of well-being, continuous motivation, and personal and professional growth. In fact, we offer salaries that are competitive with the market for 100% of our employees, benefits such as Solidarista Association, company doctor, medical services with specialists, medical emergency coverage, a 75% subsidy for bus fares, teleworking, among others.

As of May 11, 2023, we had a total of 74 employees of CODE Development Group, that is, the company that manages the Coyoil Free Zone and Evolutio Free Zone parks, distributed by gender as follows:

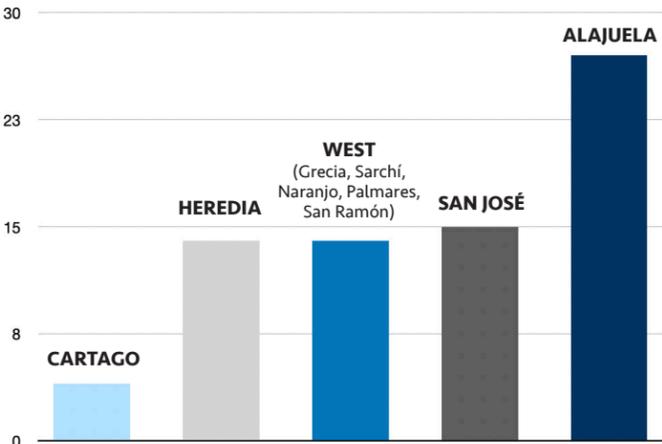


Although there is a varied age composition, 48.5% of the total group is made up of people between 25 and 35 years old, as can be seen in the following image:

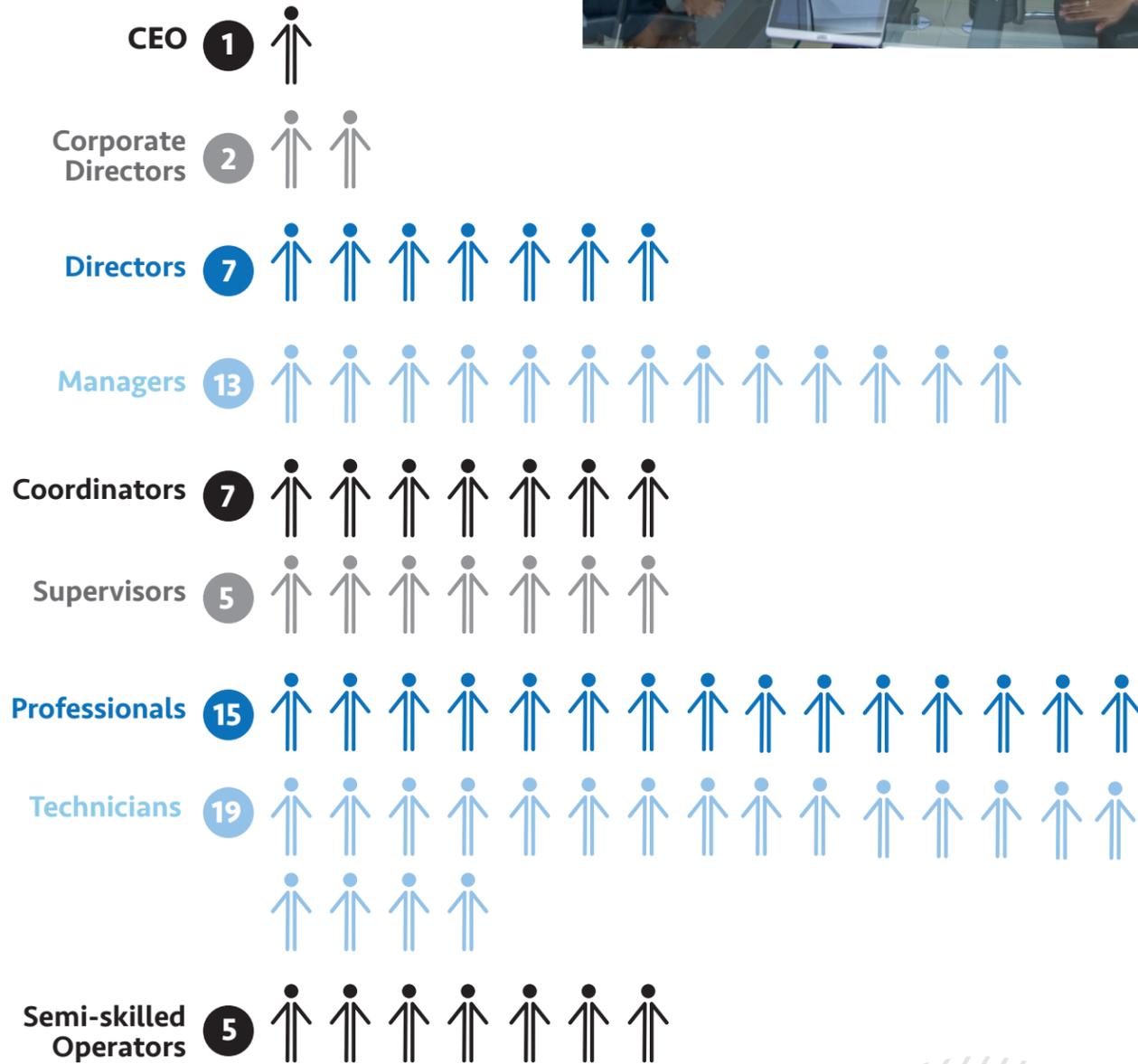


Since Coyoil Free Zone began operations in 2007, our objective has been to attract human talent from the areas closest to the park. Evolutio Free Zone is located in the western part of the country and 14 people come from there. With this, we encourage local development by generating sources of employment close to the place of residence, we reduce the environmental impact resulting from transportation emissions, and we promote a greater sense of belonging. Alajuela is where the real estate projects are located and 36.4% of our people come from this province.

Employees by Place of Residence



Variety is also present in the job profiles. However, due to the nature of CODE Development Group's business, technical and professional positions prevail with 48% of the total payroll. The complete distribution is shown in the following image.



As mentioned in the preceding paragraphs, CODE Development Group provides its employees with a series of incentives as part of its purpose of cultivating a work environment centered on people and their well-being.

The Solidarista Association of Employees of Coyoil Free Zone and related (Asecoyol), was founded in 2016. Its main function is to safeguard the severance resources of its members. At the same time, from the resources provided by the individual savings of the members and the employer's contribution, it is possible to provide a set of benefits in the areas of health, access to credit, savings and education.

At the end of each fiscal period, Asecoyol delivers to all its associates the financial returns obtained during the year.

Asecoyol is made up of 86% of the employees of the company that manages Coyoil Free Zone and other related companies.

“Being part of a Solidarista association is much more than a financial commitment: it is a unique opportunity to strengthen the labor-management relationship, to encourage savings among employees, to enhance our individual well-being, and to ensure our future with a significant capital.”

Yuliana Araya Zamora
Asistente de Contabilidad
de Asecoyol



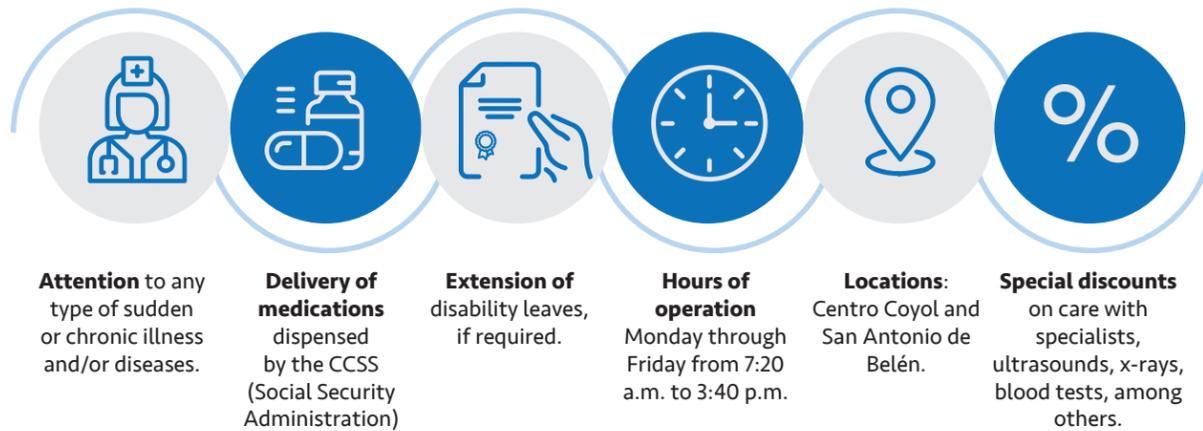
Health Control

The health of the employees of CODE Development Group's administrative offices deserves our permanent attention, and this is achieved with the implementation of a series of benefits. We have included among them, in line with the times, the telework modality, seeking to promote a better balance between the working and family life of our team.

The teleworking policy contemplates the possibility that all administrative employees work at the offices for three days, and under the teleworking format, two

days. With regard to the Engineering Department, and due to the importance of presence in this case, it may be possible to grant at least one day a week to work from home, depending on the project and the stage it is in.

In other health aspects, the organization has a medical office through the LHS Clinic. The following are the benefits to which employees have access:



During 2022, the LHS Clinic conducted a total of 43 medical consultations of CODE Development Group employees.

We also offer the assistance of the company Emergencias Médicas with 24/7 coverage for the attention of cases that could put the person's life at risk. For situations such as this, the person can follow the appropriate procedure via telephone, or make the procedure through an application hosted on the website of the emergency company.

We have also incorporated the prepaid medicine plan with Medismart, under which members have, among other advantages, discounts of up to 80% in medical exams and consultations, for example, for X-rays, ultrasounds, and laboratory tests. For a small additional fee, family members and pets can be included in the Medismart package.

Promoting Education and Training

In our quest to attract the best possible talent present in the national market, we have been developing training, evaluation, gap reduction and professional growth programs for CODE Development Group personnel.

Once the heads of the different key departments of the organization have identified gaps among their employees, study and professional development plans are tailored to the needs detected. The program includes opportunities to enhance skills and abilities.

Training areas are taken into account in which indicators need to be improved or updated, depending on the nature of the job positions.

At the same time that the training programs are implemented, a 'Course Evaluation' is also applied at the end of the training to analyze the results and promote improvements in the performance of each of the participants.

In the case of courses lasting more than 16 hours, the instrument used is called 'Effectiveness Verification' whereby students either prepare material to share with their classmates to extend their knowledge or complete a test to demonstrate how much they have learned.

As can be seen in the table, more than 3,000 hours of training were provided during 2022 by four different departments of the organization. In Finance, for example, 15 different courses were delivered, including: Key aspects for the proper management of customs operations in the regime, Business Analytics, Excel, Process Improvement, Basic English and Intensive English, Risk Specialist Program, Professional Program in International Financial Reporting Standards and Free Trade Zone Regime.

The following courses were offered in the Engineering area, among others: English, Leadership for New Managers, and Integration and Collaborative Work.

In Marketing, the programs taught were on: Effective and Productive Time Management, Internal Auditor for Management Systems in Quality Standards, Excel Program and Interpersonal Relations, among others.

The amount of ₡16,344,814 was invested in 2022 in training and refresher courses for CODE Development Group employees.

	Administration	Finance	Engineering	Marketing	Total
Hours of training	24	1395,5	1082	592	3093,5
Number of courses	1	15	8	15	39
Total persons trained	1	26	25	17	69



6. Sustainability

2023-2027 Plan: We Strengthen our Sustainability Model

We have reiterated the preponderant role that sustainability plays for the current and future operation of CODE Development Group, a relevance that has also been immersed for other players in the business ecosystem, such as suppliers, employees and surrounding communities.

In this sense, the highest body understands the importance of contributing to sustainable development and, therefore, it keeps a close supervision of the execution and compliance with the sustainability strategy. It participates in the materiality process where the most relevant issues for the business are identified and prioritized (those risks and impacts derived from operations and those from the environment).

After this task, it draws lines of action to adequately manage each of the issues, and is also involved in defining the budget.

The proper implementation of the strategy relies on a work plan oriented to the adequate management of material issues and the implementation of the defined actions.

There are working groups directly linked to the implementation of this plan: an internal Social Responsibility Committee made up of personnel from the Marketing, Finance and Engineering areas. Another is called the External Social Responsibility Committee, with representatives from Organizational Development, Sustainability and the Environment, Health and Safety (EHS) areas of the companies in the parks.

This Committee is led by CODE Development Group’s sustainability coordinator to coordinate social and environmental actions with partners (non-governmental organizations), analyze initiatives presented by the companies located in the business complex (CFZ for the time being) and schedule various training sessions on sustainability issues.

While these are the groups that take the lead in sustainability, the organization has fostered a culture of open ideas, so that other departments can submit proposals for review and, if accepted, they are added to the work agenda.

The above is relevant in that the commitments of the sustainability strategy are transversal in the organization, which implies an alignment in all operational, administrative and management teams to meet the goals and plans. Internal communications, training and inductions, together with policies, facilitate this transversality, which is combined with teamwork and a high level of commitment to manage the commercial activity in a sustainable manner.



“From the Sustainability Area, we work strategically so that CODE Development Group can develop its business activity hand in hand with sustainability.”

Luis Fernando Vargas,
Sustainability Coordinator,
CODE Development Group.

Renewed Exercise in Materiality and Stakeholders

Between June and October 2022, as part of a natural strategic update agenda, we carried out a new materiality exercise in CODE Development Group with two independent consulting firms, which have extensive experience in this type of participatory processes and projections.

As context, in 2018, we had developed a first stakeholder exercise and six strategic axes were defined, which resulted in a work plan based on the following prioritized themes: Employability, Governance, Community Relations, Employees, Innovation, Sustainable Transportation and Environmental Management.

In 2022, a new materiality exercise was carried out and, as a first step, an internal, sectorial, national and global documentary review on sustainability was conducted in order to obtain a possible universe of material issues and good practices for the sector. In addition, a benchmarking of the major trends in the real estate sector on ESG issues was conducted. Next, a series of key interviews were conducted within the organization as a basis for the identification and prioritization of stakeholders and material issues.

The methodological process also incorporated a consultation with the most relevant internal and external stakeholders to learn about their interests and expectations. These inputs emerged from co-creation workshops focused on the prioritization and validation of materiality through the OGSM (Objective, Goals, Strategies and Measurement) methodology.

Finally, we determined the Sustainability Strategy and all action plans to adequately and efficiently manage all ESG aspects identified in the materiality. All the information collected, systematized and analyzed gave rise to strategic plans with goals and indicators for each of the material issues defined in their relevant dimension, with implementation deadlines from 2023 to 2027 and connecting them to the respective SDGs.

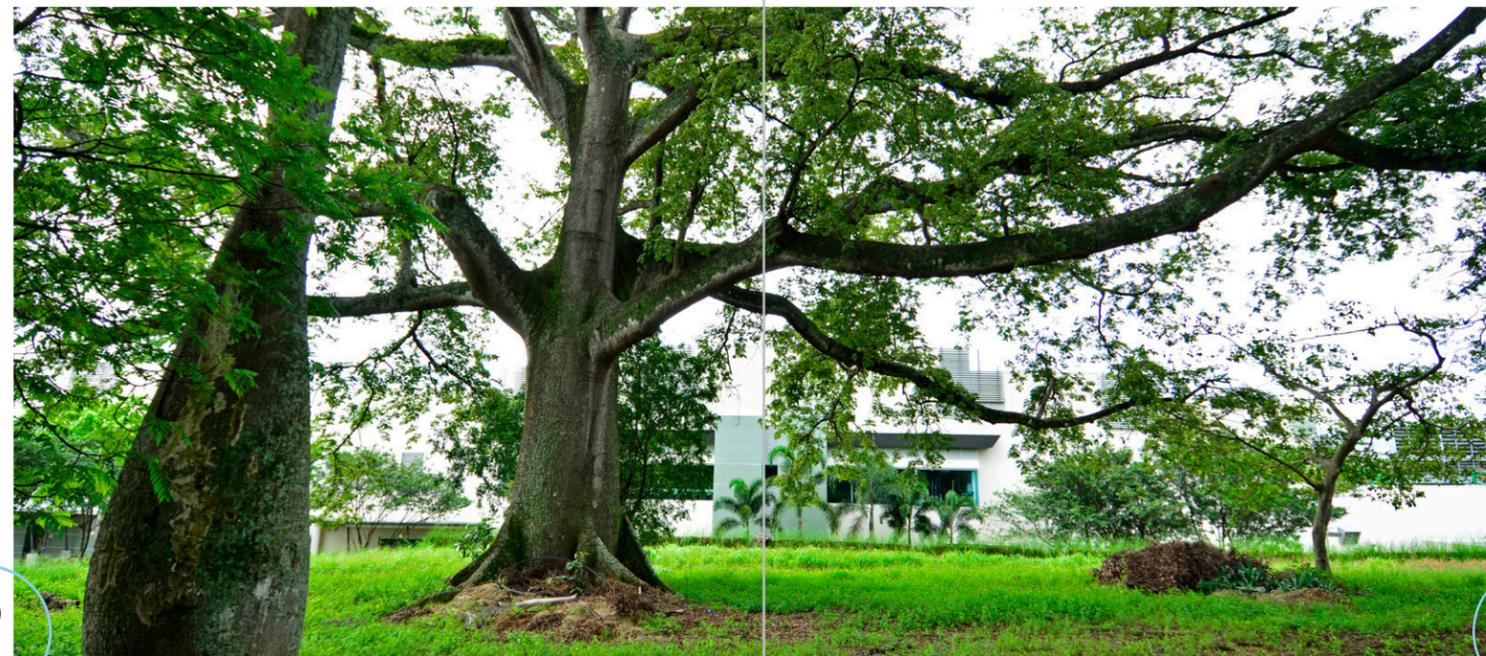
The new materiality studies allow us to look at the identification and prioritization of actual and potential environmental, social, economic and governance risks and impacts, as well as the identification and prioritization of stakeholders, from a different perspective.

These analyses also prepare us for post-pandemic times and for business expansion and growth projects. In both cases, the materiality responds to a strategic scenario projected for the period 2023-2027; for this reason, it was important to have information on the current situation in Costa Rica, a market comparison for the sector in which CODE Development Group operates.

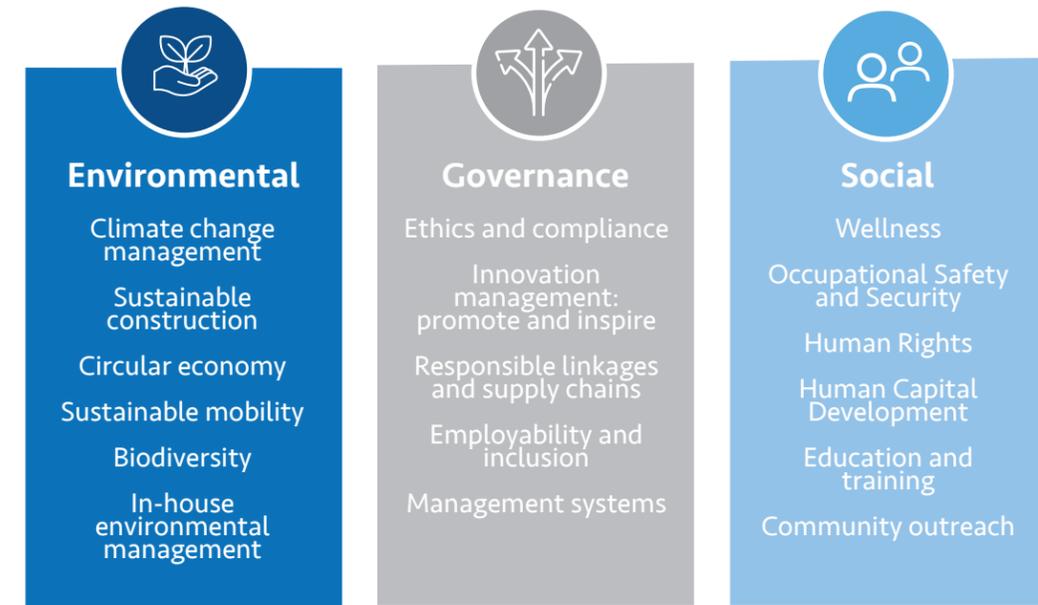
Once the stakeholders and the most relevant issues for each dimension were ranked, their importance was evaluated by means of a materiality matrix in which criteria of high probability and occurrence with a high magnitude of impact on the organization were considered.

The stakeholders consulted during the working sessions on materiality were: Executive Team and Management; community representatives; allies linked to the sector or with related interests; and local governments in communities where we have operations. Suppliers, partners, employees and clients are also included.

The following is the list of material issues derived from the processes carried out.



Material Issues by Dimension



The final version of the material issues contemplated in the strategy were presented by the Executive Committee through a materiality matrix and a co-creation and validation process.

However, the most relevant stakeholders obtained from this exercise were the following:

Highest priority stakeholders



Commitment towards the SDGs

Every sustainability effort undertaken by CODE Development Group is conceived from a spectrum of national priorities and global guidelines.

Since 2017, we set ourselves the task of identifying those Sustainable Development Goals (SDGs), which goals add to the well-being of society and are aligned with our line of business. The exercise has allowed us to channel actions based on specific indicators, positively impacting communities and other stakeholders.

By the end of 2022, we established work plans to respond directly and indirectly to 9 of the 17 SDGs:

Health and Wellness; Quality Education; Gender Equality; Clean Water and Sanitation; Affordable and Non-Polluting Energy; Decent Work and Economic Growth; Industry, Innovation and Infrastructure; Sustainable Cities and Communities; Responsible Consumption and Production; Climate Action; Life of Terrestrial Ecosystems and Partnerships to Achieve the Goals.

In order to meet the indicators and goals related to these nine global commitments, we carried out the following actions:



3 SDG 3: GOOD HEALTH AND WELL-BEING
A large number of companies located in CODE Development Group's industrial parks are in the medical sciences and medical devices sector, which contributes significantly to the goals of achieving holistic health and wellness for people through the manufacture of medical devices applicable to many areas of the medical and health sector. In addition, CODE Development Group promotes Wellness as a healthy lifestyle among its employees to encourage responsible habits to improve their health and well-being.

4 SDG 4: QUALITY EDUCATION
A core line of our services to the established companies is to contribute to the training and learning process in key fields of knowledge for their operations, such as science, technology and engineering. This training is received by young people, thus helping national efforts to open job opportunities in specialized markets.

6 SDG 6: CLEAN WATER AND SANITATION
100% of the wastewater from our real estate projects is adequately treated by means of wastewater treatment plants, and during the dry season we encourage the use of wastewater for irrigation of green areas and other uses, avoiding the use of potable water for this purpose. Likewise, we seek to make all our processes as efficient as possible in order to reduce the use of water resources.

7 SDG 7: AFFORDABLE AND CLEAN ENERGY
We develop sustainable projects for the generation of renewable energy applicable in our buildings, through the use of solar panels, sustainable transportation, new technologies, among others; in addition to encouraging actions to reduce energy use in all its forms to achieve more efficient processes at the level of advanced manufacturing and technology.

8 SDG 8: DECENT WORK AND ECONOMIC GROWTH
By the end of 2022, the Free Zones managed by CODE Development Group had contributed a total of 22,000 jobs to the country's economy.

9 SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE
By the end of 2022, CODE Development Group served 31 companies in operation and three more in high value-added construction, nine of which are LEED-certified for sustainable design and construction. In all buildings, regardless of whether or not they have international certification, we follow designs, use of materials, and construction processes that are as environmentally friendly as possible, complying with our values and those of our clients.

12 SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
Our quality policy, together with a series of eco-friendly actions, and the development of projects under the concept of sustainable construction, favor the removal and proper disposal of waste typical of a business park. This perspective is replicated by the tenant companies of the Park.

15 SDG 15: LIFE ON LAND
The protection of terrestrial ecosystems deserves an important place in our culture and corporate environmental management. Complying with national and international regulations for the protection of natural resources and closing 2022 with a total of 205,199 square meters of green areas is a clear example of this vision.

17 ODS 17: PARTNERSHIPS FOR THE GOALS
We maintain a close relationship through alliances with the government, private companies, the education sector (training and promotion of education in areas of influence) and civil society for the joint advancement of projects, initiatives and specific programs aimed at sustainable development.



Results in Three Pillars

We approach sustainability from its three essential axes: economic-governance, social and environmental dimensions. In the work plan, integrated into the strategy, specific actions are formulated for each of these axes to impact or enhance the benefits as much as possible. Thus, when implementing programs and initiatives, we are focused on continuing to be a source of quality employment, supporting the country's economic growth by attracting foreign direct investment with high added value, and increasing investment in infrastructure with first-world industrial complexes. At the same time, we seek to improve the well-being of people, both those present in our parks and the neighboring communities. We are also driven by our efforts to reduce the effects of the climate crisis and respond to the impacts caused by our operations.

First Pillar: Impact on the Costa Rican Economy

The contribution of companies under the Free Trade Zone Regime to the country is undeniable. The most recent study "Balance of Free Trade Zones Costa Rica 2017-2021" prepared by the Foreign Trade Promoter (Procomer), CINDE, "Esencial Costa Rica" and the Ministry of Foreign Trade, reveals that, in that period, the average annual growth in the arrival of new companies is 6% for a total of 461 companies settled in the country.

The Regime represents 15.2% of the Gross Domestic Product (GDP) for an absolute contribution to the economy of \$9791 million, in addition to 221 295 direct and indirect jobs created, which average annual growth between 2017 and 2021 of direct employment alone was 11%.

CODE Development Group is part of this virtuous circle of foreign direct investment and the significant impact that we have as a company that develops and manages business parks under the Free Trade Zone Regime.



We contribute to the Costa Rican economy because we are a solid, growing and expanding company. We have a financial structure that has been strengthened over the last five years thanks to policies that favor prudent growth and, at the same time, a long-term vision.

Specifically in the case of Coyol Free Zone, its contribution to exports represents, cumulatively over a period of 15 years, 2.7% of the country's GDP. In the same period, we contributed 30% of the free zone manufacturing exports, with a total investment in exports of medical devices of more than \$2008 million.

In the aforementioned period, this business park has exceeded \$400 million in investments.

Second Pillar: Our Environmental Scaffolding

At CODE Development Group, environmental management is based on several pillars that allow us to respond to the corporate vision of carrying out any business activity in line with our principles and interests to protect and sustainably manage resources.

This position is clearly outlined in the following "Statement of Environmental Commitments", the basis of which is divided into key issues: reduction of the environmental impacts of real estate projects, specifically those of construction processes and maintenance of works and facilities.

Other aspects that support this vision are related to maintaining a strong system of data collection, recording and analysis to closely monitor the pace of impacts and consumption, protection and conservation of natural resources, strong vigilance in architectural design to maintain harmony with the landscaping we seek, and the protection of flora and fauna species.

CODE Development Group is committed to complying with all environmental regulations where it operates. It also aims to continually improve its environmental practices and policies in order to enhance its environmental performance.

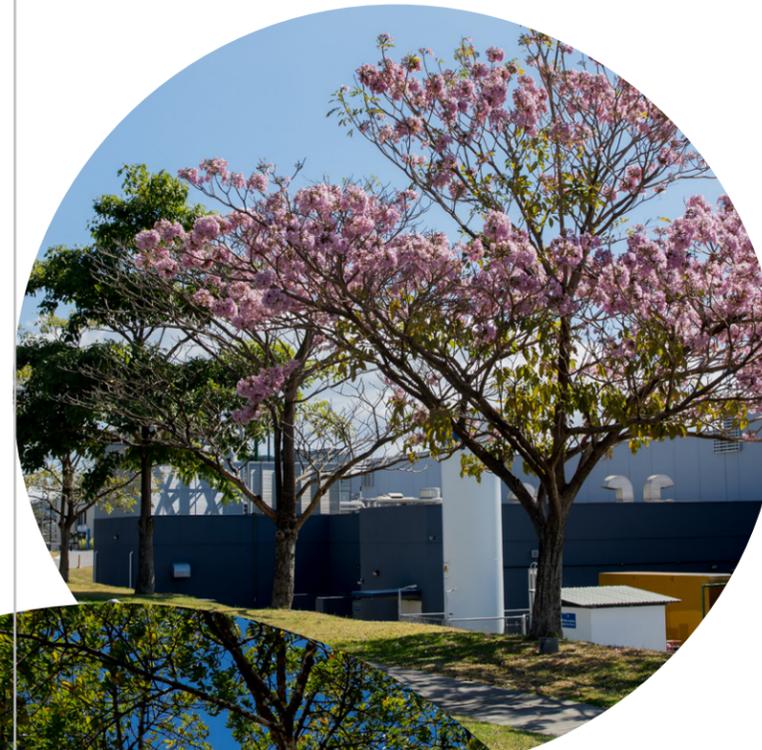
All employees of the company have a fundamental role to play in achieving these objectives. Each of us must support the environmental and natural resource protection policies established by CODE Development Group.

The infrastructure will be designed and the company's activities will be scheduled in a way that favors sustainable management of natural resources.

CODE Development Group is committed to using, within technical and market possibilities, technologies that promote ecosystem sustainability.

When we design or market a project or product, we will look for ways to protect the natural heritage of ecosystems, biological diversity, and preserve endangered species if they are associated with that action.

The environmental data presented in this section correspond to those derived from the activities of Coyol Free Zone and do not yet include those of Evolution Free Zone, since, as we have explained, this is still in its construction phase. Notwithstanding its current situation, each and every one of the components described here regarding mitigation, protection, waste management, sustainable construction, and tree planting, among other elements, have been considered.



Mitigating Energy Consumption

The electricity consumption data presented in this report corresponds to the billing for consumption in CODE Development Group administrative offices, construction projects, and the engineering building.

We have taken firm steps to become more efficient in electricity consumption, and our construction practices demonstrate this. The increase or decrease in such consumption depends on the real estate projects underway, their size and characteristics.

This variation corresponds to a substantial increase in the number of the company's employees due to the return to the offices after the pandemic. In addition, it responds to the development of new construction processes and company expansions in the Free Trade Zone during 2022.

Electricity consumption in kilowatt hours (kWh)

Year 2021: 189741
Year 2022: 356312
Percentage variation: Increase of **87.78%**



Drinking water consumption in Coyol Free Zone and companies in the Park

Year 2021: 543 717 m3
Year 2022: 609 458 m3
Percentage variation: Increase of **12.09%**

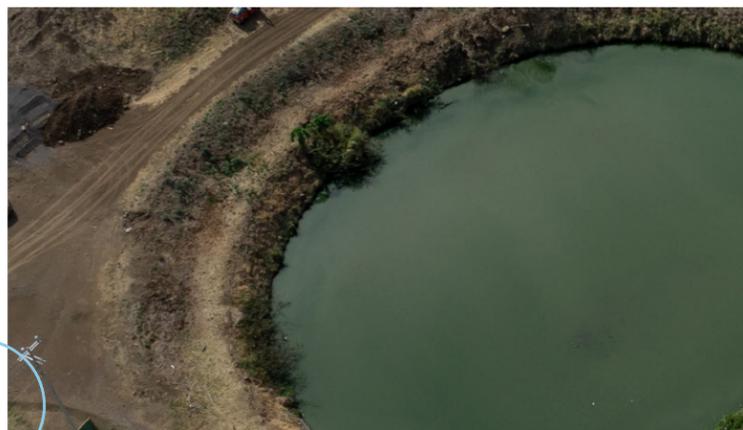


Water Protection

Regarding water resources, we emphasize consumption and quality. In Coyol Free Zone we have four well concessions and, in addition, a supply of potable water from Acueductos y Alcantarillados (water supply company).

Potable water consumption in 2022 compared to 2021 increased by 12.09% as a result of new companies within the Park and the increase in the number of people working in the various manufacturing plants. In addition, there were developments of new buildings and expansions of companies already established in the Park.

Thanks to the wastewater treatment plant (WWTP), we manage the wastewater from all the companies installed in the Park, which has given way, for several years now, to a system of replacing potable water with treated wastewater for irrigation. This is achieved through a network of pipes connected to a drip mechanism that controls volumes and times of water use.



In the Park, 100% of the wastewater from all the companies is guaranteed to reach the treatment plant thanks to a single wastewater sewer system, i.e., both the existing facilities and the new constructions are integrated into this network.

Quantity of m3 of water treated per day

Year 2021: 1300
Year 2022: 1363.43
Percentage variation: Increase of **4.87%**



Quantity of m3 of water treated per year

Year 2021: 474 500
Year 2022: 497 651.95

Part of the treated wastewater is used to irrigate the green areas of the condominium. This process is carried out from a diversion of the effluent outlets to a tank, which is processed by the irrigation machine room and sent through a main pipe network to the other branches of the secondary network to all the units in the Park.

During 2022, we added more green areas to the wastewater reuse systems. Garden areas that did not consume reuse water were replaced by xerophilic gardens, i.e., vegetation species adapted to live and develop in environments where water is limited.

The WWTP works with an effective sludge drying mechanism. The sludge goes through a drying process to ensure a moisture content of less than 70%. Once the sludge is dried, it is deposited in a container and then transferred to the landfill for final disposal.

The system has the capacity to carry out this process as the volumes of sludge increase in response to the companies adding to the Park and, therefore, to the greater amount of wastewater produced.

Quantity of cubic meters of water reused during 2022: 51 931m3

Tons of sludge managed per month

Year 2021: 67
Year 2022: 57,045
Percentage variation: Reduction of 14.85 %
Moisture content: 70 %.

Tons of sludge per year

Year 2021: 804
Year 2022: 684.54



Waste Management

The integrated management of recoverable and non-recoverable waste is a key element in the sustainable conception of the organization. There is strict control for the proper disposal and treatment of waste: ordinary, wood, cardboard, plastic and hazardous waste.

In addition, we made significant efforts to reduce the volume of construction waste, which, due to the type of operation, is the majority. Thus, materials such as PVC, metal, gypsum and debris are supervised by the engineering area for their optimal integral management, co-processing or final disposal, as appropriate. The goal is always to send as few of these materials as possible to the landfill.

In the case of recoverable waste, we comply with the Integrated Solid Waste Management Law (Law No. 8839) and manage the waste through a manager authorized by the Ministry of Health for proper co-processing or recycling. For non-recyclable waste, we also work with authorized waste managers.

The following table shows the behavior in the management of the different materials produced in the normal processes of the real estate projects during 2022 compared to 2021.

Waste management by type of material - 2021-2022 (in Kg)

YEAR	Ordinary	Wood	Cardboard	Plastic	PVC	Metal	Gypsum	Debris	Co-processing	Hazardous
2021	129 630	103 690	12 682	2920	7309	77 230	42 287	36 341	14 811	946
2022	65 218	88 407	5692	2792	81	51 310	14 432	578 477	12 883	3044
Total % of variation	-49,7%	-14,7%	-55,1%	-4,3%	-98,9%	-33,5%	-65,8%	+1592%	-13,1%	+321,7%

As can be seen, during 2022 there were lower volumes of ordinary waste, cardboard, PVC and Gypsum; on the contrary, there was an increase in debris and hazardous material in 2022 compared to 2021. This responds to the quantity, size, type and characteristics of the projects that were developed.



Sustainable Construction

Any new construction, expansion, manufacturing plants and buildings of any nature within the industrial park must respect rigorous sustainable construction guidelines, so that they are environmentally friendly, innovative in their design, energy efficient and add value to tenants. Let's look at just two examples of this trend.

In 2022, Bayer gave the go-ahead to establish its manufacturing plant in the Coyal Free Zone. Establishment Labs confirmed the expansion of its operations.

Bayer belongs to the pharmaceutical sector and will operate the first plant for the manufacture of long-acting reversible contraceptives, a state-of-the-art facility that will start production in 2024. The new plant follows models to mitigate the environmental footprint, has spaces that improve health and productivity, and promotes the reduction of greenhouse gases and energy savings. In addition, it has already been recognized by the Ecological Blue Flag Program in the 'Sustainable Construction' category.

Establishment Labs, which has been operating in Coyal Free Zone since 2009, is also focused on women's health, specifically breast implants for cosmetic and reconstructive surgery. In this business park, the company is moving forward with new facilities that will give life to the "Sulaylöm" Innovation Campus where it will increase its manufacturing, research and development capacity. It will have an area for the training of physicians specialized in aesthetic surgery. This new facility has been designed to be carbon neutral, with renewable energy systems and resource efficiency. It has used certified materials (wood for example) and green designs.

The following list shows some of the best construction practices that, based on our vision of quality and the purpose of contributing to sustainability according to the best construction standards, should be observed in every project.



Use of more **efficient building materials** for further savings in building operation.



Strengthening the collection and integrated **management of construction waste** by separating recoverable material for use and reducing the amount sent to the sanitary landfill for final disposal.



Use of materials such as insulated roofs and enclosures, and UV-reflective window systems as a mechanism to take advantage of natural light, reduce the harmful effects of UV rays on humans, and maintain a comfortable climate inside buildings.



Use of **light-colored pavements** to reduce the heat island effect.



Landscaping proposals with native species to beautify the facilities.



Incorporation of **rainwater reuse systems**, thus reducing potable water consumption. Treatment of 100% of wastewater.



Use of energy-efficient equipment to acclimate spaces (cooling and heating) and reduce electricity consumption for lighting in the Park's buildings.

We have a very robust set of international standards for everything related to construction management, which is reinforced by the policy of continuous improvement.

The medical industry per se uses the highest standards on an international scale and this avant-garde line imposes interesting directions from the point of view of construction systems. These are companies which plants operate practically the same anywhere in the world, that is to say, they have corporate standards to ensure that, wherever they are, they operate in the same way.

They set challenges for example in terms of humidity control, temperature, dust particles, first class technological innovation, delivery planning in terms of deadlines and materials, or the customized manufacturing of certain components, particularly in terms of energy capacity. Each company is a different world that sets us challenges and requires a thorough analysis in order for us to offer exact solutions.

Better Standards

The concern for having the best international parameters in sustainable construction has led a group of companies located in Coyoil Free Zone to seek the recognized LEED (Leadership in Energy and Environmental Design) certification. These facilities must ensure aspects such as energy efficiency, water, alternative energies, quality of the internal environment, type of materials used and management of waste from the construction process.

As of the second quarter of 2023, the Park accounted for a total area of 96,288 square meters in buildings with this recognition.

Details are shown in the table below:



Coyoil Free Zone: LEED-certified buildings

Building (company)	Area (in m ²)	Type of certification obtained
Abbot B31	14 300	Silver
Smith & Nephew B32	22 524	Silver
Establishment Labs B25	2500	Gold
Medtronic B7	4369	Platino
Coopervision B53.2	10 817	Leed
CooperSurgical B49	7148	Silver
Smith & Nephew B32.1	5555	Silver
Bayer	21 123	Silver (in the process of being obtained)
Establishment Labs B23	7952	Platino (in the process of being obtained)

Total area 96 288

Greening the Environment

We are proud of the multiple actions we have carried out to keep Coyoil Free Zone surrounded by trees and natural plants to achieve three basic goals: the protection of water resources, to conserve native tree species, and to provide a pleasant and healthy atmosphere for the people of the companies, as well as for suppliers and other visitors.

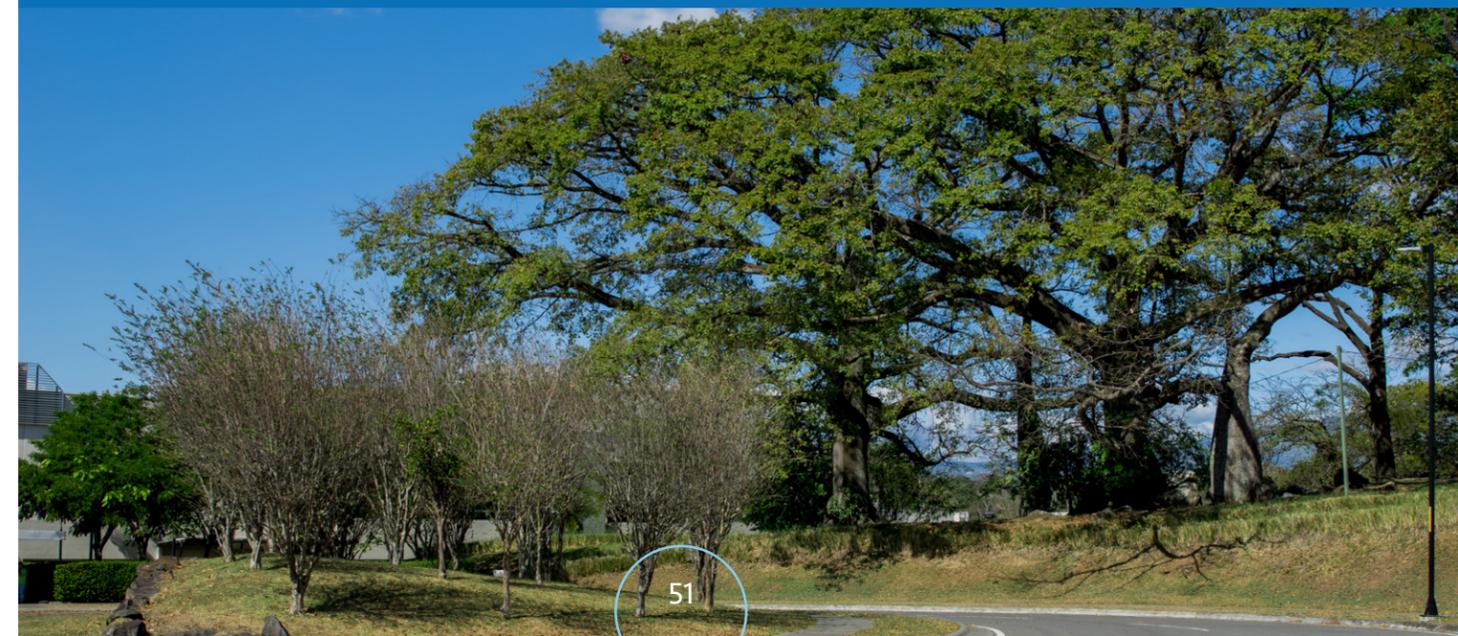
According to the Park's internal condominium regulations, each unit must allocate 10% of the property to landscaping. This means that of the more than 120,000 square meters dedicated to green areas in the Park, there is an additional area of 82,653 square meters, thanks to the regulatory percentage fulfilled by the companies based in the Park, resulting in a total of 205,199 square meters of green areas.

This is an approach that will be present in Evolution Free Zone and will begin in 2023. Two main objectives are sought: to reforest the internal areas of the park to increase its greenery and contribute to the external reforestation processes in areas near the park, to maintain the care and conservation of water resources, and to connect wooded areas that favor the conservation of flora and fauna.

Coyoil Free Zone: Green Areas (in m²)

Green Areas	Area in m ²
Creek protection zone	22 330
Treatment plant protection zone	1 890
Los Ceibos Park (area allocated to the protection of native trees)	28 362
Recreational area	20 843
Green zones	49 121
Total	122 546
Total area of Coyoil Free Zone	1 072 899
Area of saleable lots	826 528
Green areas in lots according to the Condominium Regulations	82 653
Áreas verdes totales	205 199

11% of Coyoil Free Zone is composed of green areas, representing 122,546 square meters at the condominium level. To this total must be added the percentage that each unit must maintain as a green area, totaling 205,199 square meters or 19% of the total.



Planting of Trees

From the environmental dimension and following the objective of protecting and conserving natural resources, CODE Development Group is carefully attending to one of the most emblematic and high-impact initiatives.

This is the reforestation plan that adds more than 150 new trees to the "El Coyal Biological Corridor" every year. By the end of 2022, a total of 1060 trees of different species had been planted thanks to the time donated by employees of companies located in the Park. Personnel of the companies CODE Development Group, Bayer, Smith & Nephew, Medtronic, Philips, Nevro, responded to the call of the reforestation campaign and planted trees of: Rosy Trumpet Tree ("Roble de Sabana"), Royal Poinciana ("Malinche"), Little Olive ("Aceituno"), Wild Tamarind ("Lorito"), Trichilia Havanensis ("Uruca"), Autograph Tree ("Copey"), Acerola Cherry ("Acerola"), and Jacaranda, among other native species.

It is worth noting that, thanks to the reforestation program and other permanent maintenance tasks carried out in partnership with experts, Coyal Free Zone preserves ancient trees that are more than 300 and 500 years old. Every year this initiative allows us to add more trees to the biological corridor; even in times of pandemic, the activity did not stop.



"We provide habitats for wildlife by planting trees. In addition to protecting the natural resources, this provides fresh air and scenic beauty." "

Carlos Wong
Managing Director of
CODE Development
Group



Sustainable Transportation with its Own Seal

In terms of sustainability, if there is one value that characterizes us, it is the constant analysis of solutions to mitigate the effects and impacts of our operations. We do this by implementing good ideas to achieve not only the goal set, but also to do so in the most efficient, innovative and collective way possible.

With these premises in mind, Ride Coyal, a sustainable transportation network designed to reduce the social, environmental, economic and health impacts of those who work for the free trade zone, was created in 2021. It is one of the most emblematic initiatives of CODE Development Group.

With Ride Coyal, we have three scenarios in mind: minimize fossil fuel consumption, reduce travel times for park personnel, and improve the quality of life for people in terms of their daily commute.

The mobility concept created with Ride Coyal amalgamates social, environmental and economic elements, but above all, it fosters the citizen interest of those who use this sustainable transportation network. In short, it made it possible to centralize internal transportation management processes.

This model has a digital infrastructure that allows all participants (employees who use the network) to start and finish their work in a controlled and documented manner, with full digital traceability. It is no coincidence, then, that more than 15,000 workers are mobilized safely and efficiently through 11,959 monthly transportation services.



As conceived, **Ride Coyal** has provided the following benefits:

- Safe, efficient and affordable **mobility**.
- **Better** travel times.
- **Digital** traceability.
- Coverage of **incidents during travel**.
- **Internal control** of personnel.
- **Reduction** of time in administrative processes
- Reduction of incidents of possible infection, thanks to the electronic payment methodology by **replacing cash with a digital system**.



"In the quest to innovate with friendly technologies, CODE Development Group drives continuous improvement. In the case of mobility, it involves its stakeholders in each process."

Pablo López,
Operations Coordinator
Ride Coyal





One year after its inception, we have completed a chain of actions, the results of which are shown in the following information.

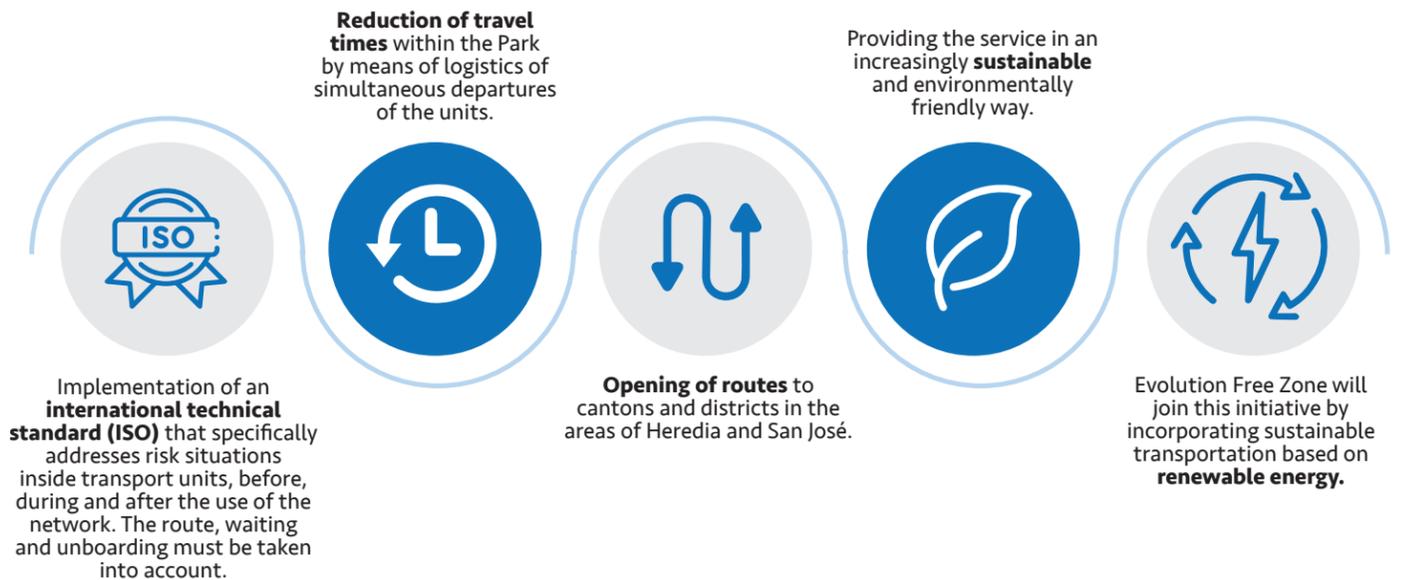


Figures of an Effective System

- ▶ More than 500 communication records.
- ▶ 11 pilot routes were created for new schedules or destinations and 55% of them became operational.
- ▶ Growth of 24.1% in a 10-month period.
- ▶ More than 15,000 different users mobilized; with an average monthly growth of 317 new users.
- ▶ An average of 11,959 services were provided.
- ▶ Total number of routes available: 160 different destinations.
- ▶ The network produced savings in the printing of more than 4 million tickets, equivalent to 8.4 tons of paper.
- ▶ 81 bus units are equipped with Euro-type environmentally friendly technologies (European regulations on permissible pollutant emission limits). This meant an increase of 44% of the fleet with such technology. In 2021, 26% of the fleet was equipped with this technology.
- ▶ 185 bus units with electronic payment.
- ▶ Six new routes enabled between the communities of Grecia, Sarchí, Poás, Naranjo and Belén.

Along the Right Route

What's new for Ride Coyol? Five lines of action are outlined in the scenario for the coming years:



Third Pillar: Contributing to the Local Development

From the beginning, when Coyo Free Zone started operations, it did so thinking of the social interweaving that always underlies any real estate project. Beyond the socioeconomic impact materialized in the creation of specialized employment, the contribution to innovation or the productive and export evolution, CODE Development Group's perspective has been focused on how to grow hand in hand with the neighboring communities and their stakeholders.

We are committed to key aspects of this country's development, such as education and the drive to consolidate the teaching and management of a second language in order to open job opportunities.

We are also interested in providing resources to fill gaps in local infrastructure, improve health and welfare, and promote sports and culture. In all these areas there are specific actions, planned and analyzed in depth, with the purpose of achieving the greatest possible positive impact, creating synergies with the communities and establishing like-minded groups, healthy, long-term relationships with a win-win vision.

It is worth highlighting the considerable contribution we make to improve the physical facilities of public schools and high schools, as well as the contribution we make to provide the student population with the technology and equipment necessary for learning. In 2022, donations to different educational establishments reached the sum of ₡71 105 936.47 which in dollars (as of June 2023) is equivalent to USD 130 613.40. These resources have benefited more than 2,000 students.

In the following section, we present an overview of the results obtained during 2022 in the different social programs and initiatives.



Side by side with public education



San Antonio School, Alajuela

With ₡2,326,491 obtained from the use and co-processing of scrap metal from construction projects, we donated this money to the public school in San Antonio de Alajuela and were able to benefit more than 300 students. The resources made it possible to rebuild the floor of the school's common area where physical education classes, graduations, civic ceremonies and other activities are held. It was also possible to paint games on the floor to add to the recreation and fun of the students during recess. Safety handrails were also installed to prevent accidents, and a piece of furniture and lighting fixtures were replaced.

Santa Cecilia School, Poás de Alajuela

We support this educational center also thanks to the money raised from scrap metal. We donated ₡1,494,000 and impacted more than 200 students. The money facilitated the replacement of gutters and the ceiling of a classroom in poor condition.

Professional Technical High School, San Mateo, Alajuela

During 2022, Coyo Free Zone made a change of its furniture: chairs, furniture, desks, tables and file cabinets. This donation is made with all the appropriate permits as inputs purchased tax-free under the Free Zone Regime.

Ulloa Professional Technical High School

The proceeds from the registration fee that 1837 participants paid to compete in the 'Clásica Coyo' race, in its 2022 edition, made it possible to donate ₡8,923,504 to the Professional Technical High School of Ulloa, located in Heredia. The funds were used to purchase equipment such as electric motors, single-phase and three-phase, frequency inverters, among others, for the Electromechanics and Industrial Electronics specialties, which are studied by 132 students out of a total population of 1,067 at this educational center. Electromechanics and Industrial Electronics are specialties in high demand by companies located in the Coyo Free Zone. The donation adds to CODE Development Group's purpose of preparing skilled human talent in key areas of the recruitment and selection processes. For years, the 'Clásica Coyo' Race has allocated the money raised to educational causes, either to infrastructure or to improve the equipment conditions of different educational centers within the Free Trade Zone's areas of influence.

Evolution FREE ZONE

Eduardo Pinto School, Tacaes, Grecia

Thanks to a donation in the amount of \$62,218 or its equivalent in colones ₡40,041,659, we benefited more than 400 elementary school students, so that the educational center could remodel its main pavilion composed of five classrooms, which was in poor condition because it was a building that had been in existence for more than 70 years. The remodeling included changes to all the walls, windows in the classrooms, ceilings, zinc, support beams and eaves, among others.

CEN-CINAI, Tacaes, Grecia

Through a donation, which amounted to \$28,413 or ₡18,320,281, we were able to support the Education and Nutrition Center and Comprehensive Care Children's Center (CEN-CINAI) of Tacaes to improve the infrastructure that was in very poor condition and that prevented the use of its facilities for the optimal care of more than 50 low-income children in the community. With these resources, it was possible, among other things, to replace the ceiling, roof, gutters and sheets throughout the facility.



Covid-19 Vaccination Campaign

The vaccination campaign to combat the covid-19 pandemic continued successfully in 2022. In alliance with the Caja Costarricense de Seguro Social (Costa Rican Social Security Administration), Regional Alajuela West, we were able to inoculate a total of 7709 employees of the companies located in the Free Trade Zone. As the management company, we led the coordination and logistics between the CCSS (Social Security Administration) and the companies, so that the officials responsible for vaccination could visit each of the companies without having to travel to vaccination centers outside the park.

Blood Donation Campaign

Another of the efforts we made in the area of health during the period covered by this sustainability report was the first blood donation campaign. Together with the Blood Bank, we called on people from some of the companies in the Park and the result was the collection of almost 50 liters of blood. This amount allows us to help 375 people admitted to hospital facilities for different medical procedures. Our participation consisted in the coordination between the Blood Bank and the companies of the Park and the dissemination of a campaign in the facilities of the Free Trade Zone.

Ninth Edition of the Clásica Coyol Recreational

Already a sporting tradition, the Ninth Edition of the "Clásica Coyol" Recreational Race was held in 2022. On this occasion, 1,837 competitors participated (the largest number reported so far), representing more than 30 companies in the park. Athletes were able to run in three categories: 3 Km, 5 Km and 10 Km. This was possible thanks to the coordination of transportation, security and companies. With the "Clásica Coyol" Race, CODE Development Group seeks to promote exercise and healthy lifestyles.

MTB Senderos de la Hacienda Recreational Race

Evolution FREE ZONE

With an amount of ₡1 000 000 we supported the MTB Senderos de la Hacienda -Mountain Bike Night-, a well-known competition that takes place every year in Tacaes de Grecia and is considered the largest night race in Central America and one of the 10 best in the country. The funds raised by this activity will be used to finance community projects benefiting the communities of Tacaes de Grecia.

Municipal Band of Zarcero

Aware of the importance of culture for the development of a nation, CODE Development Group sponsored in 2022 the Municipal Band of Zarcero for its participation in the Christmas Parade of the canton of Grecia. With the sum of ₡1 800 000 we contributed to bring music and art to the canton during the Christmas and New Year's Eve celebrations.

Employability and Training

706 people were hired during 2022 through the recruitment services provided by Coyal Free Zone.

At the close of 2022, the Employment Center registered a total of 28,256 people, of which 12,988 are men and 15,268 are women. During the period 2016 to 2022, this database accounted for a total of 171 678 people registered: 79 900 men and 91 768 women.



“We are deeply pleased that the Ministry of Public Education (MEP) launched the Dual Professional Technical Education Program, on a national scale, from Coyal Free Zone.”

Carolina Zamora
Manager of Educational Programs and Development,
CODE Development Group.



Coyal Te Prepara (Coyal Prepares You)

A program that includes various educational projects which development has been a challenging but valuable journey from the point of view of the opportunities that we want to generate with the initiative. “Coyal Te Prepara” is an education and social training initiative aimed at supporting people to improve their educational skills and thus obtain employment. The educational projects include the Manufacturing Operator Course, Bachicoyol; the catalog of courses offered by the INA (available to company employees at no cost); and the Bilingualism Program.

Manufacturing Operator Course

Asynchronous virtual training program, which is hosted in our job center. It is open to the public and free of charge for all those who are looking to be placed as manufacturing operators in one of the companies. This course began in 2021 and, at the end of 2022, 5250 people completed the course; of these, 3840 people completed it in 2022. Upon completion of the course, graduates become part of a database in the employment center, which is available to companies. By the end of 2022, 153 people had been hired thanks to the talent attraction services offered by Coyal Free Zone.

Bachicoyol

As mentioned, Bachicoyol is part of Coyal Te Prepara. We support the coordination of courses offered to company employees, their families and anyone in the community who wishes to participate. By 2022, promotional campaigns were carried out to invite employees to continue their studies. For its implementation, we work in partnership with Castro Carazo University. A total of 145 people (employees and members of the community) began their studies and currently 112 remain in the program.

Catalogue of INA Courses

It is a partnership between CODE Development Group and the National Learning Institute (INA). The latter entity offers training cycles in areas aligned to the type of operation of the different companies located in the Park to their employees. There is a space on the Free Trade Zone’s website to access the catalog and select the course of greatest interest. In 2022, 600 places will be available in courses related to occupational health, quality technician, production supervisor technician, good manufacturing practices, office automation tools, and customer service, among others.

Dual Education

The Dual Vocational Technical Education initiative is an educational model that, under the framework of the law, seeks to provide training in technical careers by alternating, on the one hand, teaching in the educational establishment and, on the other hand, in the company. The objective is for the student to combine both training areas and acquire specific skills and knowledge required by the industry. CODE Development Group actively participates in this model through the Association of Free Zone Companies in Costa Rica (Azofras) in the coordination and search for companies interested in joining the program. During 2022, three companies operating in Coyal Free Zone joined the dual education program: Abbott Medical (7 students), SMC Ltd (1 student) and Coopervision (1 student). The students belong to the evening section of the Atenas Professional Technical School and are studying to become Industrial Electronics Technicians.

“Intégrate a Coyal” (Join Coyal)

With the aim of helping companies in the Park to have the right personnel, since 2016, we established the Intégrate a Coyal project together with the relevant local governments. The initiative is focused on providing the right training and education to future candidates to fill manufacturing operator positions, covering topics about the medical industry and general aspects of the Free Trade Zone. CODE Development Group assumes the task of designing the curriculum of the courses according to the needs of the companies. To do so, it takes into account the number of personnel required, and places from where it is possible to attract human talent. Short duration programs are offered (between 28 and 56 hours). As a consequence of the Covid-19 pandemic, the program slowed down but remains alive and ready for reactivation. In 2022 it was implemented with only one company.



Posada Belén-Bayer Project

The start of operations of the Bayer company in Coyoil Free Zone brought with it the manufacture of a contraceptive device for women. The company considered it important to hire a first group of female operators in a situation of socioeconomic vulnerability. To this end, it joined forces with Posada de Belén, a care center run by the National Child Welfare Agency (Patronato Nacional de la Infancia, PANI) for pregnant adolescents who have been victims of physical, emotional and sexual aggression. A group of young women who were about to leave the Posada at the age of 18 were selected for training. The training has allowed them to have a job and thus have financial resources to meet their needs and those of their children. Another group of beneficiaries of the program were unemployed people interested in taking courses offered by the National Learning Institute (INA).

Coyoil Free Zone has played a key role in this process; first with the search and pre-selection of candidates through interviews and skills and abilities tests. With this in hand, Bayer prepared and applied final interviews and medical tests for the participants to enter the course. For the training stage and thanks to the alliance with INA, the course of Good Manufacturing Practices in the Medical Industry was taught, with a duration of 4 months. Upon completion of the course, most of the students were hired and began their training processes at Bayer Heredia. In January 2023, they formally joined the company's operation in the Free Trade Zone.

Employment Center

"Aplicá a Coyoil" is the name behind the employment center created by Coyoil Free Zone through which candidates can register and learn about available positions in the companies established in the Park. These companies access the job center online and look for profiles that most fit their needs in operational, administrative, engineering, technical, financial and service jobs. In addition, they access the curricular and contact information of applicants for employment purposes only. The platform also allows them to publish vacancies, internships and professional practices.

The steps for registration are as follows:

1. Candidates interested in applying for the vacant positions must first register.
2. Subsequently, they must specify their identity number, which will be verified with the Ministry of Finance system in order to start the registration process. Then, they enter their e-mail address, create a secure password and accept the terms and conditions of the employment center.
3. Once registered, curricular information will be requested, such as:
 - Contact information: telephone, e-mail and place of residence.
 - Schooling: academic degree, free courses, technical courses, additional knowledge such as Office packages and languages.
 - Work experience: jobs held, positions held, period of time in such positions, among others.
4. Once the information has been registered in the employment center, users will be able to apply for available vacancies.
5. Users may update their curricular and contact information whenever they wish. All information contained in the job center is confidential and its use is protected by the privacy policy with its terms of use.

Coyoil Te Prepara' Bilingualism Program

In 2022, the 'Coyoil Te Prepara' Bilingualism Program graduated 54 students of technical specialties related to medical device companies. The students belong to the Professional Technical Schools of San Rafael de Alajuela and San Rafael de Poás. The group of young people, residents of nearby communities, received scholarships from Coyoil Free Zone to improve their English level and consequently, their employability profile. The program, which lasted one year, also provided them with job skills and options for internships and professional practices in the companies located in the Park.

Empowering the Value Chain

Supplier Directory

We have emphasized the important role that the value chain plays in CODE Development Group's operations. In the specific case of Coyoil Free Zone, we have further strengthened the group of suppliers through the Supplier Directory, which now totals close to 100 locations. To be part of this list it is necessary to pass a series of filters on the quality required by the Free Zone companies. The companies have access to the directory to choose suppliers already trained.

Competitive Businesses

We joined a regional project led by the Global Reporting Initiative (GRI) Latin America through which Coyoil Free Zone financed a training process for the development, preparation, and presentation of a sustainability report for suppliers. Two companies from the business park participated: Microbiología y Calidad S.A., and Precision & Medical Components PRMC Ltda. Both companies successfully completed the program and, with our support, produced their first sustainability report.





7. Vision for the Future

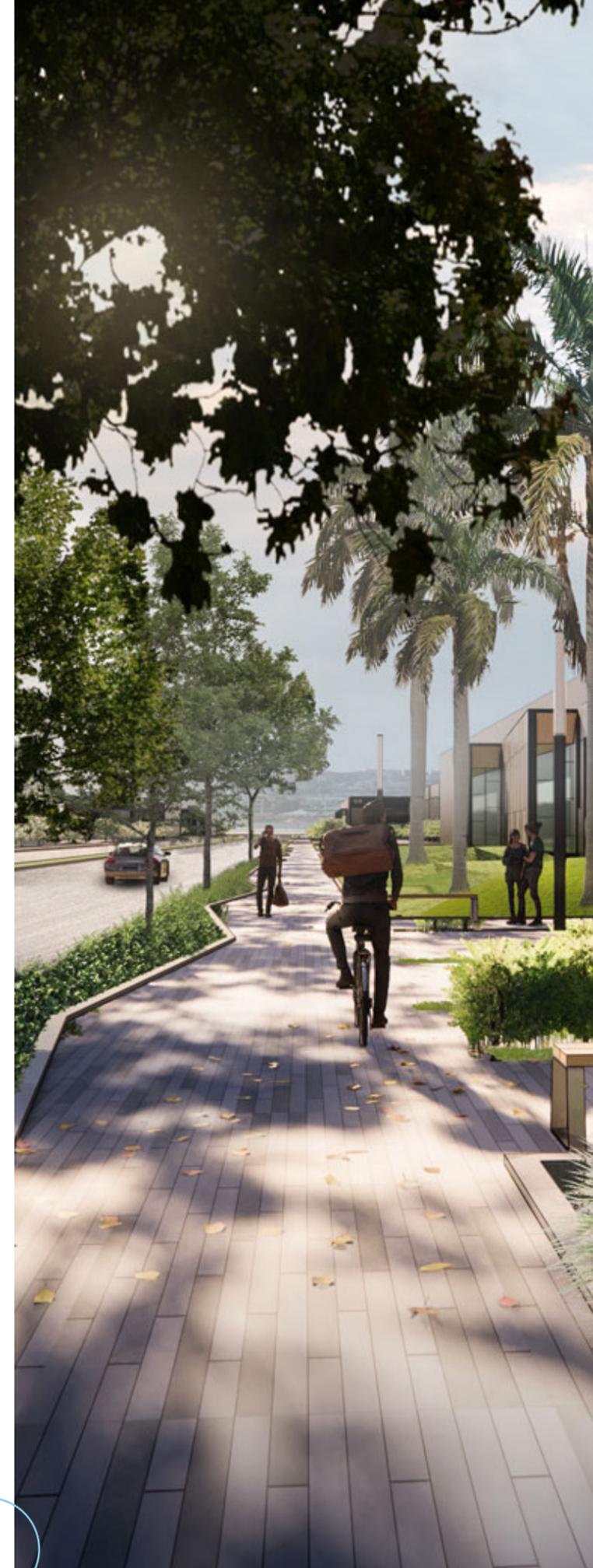
At CODE Development Group, we understand that today's businesses must be developed in an ethical manner and following sustainable practices that reduce waste, promote renewable energies, improve the quality of life of citizens, and have a positive impact on the national economy in the long term; all of this in harmony and respect towards the environment.

As a company, it is imperative for us to implement actions that promote well-being, the common good, transparency and good practices. To do so, we must respect all stakeholders: country, community, local government, entities, direct employees, clients and partners. Each and every one of them is the foundation on which our future growth is based.

As it has been our goal, the projects of CODE Development Group will be differentiated by adding value to the environment where they operate, characterized by innovation, ethics, and constant concern for the efficient use of resources, respecting our environmental footprint. These are factors that remain in our DNA. Each initiative is interconnected and creates synergies that impact the quality of life of people seeking more equity and inclusion.

We will continue to revolutionize the way we produce well-being and wealth in Costa Rica. Our vision will allow us to implement sustainable mobility alternatives within an innovative business park. This will continue to be our goal. We are a team that constantly challenges ourselves to keep thinking differently; by attracting pioneering, first-world companies, we are making an important contribution to the national economy and Costa Rican society.

Placing people, innovation and ethics at the center of all our actions allows us to have the engines that will mobilize us on the path of development, transformation and growth. We will create new business opportunities, because visionary companies like CODE Development Group shape the future and create new rules of the game in favor of the environment, communities, companies and employees.





CODE

DEVELOPMENT GROUP

 City Place, Tercer Piso, Torre B
Santa Ana, Costa Rica

 +506 2435-6000

 info@code-cr.com

COYOL

FREE ZONE

DESIGNED TO INNOVATE

 www.linkedin.com/company/coyolfz

 twitter.com/CoyolFreeZone

 www.coyolfz.com

Evolution FREE ZONE

 www.linkedin.com/company/evolution-free-zone

 twitter.com/evolutionfz

 www.evolutionfz.com



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DEVELOPMENT GROUP

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Santa Ana, Costa Rica

 +506 2435-6000

 info@code-cr.com



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Evo/ution FREE ZONE