

Environmental and Social Review Summary (ESRS) Project - Juan Santamaría Airport WC – Costa Rica

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1. General Information on the Project and the Scope of the IDB Invest Environmental and Social Review

This transaction (the “Project”) consists of corporate financing for EDICA Limitada (the “Client,” the “Company,” or “EDICA”) for Working Capital associated with infrastructure projects in Costa Rica, including the expansion of the departure level at Terminals 2 and 5 of Juan Santamaría International Airport.

The Environmental and Social due diligence (“ESDD”) included: i) a site visit; ii) interviews with the Client’s Human Resources (“HR”) and Health, Safety, and Environment (“HSE”) staff, as well as construction engineers; and iii) a review of the following environmental, E&S, and Occupational Health and Safety (“OHS”) information provided by the Client: a) E&S questionnaires; b) ISO 14001¹, ISO 45001², and ISO 9001³ certifications; c) Integrated Management System (“IMS”) Policy; d) other corporate policies; e) Code of Ethics; f) documents on human rights, non-discrimination, gender equality, sexual harassment, conduct in projects, and the prevention of child labor, forced labor, and sexual exploitation; g) labor and HR information; h) reporting channels; i) Emergency Preparedness and Response Plans and Procedures (“PPRE”); j) procedures for handling hazardous materials and managing waste; and k) Community Engagement Plan (“PRC”) and complaint handling.

2. Environmental and Social Classification and Justification

In accordance with IDB Invest’s Environmental and Social Sustainability Policy, the Project has been classified as Category B, as it will generate minor risks and impacts primarily related to activities typical of the construction sector, including Occupational Health and Safety, waste generation, noise, dust, emissions, handling of hazardous materials and substances, interaction with contractors and subcontractors, movement of machinery and vehicles, and potential temporary impacts on neighboring communities during construction. These risks and impacts are, for the most part, site-specific, reversible, and can be mitigated through established management and control measures.

¹ ISO 14001 is a standard developed by the International Organization for Standardization (ISO) that provides a framework for companies to manage their environmental responsibilities in a systematic manner. Its objective is to help organizations reduce their environmental impact, comply with regulations, and move toward a model of true sustainability.

² ISO 45001 is the international standard for occupational health and safety management systems, designed to prevent workplace accidents and occupational illnesses and to continuously improve safety performance.

³ ISO 9001 is the international standard that establishes the requirements for a quality management system, aimed at ensuring customer satisfaction and the continuous improvement of organizational processes.

The Performance Standards (“PS”) activated by the Project are: i) PS1: Assessment and management of environmental and social risks and impacts; ii) PS2: Labor and working conditions; iii) PS3: Resource efficiency and pollution prevention; and iv) PS4: Community health and safety.

3. Environmental and Social Context

3.1 General Characteristics of the Project Site

The Project is located at Juan Santamaría International Airport in Costa Rica and involves expansion and renovation work on the departure levels of Terminals 2 and 5, as part of corporate financing provided to EDICA for Working Capital related to infrastructure projects.

The activities under evaluation are being carried out within the existing airport infrastructure, in an environment that has already been developed, urbanized, and is operational; therefore, no expansion onto new land or conversion of natural habitats is anticipated.

The project area presents conditions typical of a construction site within an active airport operation, with the presence of passengers, workers, contractors, equipment, vehicle traffic, and logistics activities. Consequently, the expected environmental and social risks are primarily related to temporary civil works, including waste generation, noise, dust, risks associated with material handling and the operation of machinery and vehicles, Occupational Health and Safety risks, and possible temporary nuisances to third parties.

3.2 Contextual Risks

The Project presents a low contextual risk in regional terms. The most relevant aspects are labor- and operations-related, as the construction work is labor-intensive, involves contractors and subcontractors, and is carried out on high-visibility public infrastructure.

4. Environmental Risks and Impacts, and Proposed Mitigation and Compensation Measures

4.1 Assessment and Management of Environmental and Social Risks and Impacts

4.1.a Environmental and Social Management System

EDICA has a corporate management system applicable to its operations and projects, supported by policies, internal procedures, and management certifications⁴. In this regard, the Client has the operational capacity to implement on-site controls—particularly in occupational safety and health (OSH)—exercise adequate operational control, enforce discipline among its contractors, and meet the client’s requirements.

⁴ ISO 14001 (environmental management); ISO 45001 (Occupational Health and Safety); and ISO 9001 (quality).

4.1.b Policy

EDICA has a comprehensive corporate framework for managing environmental and social risks. This includes a Comprehensive Management System (“CMS”) Policy; a Code of Ethics; guidelines on non-discrimination, gender equity, prevention of sexual harassment, and conduct on projects; camp regulations; reporting and consultation mechanisms; and procedures for managing emergencies, hazardous materials, and waste.

4.1.c Identification of Risks and Impacts

The major risks and impacts that the Project may generate are associated with those typical of any construction and rehabilitation work in an active operating environment. These include: i) occupational accidents and incidents; ii) the generation of general and construction waste; iii) the production of dust, noise, and vibrations; iv) the handling of fuels, oils, paints, and other potentially hazardous materials; v) the movement of personnel, equipment, and materials; vi) interaction with contractors and subcontractors; and vii) the causing of temporary disturbances to users and surrounding communities.

4.1.c.i Direct and Indirect Impacts and Risks

The direct impacts that the Project could have include, among others, the generation of construction waste; increased water and energy consumption; temporary dust and noise; the risk of minor spills; and workers’ exposure to unsafe conditions. Indirect impacts include potential effects on third parties due to vehicular traffic; temporary disruptions to traffic flow or surrounding activities; perceived disturbances to neighboring communities; and risks associated with the performance of contractors, subcontractors, or suppliers.

4.1.c.ii Analysis of Alternatives

Given that the project is funded through corporate Working Capital financing and involves expanding the departure areas at Terminals 2 and 5 of Juan Santamaría International Airport, the analysis of alternatives was limited to evaluating design and implementation options to reduce disruptions, safety risks, and temporary impacts.

4.1.c.iii Cumulative Impacts

Given the nature of the project (an adaptation of existing infrastructure), no significant cumulative impacts were identified.

4.1.c.iv Gender Risks

Due to the nature of the construction sector and the traditionally male-dominated composition of the workforce, there are gender risks that must be proactively managed, including sexual harassment, discrimination, unequal treatment, barriers to access opportunities, and risks specific to women. EDICA has guidelines on equity, non-discrimination, and sexual harassment to address these risks.

4.1.c.v Gender Programs

EDICA has corporate policies in place to promote equity, prevent discrimination, and address sexual harassment. These policies establish commitments to equal opportunity, prohibit gender-based discrimination, require reporting to Human Resources, and outline investigation procedures that ensure confidentiality, due process, precautionary measures, and notification to labor authorities when appropriate.

4.1.c.vi Exposure to Climate Change

In terms of natural and climate-related threats, the project area is exposed to drought under various climate scenarios, hurricane-force winds, volcanic activity, and earthquakes. The threat of earthquakes is classified as high risk, while hurricane-force winds and volcanic activity pose a moderate risk.

Since this infrastructure is located in an already developed area, no extraordinary climate risks are anticipated beyond those typically associated with construction operations in Costa Rica. EDICA's Emergency Response Plan (PPRE) includes actions to address adverse weather conditions and preventive measures to protect workers, facilities, and third parties.

4.1.d Management Programs

EDICA maintains operational controls for the execution of its projects, including occupational safety and health (OSH) provisions, requirements for on-site discipline, protocols for equipment handling, an access control system, guidelines for order and cleanliness, and protocols for absences, overtime pay, conduct, and communication among its workers. It also has Environmental Management Plans approved by SETENA⁵ and mechanisms for community engagement, addressing concerns, and handling ethical and labor issues.

4.1.e Organizational Capabilities and Competence

The Company has: i) functional areas relevant to Environmental and Social management, including HR and Occupational Health and Safety (OHS); ii) operational managers at the project level; and iii) operational controls consistent with the nature of the work to be performed.

4.1.f Emergency Preparedness and Response

EDICA has an Emergency Response Plan (PPRE) to manage workplace accidents, fires, minor spills, earthquakes, heavy rains, volcanic events, medical emergencies, evacuations, and situations that may affect third parties. This plan, which is based on a threat and vulnerability analysis, defines: i) the formation of an emergency committee; ii) the roles and resources to be utilized in the event of

⁵ The National Technical Secretariat for the Environment (SETENA) is a fully decentralized agency of the Ministry of Environment and Energy (MINAE), whose primary purpose is, among other things, to harmonize environmental impact with production processes, as well as to analyze environmental impact assessments and resolve them within the timeframes established by the General Law on Public Administration, and to perform any other functions necessary to fulfill its objectives in Costa Rica.

an emergency; and iii) procedures for activation, evacuation, first aid, spill and fire response, damage assessment, safe re-entry, drills, and assessment records.

EDICA will adapt the PPRE to the conditions at Juan Santamaría International Airport, including coordination protocols with AERIS⁶, evacuation routes, assembly points, communication with third parties, and the emergency contacts to be used.

4.1.g Monitoring and Evaluation

The Client conducts operational monitoring of its projects and has internal oversight mechanisms in place for safety, job site discipline, emergencies, waste management, and procedural compliance. ISO certifications demonstrate processes for control, auditing, and continuous improvement. The Company also maintains forms and records regarding waste, drills, environmental incidents, and near-misses.

4.1.h Stakeholder Engagement

EDICA has a Community Relations Plan (PRC) for communication, awareness-raising, addressing concerns, and responding to issues during the various phases of its projects. The plan includes the dissemination of general information, the receipt and handling of complaints, and engagement with communities in the area of direct influence.

EDICA participates in a committee through which AERIS monitors sustainability commitments applicable to the airport premises.

4.1.h.i Information Disclosure

Through informational meetings, posters, print or digital media, and other communication tools outlined in the PRC, the Client routinely discloses relevant information to communities and other stakeholders, including details about the project, its impacts, and management measures.

4.1.h.ii Informed Consultation and Participation

Since the Project does not have complex, significant, or irreversible impacts on communities, nor is it located in areas with indigenous peoples or involving resettlement, the Client has limited its actions to providing information and responding to community inquiries. In this regard, the Company will adopt a system of timely and accessible communication with potentially affected stakeholders, particularly regarding temporary inconveniences, traffic, safety, work schedules, and channels for submitting inquiries or complaints.

4.1.h.iii Indigenous Peoples

There are no indigenous peoples in the Project's areas of influence.

⁶ AERIS is the operator responsible for the airport services provided at Juan Santamaría International Airport (AIJS), Costa Rica's main airport

4.1.h.iv Private-sector responsibilities within the framework of a government-led social stakeholder engagement process

No government-led stakeholder engagement processes were identified that would create additional responsibilities for EDICA.

4.1.i External Communications and Complaint Mechanism

The Company has corporate mechanisms in place to receive reports, comments, complaints, or suggestions from employees, communities, and other stakeholders. These include a Confidential email address managed by the Human Resources Department, suggestion boxes located at project sites, and a specific plan for addressing concerns raised by surrounding communities.

To strengthen the implementation and dissemination of the External Complaints and Claims Mechanism (“MQRE”), EDICA will develop a protocol detailing: i) the channels for receiving complaints; ii) the criteria for accepting complaints (both explicit and anonymous); iii) response deadlines; iv) the individuals responsible at each stage; v) the method for classifying complaints by severity; vi) procedures for handling sensitive complaints; vii) the traceability of records; viii) how appropriate corrective actions will be designed; ix) the process for closing a complaint; x) the performance indicators to be used; and xi) how the outcome of the process will be communicated to stakeholders. The outreach effort will be coordinated with AERIS and adapted to use the channels and protocols of Juan Santamaría International Airport.

4.1.i.i External Communications

The Company has channels in place to receive external communications regarding ethical conduct, compliance with internal policies, and concerns arising from projects. The PRC also provides for community engagement opportunities and response mechanisms.

4.1.i.ii Complaint Mechanism for Affected Communities

As part of the PRC, the Client has a complaints mechanism for potentially affected communities, which covers the receipt and processing of concerns and complaints related to the construction work, as well as metrics on concerns received, responses issued, and cases closed to the parties’ satisfaction. Additionally, the Code of Ethics and other corporate policies establish confidential channels and prohibit retaliation.

4.1.i.iii Provisions for Addressing Complaints from Vulnerable Groups

No vulnerable groups were identified as being particularly exposed to material impacts that would be generated by the Project.

4.1.i.iv Reports to Affected Communities

The Company keeps potentially affected communities informed about relevant aspects of the Project, particularly regarding construction schedules, temporary impacts, safety measures, detours or operational changes, and channels for submitting concerns or complaints.

4.2 Employment and working conditions

4.2.a Working Conditions and Labor Relations Management

EDICA has policies and guidelines governing human resources management and labor relations, including general working conditions, conduct on projects, non-discrimination, gender equity, and sexual harassment. It also has procedures governing the workday, absences, leave, overtime, and communication with employees.

4.2.a.i Human Resources Policies and Procedures

The Client has internal human resources procedures and guidelines that address issues such as: expected conduct on projects, respectful treatment, the prohibition of discrimination, gender equity protocols, combating sexual harassment, absences, monitoring of working hours, and workplace discipline.

4.2.a.ii Working Conditions and Terms of Employment

EDICA complies with Costa Rican legal provisions regarding work schedules, wages, overtime, vacations, leave, insurance, and sick leave. The Code of Conduct also establishes rules regarding schedules, time-off requests, time tracking, tools, pay stubs, and justification of absences. For projects involving on-site living quarters, the Company has mandatory rules regarding coexistence, order, cleanliness, entry and exit procedures, the prohibition of alcohol and drugs, respect for staff, use of assigned rooms, waste management, and fire and safety risk prevention.

4.2.a.iii Labor Organizations

The Company recognizes, in its internal policies, the principle of non-discrimination based on union membership and is committed to complying with applicable Costa Rican labor laws. It also recognizes workers' right to form and participate in labor organizations, as well as the obligations arising from international conventions and treaties signed by Costa Rica with the International Labor Organization ("ILO")⁷.

⁷ The ILO is the International Labor Organization, a specialized agency of the United Nations (UN) that addresses issues related to labor and labor relations. Its primary objective is to promote labor rights and improve working conditions worldwide.

4.2.a.iv Non-Discrimination and Equal Opportunity

EDICA has specific guidelines on the prohibition of discrimination and the promotion of gender equality, as well as provisions in its Code of Ethics and other internal documents that prohibit discriminatory conduct and promote respectful treatment. These policies cover relevant protected categories and establish corporate commitments and internal responsibilities.

4.2.a.v Workforce Reduction

No significant workforce reduction associated with the Project is anticipated. However, should collective termination or restructuring processes related to funded projects arise in the future, the Client will manage them in accordance with applicable labor laws and the principles of fair treatment and non-discrimination.

4.2.a.vi Complaint Handling Mechanism

The Company has complaint resolution mechanisms in place for employees, including Confidential email, suggestion boxes at project sites, and the “Employee Voice” Virtual Suggestion Box, which are administered by its Human Resources Department and establish confidentiality, investigation of complaints, and a prohibition on retaliation as fundamental principles.

4.2.b Workforce Protection

No high risks of child labor or forced labor were identified. The Code of Ethics prohibits both practices and acknowledges compliance with Costa Rican labor regulations. However, EDICA will strengthen its documentary and operational oversight of contractors and subcontractors.

4.2.b.i Child Labor

Costa Rica is recognized as one of the six countries that have made the most progress in eradicating child labor. In addition, the Office for the Prevention and Eradication of Child Labor and the Protection of Adolescent Workers (“OATIA”)⁸, under the Ministry of Labor and Social Security (“MTSS”), has established a roadmap to make Costa Rica a country free of child labor and its worst forms.

The Client’s policies, in line with national regulations and given the hazardous nature of these activities, expressly prohibit the hiring of minors for construction work.

4.2.b.ii Forced Labor

The Company prohibits forced labor and recognizes its obligation to respect the labor rights of its employees.

⁸ Decree No. 27516-MTSS (1998).

4.2.c Occupational Health and Safety

EDICA has the necessary structure, personnel, occupational safety and health (OSH) procedures, management certifications, and operational controls in place for the Project. The Code of Conduct and other internal policies establish obligations regarding OSH standards, equipment use, and on-site discipline.

4.2.d Provisions for People with Disabilities

The Company includes non-discrimination on the basis of disability within the general framework of its internal policies.

4.2.e Third-Party Contractors

EDICA has operational controls and guidelines in place on-site and monitors third-party compliance with working conditions, occupational health and safety, on-site conduct, and complaint mechanisms.

4.2.f Supply Chain

Although the supply chain does not pose high or critical risks to the Project, EDICA will incorporate basic criteria for the selection and oversight of suppliers, particularly regarding legal compliance, working conditions, ethical conduct, and environmental and social due diligence throughout the supply chain.

4.3 Resource Efficiency and Pollution Prevention

4.3.a Resource Efficiency

Impacts related to resource use are primarily associated with the consumption of water, energy, fuels, and materials during construction. Given the scale and nature of the construction work, this consumption is considered limited, temporary, and manageable through operational controls, best construction practices, and efficiency measures.

As the Project is carried out within the Juan Santamaría International Airport, EDICA will align its activities with the environmental and resource efficiency guidelines applicable to the site, including criteria for energy efficiency, emissions reduction, responsible water use, waste management, and pollution prevention.

4.3.a.i Greenhouse Gas

Greenhouse Gas (“GHG”) emissions associated with the Project will be immaterial⁹ and will stem primarily from the use of machinery and vehicles, the transport of materials, and temporary energy consumption during the construction phase.

Although EDICA’s direct emissions will be limited and specific to construction activities, the airport has an active emissions management strategy. In this context, these emissions are part of the airport operator’s climate management efforts and are included in Scope 3 of AERIS, in accordance with its annual reporting and disclosure criteria in its Sustainability Reports.

4.3.a.ii Water Consumption

The Project’s water consumption will be primarily associated with construction activities, the cleaning of work areas, and the provision of basic services for staff. Given the scale and duration of the construction work, no extraordinary water demands or significant risks of impact on water sources were identified.

Considering that the Project will be carried out within an airport facility with established operational and environmental controls for water resource management, EDICA has committed to using water efficiently and in accordance with availability and applicable authorizations; as well as to prevent waste, improper discharges, and potential impacts resulting from spills or other incidents that could affect the stormwater system, the sewer system, or receiving bodies of water.

4.3.b Pollution Prevention

Pollution risks are associated with the generation of general construction waste, as well as with the improper handling of hazardous materials and spills of fuels or lubricants. EDICA manages these risks through the segregation and proper disposal of waste, order and cleanliness, safe storage, control of fugitive emissions, equipment maintenance, and response to minor incidents.

4.3.b.i Waste

The Project will generate general waste, construction waste, and, to a lesser extent, special or hazardous waste associated with equipment maintenance or the use of specific supplies. EDICA has a Waste Management Program (“WMP”) that establishes protocols for: i) waste classification; ii) conditions for storage, transportation, and final disposal through authorized waste management companies; iii) the use of records for waste generation, management, and quantification; iv) the use of hazardous waste accumulation forms; v) monitoring; vi) separation, labeling, and storage; and vii) traceability.

⁹ Less than 25,000 metric tons of CO₂ equivalent per year.

4.3.b.ii Hazardous Materials Management

The handling of hazardous materials in the Project is considered limited and primarily associated with the use of fuels, oils, lubricants, paints, solvents, or other supplies typical of construction activities. EDICA has a Hazardous Materials Management Procedure (“PMMP”) that covers aspects such as procurement, the use of safety data sheets, inventories, identification and labeling processes, storage, incompatibilities, handling, internal transport, hazardous waste removal, required documentation, spill prevention, containment kits, and training and emergency response.

4.3.b.iii Pesticide Management and Use

The Project does not involve the handling or use of pesticides.

4.4 Community Health and Safety

4.4.a Community Health and Safety

The major risks to the health and safety of the project community are related to its interaction with users, neighbors, contractors, and third parties. These include temporary disruptions to traffic flow, noise and dust generation, the movement of machinery and vehicles, the handling of materials or waste, and potential construction incidents. EDICA has a PRC and operational controls in place to help manage these risks.

4.4.a.i Infrastructure and Equipment Design and Safety

EDICA maintains preventive controls to avoid incidents that could affect workers, users, or third parties. To this end, it implements measures such as construction planning, signage, work area demarcation, access control, and continuous technical supervision.

4.4.a.ii Hazardous Materials Management and Safety

The community risk associated with the handling of hazardous materials is considered low, as the anticipated quantities are limited and consist of typical construction supplies. To prevent incidents, EDICA maintains controls for safe storage, segregation, and proper identification of materials, as well as the availability of containment equipment and response protocols for spills or other minor incidents.

4.4.a.iii Ecosystem Services

No significant risks to ecosystem services associated with the Project were identified, given its location in a previously developed area and the absence of significant impacts on living natural resources or sensitive ecosystems.

4.4.a.iv Community Exposure to Disease

Community exposure to disease was not identified as a material risk of the Project. The Client maintains adequate practices regarding order and cleanliness, waste management, sanitary conditions for personnel, and general site control, which help prevent minor health risks in the immediate surroundings.

4.4.a.v Emergency Preparedness and Response

EDICA has an Emergency Preparedness and Response Plan (PPRE) that includes: i) a threat assessment; ii) a description of internal and external resources to be used in the event of unforeseen incidents; iii) details on the formation of an emergency committee; iv) activation, evacuation, and first aid procedures; v) protocols for managing and controlling spills and fires; vi) protocols for damage assessment and safe re-entry; and vii) guidelines for conducting drills. These procedures will be tailored to the specific conditions of the airport, including coordination procedures with AERIS and emergency response agencies, as well as the definition of evacuation routes, access control, communication with users and third parties, and incident reporting.

4.4.b Security Personnel

To protect its personnel, facilities, equipment, materials, and overall on-site safety, the Project includes access controls and private (unarmed) security services as part of the site's operational management. Security personnel are responsible for controlling entry to and exit from the Project site and for verifying authorized personnel, in accordance with the Client's internal policies.

4.5 Land Acquisition and Involuntary Resettlement

The evaluated works are being carried out within a previously developed and operational environment and do not involve land acquisition, permanent land-use restrictions, new easements, or physical or economic involuntary resettlement processes.

4.6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

The assessed activities are being carried out in a previously developed and operational environment, with no significant anticipated impact on natural habitats, critical habitats, protected areas, or living natural resources.

4.7 Indigenous Peoples

No potentially affected indigenous peoples were identified, nor were any impacts on lands, resources, livelihoods, cultural heritage, or traditional forms of use associated with indigenous peoples.

4.8 Cultural Heritage

The projects under evaluation are being carried out in an area that has already been developed, and no impact on known sites, objects, or expressions of cultural value is anticipated.

5. Local Access to Project Documentation

Project documentation can be accessed at the following link: [Expansion of the Commercial Building at Juan Santamaría International Airport - Edica Constructora](#)