

Costa Rica Cost

INSIGHTS



Introduction

The purpose of this document is to provide an overview of the main costs¹ that should be considered when doing business in Costa Rica. In this way, potential investors can make informed decisions to generate or expand businesses in the country.

The document is structured in three main parts:

1. The first part provides detailed information on the cost of doing business in Costa Rica, such as salaries, utilities, and the rental of premises and offices.
2. The second part, information about the cost of living in the country, including rentals, entertainment, utilities and others.
3. Finally, the benefits that Costa Rica offers to investors and the requirements to obtain them are highlighted.

This document, prepared by the Business Intelligence Department of the Costa Rican Foreign Trade Promotion Office (PROCOMER), is public and free. All the data presented within is sourced from public and reliable references and will be updated on an annual basis.

It is important to mention that for currency conversions, the exchange rate of 1\$ = 527 colons is used, referencing the latest reference selling exchange rate from the Central Bank of Costa Rica as of december 2023.

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Business costs

Utilities

Electricity costs

The electricity service in Costa Rica is provided by 8 suppliers authorized by law, based on their geographic coverage: ICE (rural areas nationwide), CNFL (mainly San José area), ESPH (mainly Heredia), JASEC (mainly Cartago), Coopeguanacaste (Guanacaste), Coopealfarorui (Zarcero), Coopeasantos (Zona de los Santos), and Coopelesca (San Carlos). The cost of energy will depend on consumption, power, and the supplier.

Rates for commerce, services, and industries.

In the case of rates for commerce, services, and industry, if the energy consumption is less than or equal to 3000 kWh, only the energy rate applies. If the energy consumption exceeds 3000 kWh, both the power rate and the energy rate apply.

Important considerations about the rate

- Available at medium or low voltage
- For companies classified in the industrial sector
- Rates are charged in Costa Rican colons (CRC)

The table below shows the rates valid as of March 2024.

Table 1: Electricity rates for commerce, services, and industries

Energy Consumption Less Than or Equal To 3000 Kwh				
Energy rate (kWh) (US\$)				
Rate	CNFL	ICE	JASEC	ESPH
	0,23	0,24	0,20	0,19
Energy consumption greater than 3000 kWh				
	CNFL	ICE	JASEC	ESPH
Power rate (kW) (US\$)				
0-3000 kWh	406,83	0,14	364,55	323,45
Over 3000 kWh	0,14		0,12	0,11
Energy rate (kWh) (US\$)				
Minimum (8 or 10kWh)	180,88	0,00	152,08	175,10
Additional	22,61	23,86	19,01	17,51

Source: PROCOMER based on data from ARESEP. 2024.

Notes: Exchange rate: US\$1 = 527 colons.

Medium voltage rates

In the case of medium voltage rates, the price of energy and power will depend on the period during which they are consumed (peak, off-peak, night)

Table 2: Energy periods for medium voltage rates

Period	Time
Peak 1	10:01 am - 12:30 pm
Peak 2	17:31 pm - 20:00 pm
Valley 1	6:01 am - 10:00 am
Valley 2	12:31 pm - 17:30 pm
Night	20:01 pm - 6:00 pm

Source: Source: PROCOMER based on data form ICE, 2024

Important considerations about the medium voltage rate

- It is an optional rate.
- Client must be served at medium voltage.
- Minimum one year of contract. Extendable for annual periods.
- Commitment to consume at least 120,000 kWh annually.
- Rates are charged in Costa Rican Colons (CRC).

The table below shows the rates valid as of March 2024

Table 3: Medium voltage rate

		Energy rate (kWh) (US\$)			
Period		CNFL	ICE	JASEC	ESPH
Peak	Maximum	0,11	0,13	0,11	0,14
	Minimum	0,11	0,12	-	0,14
Off-Peak	Maximum	0,06	0,05	0,05	0,07
	Minimum	0,06	0,04	-	0,07
Night	Maximum	0,04	0,03	0,04	0,06
	Minimum	0,04	0,03	-	0,06
		Power rate (kW) (US\$)			
Period		CNFL	ICE	JASEC	ESPH
Peak	Maximum	20,16	20,34	19,64	15,26
	Minimum	19,36	18,87	-	14,61
Off-Peak	Maximum	14,34	14,20	14,08	10,61
	Minimum	13,77	13,18	-	10,15
Night	Maximum	9,10	9,10	9,63	7,07
	Minimum	8,74	8,44	-	6,77

Source: PROCOMER based on data from ARESEP. 2024.

Notes: Exchange rate: US\$1 = 527 colons

* For the case of JASEC, there is a fixed rate per block.

Medium voltage B rates (TMT-b)

In the case of medium voltage- b rates, the price of energy and power will depend on the period during which they are consumed (peak, off-peak, night)

Table 4: Energy periods for medium voltage b rates

Period	Time
Peak 1	10:01am- 12:30pm
Peak 2	17:31pm- 20:00pm
Valley 1	6:01am- 10:00am
Valley 2	12:31pm- 17:30pm
Night	20:01- 6:00pm

Source: Source: PROCOMER based on data form ICE, 2024

Important considerations about the rate

- It is an optional rate.
- Client must be served at medium voltage.
- Minimum consumption of 1,000,000 kWh/month of energy and 2,000 kW/month of power.
- Customers could be excluded from the minimum power and energy consumption condition if demonstrate compliance with the ISO 50001 certification - Energy Management System and who have carried out energy efficiency actions.
- Rates are charged in Costa Rican colons (CRC)

The table below shows the rates valid as of March 2024

Table 5: Medium voltage B rates

		Energy rate (kWh) (US\$)			
Period		CNFL	ICE	JASEC	ESPH
Peak	Maximum	0,22	0,23	0,23	0,22
	Minimum	0,21	0,21		0,21
Off-Peak	Maximum	0,07	0,08	0,08	0,08
	Minimum	0,07	0,07		0,07
Night	Maximum	0,05	0,05	0,05	0,05
	Minimum	0,05	0,05		0,05
		Power rate (kW) (US\$)			
Period		CNFL	ICE	JASEC	ESPH
Peak	Maximum	6,40	6,68	6,69	6,59
	Minimum	6,15	6,20		6,31
Off-Peak	Maximum	4,47	4,66	4,67	4,60
	Minimum	4,29	4,33		4,41
Night	Maximum	2,87	2,99	2,99	2,95
	Minimum	2,75	2,77		2,82

Source: PROCIMER based on data from ARESEP. 2024.

Notes: Exchange rate: US\$1 = 527 colons.

* For the case of JASEC, there is a fixed rate per block, without minimums and maximums as in the other cases.

Water and sewer services

The rates for water and sewer services in Costa Rica are set by the Regulatory Authority for Public Services (ARESEP).

ARESEP defines rates for each operator based on their operational costs and the number of customers they must supply with the service.

The established operators in the country are the Costa Rican Institute of Aqueducts and Sewers, the Public Services Company of Heredia, and various Community Water and Sanitation Associations (ASADAs) in different communities.

Below are the commercial category rates, using AyA as reference.

Table 6: Water and sewer commercial rates

Consumption in cubic meters	Aqueduct water consumption. Rate per m ³ * (US\$)	Sewer water consumption. Rate per m ³ ** (US\$)
0-15	2.86	2.91
16-25	3.53	3.52
26-40	3.54	3.52
41-60	3.54	3.52
61-80	3.55	3.52
81-100	3.55	3.52
100-120	3.55	3.52
+121	3.74	3.71

Source: PROCOMER based on data from ARESEP, 2024.

Notes: Exchange rate: US\$1 = 527 colons.

*Fixed monthly fee \$3.80

** Fixed monthly fee \$2.28

Business Internet

Business internet is a service in competition, so the price depends on the service provider.

As a reference, in the following table are some monthly price ranges for business internet service from Kolbi (ICE supplier); however, it is worth nothing that costs may vary depending on factors such as installation conditions, customer needs, contract duration, or other additional services required by the customer.

Table 7: Business Internet prices

Megabytes	Cost range (US\$)
25	117 - 300
50	188 - 500
100	315 - 700
300	731 - 1500
500	1 095 - 2 500

Source: PROCOMER based on data from Kolbi. 2024.

Fuel

The fuel prices are updated monthly by the Regulatory Authority for Public Services (ARESEP). The process begins on the second Friday of each month, considering the purchase price in the international market (by RECOPE) and the exchange rate. Prices may rise or fall according to market conditions, supply and demand, geopolitical factors, or weather.

The table below shows the rates valid for March 2024.

Table 8: Fuel prices

Fuel	Price per liter (US\$)
Super	1.36
Plus	1.26
Diesel	1.21

Source: PROCOMER based on data from ARESEP. 2024.

Notes: Exchange rate: US\$1 = 527 colons.

Gas

ARESEP defines the rates for gas cylinders according to each of the agents involved in the commercialization. For the end user, a maximum rate is established. Liquefied petroleum gas (LPG)is also sold to industry, fixed tanks, and service stations.

The table below shows the rates valid as of March 2024.

Table 9: LPG prices

Pounds	Maximum selling price (US\$)
10	5.72
20	11.42
25	14.28
35	20.00
40	22.84
45	25.70
60	34.28
100	57.12

Source: PROCOMER based on data from ARESEP. 2024.

Notes: Exchange rate: US\$1 = 527 colons.

There is no natural gas in Costa Rica

International calls

The price per minute for international calls will depend on the service provider as well as the country being called.

Below is the MIDA service rate per minute expressed in dollars, for the groups used by Kolbi as reference.

Table 10: International calls rates

Group	Countries	Price per minute (US\$)
Group A	United States, Canada, Mexico, Puerto Rico, Hawaii, Alaska, Virgin Islands	0.14
Group B	Colombia, South America, Caribbean (except Cuba), South Korea, Taiwan, and Japan	0.31
Group C1	Belize, Guatemala, Honduras, El Salvador, and Panama	0.14
Group C2	Nicaragua	0.32
Group D	Europe, Singapore, Thailand, Australia, and New Zealand	0.55
Group E	Cuba and rest of the world	1.03
Group F	Inmarsat, Iridium, and Thuraya (satellites for ships or aircraft)	4.42

Source: PROCOMER based on data from Kolbi, 2024

The telecommunications providers in Costa Rica offer business telephone packages that can be quoted through their websites.

Building permit, environmental viability process and similar fees.

Building permit and similar fees

Next, a series of requirements for construction and land purchase, along with their respective fees, are presented.

Regarding the fees corresponding to the Federated College of Engineers and Architects, these will depend on the way the process is carried out. The fees can be consulted at the following [link](#).

Table 11: Building permit and similar fees

Document	Fee
Certification of Cadastral Plans	US\$ 6.2
Land Use Certificate	<p>The cost varies depending on the municipality</p> <p>Up to eleven million CRC (US\$ 20,873), two percent (2%).</p> <p>On the excess over eleven million CRC (USD 20,873) and up to sixteen million five hundred thousand CRC (US\$ 31,309), one point five percent (1.5)</p>
Acquisition of land or estate	<p>On the excess over sixteen million five hundred thousand CRC (US\$ 31,309) and up to thirty-three million CRC (US\$62,619), one point twenty-five percent (1.25%).</p>
Construction Tax	<p>On the excess over thirty-three million CRC (US\$62,619), one percent (1%).</p> <p>Municipalities can impose taxes of up to 1% on the value of constructions and developments carried out in the future</p>

Source: PROCOMER with data from Executive Decree No. 41457 and Urban Planning Law.

Note: Exchange rate 1\$ = 527 colons. Please note that the costs indicated in this document are for reference only and are subject to change.

Environmental viability process fees

The type of environmental viability process that each project must undergo will depend on factors such as the size of the work and its geographic location with respect to areas designated as environmentally fragile. Based on this, the project will undergo an assessment, which will establish a threshold value determining the type of form to be completed.

- If the construction is greater than 500 m² and less than 1000 m², and it is in an environmentally fragile area, it must undergo an Environmental Impact Assessment using form D1-C.
- If the construction exceeds 1000m², form D1 is applied, along with the instrument determined by its environmental significance.
- If the construction is less than 500m², Category C, it is not necessary to undergo the Environmental Impact Assessment process. Instead, it must comply with the provisions of the Environmental Best Practices Code, Executive Decree No. 32079 of September 14, 2004, or any voluntary mechanism to improve environmental performance.

Below we provide some reference fees (including VAT on each fee) for the environmental viability instruments referenced on the previous page. However, some works or projects require differentiated evaluation instruments, so the complete list can be consulted at this [link](#).

Table 12: Environmental viability process fees

Form	Fee
D1-C	56.5
D1- DJCA	226
D1- P-PGA	565
D1- EsIA	1695
Construction Environmental Guide	11.3
Construction Environmental Guide	56.5

Source: PROCOMER based on data from SETENA, 2024

Construction Costs

In this section we include approximate construction cost for distinct types of works that may be of interest based on the Manual of Unitary Values by Constructive Typology, conducted by the Department of Standardization and Information Systems of the Ministry of Finance of Costa Rica.

Table 13: Construction costs. Cost per square meter

Project Type	Cost per m ² (US\$)
Office Buildings	759.01 - 1 869.07
Commercial Buildings	559.77 - 1 081.59
Warehouses	426.94 - 977.23
Storage Facilities	388.99 - 645.16

Source: PROCOMER based on data from Ministry of Finance. 2024.

Notes: Exchange rate: US\$1 = 527 colons.

Rent Costs

In this section we include monthly reference rental prices for industrial, office spaces (IV quarter 2023) and retail (III quarter 2023)

Industrial Rent

Market Statistics by submarket

Table 14: Industrial Rent. Market statistics by submarket.
IV quarter 2023

Submarket	Overall Avg Asking Rent per m ² (Ht) US\$	Overall Avg Asking Rent per m ² (Os) US\$	Overall Avg Asking Rent per m ² (W/D) US\$
Alajuela	7.00	7.30	7.10
Cartago	6.30	6.90	5.50
Heredia	7.00	8.50	7.20
Downtown San José	6.70	7.00	7.00
East San José	6.80	N/A	6.80
West San José	6.90	9.20	6.90

Source: PROCOMER based on data from Cushman & Wakefield, 2024

HT = High Tech/Flex

OS = Office Service/Flex

W/D = Warehouse/Distribution

Market statistics by class

Table 15: Industrial Rent. Market statistics by class.
IV quarter 2023

Class	Overall Avg Asking Rent per m ² (Ht) US\$	Overall Avg Asking Rent per m ² (Os) US\$	Overall Avg Asking Rent per m ² (W/D) US\$
Class A	8.60	8.50	7.80
Class B	6.50	8.00	6.80
Class C	5.20	N/A	5.60

Source: PROCOMER based on data from Cushman & Wakefield, 2024

HT = High Tech/Flex

OS = Office Service/Flex

W/D = Warehouse/Distribution

Office Rent

Market Statistics by submarket

Table 16: Office Rent. Market statistics by submarket.
IV quarter 2023

Submarket	Overall Avg Asking Rent per m ² (All Classes) US\$	Overall Avg Asking Rent per m ² (Class A) US\$
Alajuela	14.10	23.80
Cartago	17.10	20.80
Heredia	19.00	19.50
Downtown San José	17.60	19.90
East San José	17.80	18.40
West San José	19.90	19.70

Source: PROCOMER based on data from Cushman & Wakefield, 2024

Market statistics by class

Table 17: Office Rent. Market statistics by class.
IV quarter 2023

Class	Overall Avg Asking Rent per m ² US\$
Class A +	22.10
Class A	19.50
Class B	15.90

Source: PROCOMER based on data from Cushman & Wakefield, 2024

Retail Rent

Market Statistics by submarket

Table 18: Retail Rent. Market Statistics by submarket
III quarter 2023

Submarket	List price US\$ / m ²
Alajuela	16.23
Cartago	17.02
Heredia	16.57
Downtown San José	17.80
East San José	18.91
West San José	18.64

Source: PROCOMER based on data from Colliers Costa Rica, 2024

Market statistics by class

Table 19: Retail Rent. Market Statistics by class.
III quarter 2023

Class	List price US\$ / m ²
Regional	28.96
Community	19.10
Neighborhood	18.76
Strip	15.82
Urban	19.01
Lifestyle	23.90
Entertainment	18.06

Source: PROCOMER based on data from Colliers Costa Rica, 2024
Average maintenance cost is \$3.58

Human Resources costs

Minimum wages

Minimum wages are set and updated annually by the National Wages Council. The reference is made monthly or for an ordinary workday.

Minimum wage per workday

Table 20: Minimum wage per workday

Job position	Minimum wage per workday (US\$)
Unskilled worker	23
Semiskilled worker	25
Skilled worker	26
Specialized occupation worker	30
Highly skilled worker	46

Source: PROCOMER Based on data from MTSS, 2024

Notes: Exchange rate: US\$1 = 527 colons.

Monthly Minimum Salary

Table 21: Monthly Minimum Salary

Job position	Monthly Minimum wage salary US\$
Unskilled worker	680
Semiskilled worker	740
Skilled worker	766
Technical high school graduate	802
Specialized occupation worker	879

Job position	Monthly Minimum wage salary US\$
Technician in higher education	989
Diploma in Higher Education	1,068
University bachelor´s degree	1,211
Bachelor´s Degree holder	1,453

Source: PROCOMER Based on data from MTSS, 2024

Notes: Exchange rate: US\$1 = 527 colons.

Mandatory social security provisions in Costa Rica for employers

Table 22: Mandatory social security Provisions in Costa Rica for employers

Mandatory Benefits paid by Employers	% Contribution
Health and Maternity	9.25%
Disability, old age and death benefits	5.42%
Total Health/Social Security (CCSS)	14.67%
Family Allowances (Welfare benefits)	5.00%
Social Assistance Tax (IMAS)	0.50%
National Training Institute Tax (INA)	1.50%
Labor Accident Insurance (INS)	1.00%
Laborer Capitalization Fund	1.50%
Complementary Pensions Fund	2.00%
Workmen's Savings Bank (Banco Popular)	0.50%
Other institutions/funds	12.00%
Total social security contribution	26.67%
Christmas bonus ^{b/}	8.33%
Hazard insurance (ranges from 1.90% and 5.00%)	3.45% ^{a/}
Total mandatory contributions	38.45%
Severance pay ^{c/} (ranges from 1.00% and 5.33%)	3.00% ^{a/}
Total contributions	41.45%

Notes: a/ average

b/It is an additional salary for each year or a proportional part that it is paid during the first 20 days of December. It is calculated based on the average of the ordinary and extraordinary remunerations accrued during the twelve months of work before December 1st of each year.

c/ works as an accounting provision, it is not mandatory, buy it is highly recommended.

Monthly unloaded salaries

Below are reference salaries by investment sector currently available at PROCOMER. It should be noted that these are unloaded salaries.

Formula for full loaded salary including social charges:

The following formula is applied to determine the loaded salaries (including the charges included in Table 25)

$$\text{Loaded salary} = \text{unloaded salary} * 1.4145$$

Example:

The unloaded salary for a Support Technician is US\$1,384. To calculate the loaded salary, the following formula must be applied:

$$\text{Loaded salary} = \$1,384 * 1.4145$$

$$\text{Loaded salary} = \$1,957.67$$

Manufacturing And Medical Devices Sector Salaries

Costa Rica has emerged as a strategic hub for Medical Technology operations and advanced manufacturing companies, showcasing three decades of success in hosting crucial medical device manufacturing and high-value services for global industry leaders in MedTech. The following is a list of job positions and their monthly unloaded average salaries that are common in the manufacturing and medical devices sector.

Table 23: Monthly unloaded average salaries.
Manufacturing and Medical Devices Salaries

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
General Manager	17,789	19,537
Production Manager	6,839	7,766
Facilities Manager	7,031	8,043
Human Resources Manager	6,690	7,927
Human Resources Specialist	2,274	2,393
Financial Analyst	2,039	2,496
Quality Manager	6,564	7,051
Quality Engineer	2,633	2,847
Planner	2,556	2,812
Production / Process Supervisor	2,654	2,887
Plant and Process Engineer	2,669	2,852
Maintenance Engineer	2,497	2,998
Maintenance Specialist	1,731	1,980
Production Line Lead	1,252	1,392
Technical Production Supervisor	2,368	2,808
Support Technician	1,384	1,555
Technical Operator	957	1,046
Material Handler	837	899
Basic Machine Operator	827	875
Non-Specialized Plant Operator	751	799

Source: PROCOMER based on data from PwC Costa Rica (SEIS). II semester 2023.

Exchange rate: US\$1 = 527 colons

*Monthly unloaded salaries corresponding to the third quartile

Semiconductor Sector Salaries

In the field of semiconductors, Costa Rica has emerged as a dynamic ecosystem, attracting industrial giants like Intel, Qorvo, and Teradyne. All of them have chosen our idyllic landscapes as the nurturing ground for their enterprises. Costa Rica stands out with its comprehensive and highly competitive supply chain. Our semiconductor ecosystem covers the entire spectrum of semiconductor development, from manufacturing to silicon testing, validation, research and development, design, distribution, packaging, and beyond. The following is a list of job positions and their monthly unloaded average salaries that are common in the semiconductor sector and subsectors.

Table 24: Monthly unloaded average salaries. Semiconductor sector

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
SR Project Engineer	3,751	4,146
Senior Research and Development Engineer	3,591	4,066
SR Project Engineer	3,435	4,056
SR Electronic Engineer	3,277	3,672
IS Quality Assurance Engineer	2,913	3,885
Project Engineer	2,655	3,256
Plant and Process Engineer	2,581	2,812
Research and Development Engineer	2,566	2,822
Design Engineer	2,540	2,882
Quality Engineer	2,491	2,799
Electronic Engineer	2,467	2,842
Technical Production Supervisor	2,462	2,818
Maintenance Engineer	2,423	2,803
Junior Research and Development Engineer	2,068	2,168
Technical Line Leader	1,505	1,671
Jr Project Engineer	1,404	1,500
Electronic Technician	1,324	1,454
Precision Mechanic	1,289	1,400
Process Quality Inspector	1,088	1,166
On the Job Trainer	1,048	1,153
Non-Specialized Plant Operator	752	804

Source: PROCOMER based on data from PwC Costa Rica (SEIS). II semester 2023. / Reference for manufacturing companies. / **Exchange rate:** US\$1 = 527 colons / *Monthly unloaded salaries corresponding to the third quartile

Services Sector Salaries

The services sector in Costa Rica comprehends foreign investment projects related to Corporate Services (e.g., SSO, BPO, Customer Management) and Digital Technologies (e.g., App Dev, Software Maintenance, QA, Tech Support, Data Analytics, Engineering, Design, Cybersecurity, Cloud). The following is a list of job positions and their monthly unloaded average salaries that are common in the service sector and subsectors.

Table 25: Monthly unloaded average salaries.
Services Sector

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
Shared Services		
Senior Shared Services Analyst	2,392	2,634
Supply Chain Analyst	2,182	2,503
Cost Analyst	2,175	2,600
JR Tax Analyst	1,766	1,835
JR Accounting Analyst	1,650	2,084
JR Purchasing Analyst	1,488	1,506
JR Master Data Analyst	1,449	1,708
Junior Shared Services Analyst	1,366	1,523
Junior Financial Analyst	1,291	1,448
Shared Services Technician	1,059	1,328
Contact Center		
Account Manager	4,051	4,404
Training Supervisor	2,572	3,186
Contact Center Quality Supervisor	1,932	2,206
Trainer	1,820	2,133
Workforce Agent	1,753	1,901
Contact Center Technical Support Agent - English	1,688	1,856
SR Trilingual Agent - Customer Service	1,499	1,904
Intermediate Bilingual Agent - English	1,145	1,298
IT		
Software Developer Expert	5,893	6,332
SR Architect	4,644	5,294
Head of Systems Support	4,616	5,855
SR Business Consultant	4,460	5,290
SR Software Developer	4,378	5,043
Business Consultant	3,871	4,397
IS Quality Assurance SR Engineer	3,695	4,140
Software Developer	3,202	3,521
SR Technical Support Engineer	2,926	3,222
JR Business Consultant	2,448	2,632

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
IS Quality Assurance JR Engineer	2,289	3,015
Technical Support Engineer	2,284	2,684
Data Analyst	2,202	2,373
JR Software Developer	2,077	2,456
Support Technician	1,580	1,740

Source: PROCOMER based on data from PwC Costa Rica (SEIS). II semester 2023. / Reference for shared service, contact centers, and IT companies.

Exchange rate: US\$1 = 527 colons

*Monthly unloaded salaries corresponding to the third quartile

Other sectors

In this section we focus on the special projects sector that oversees all the Foreign Investment projects related to light manufacturing, logistics, retail, academic institutions, the film industry, Free Trade Zone administrators, mergers acquisitions among others.

Table 26: Monthly unloaded average salaries.
Special Projects Sector

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
Logistics		
Operations Manager	6,617	8,052
Head of Operations / Logistics	3,633	4,110
Operations Supervisor	2,532	3,251
Logistics Specialist	2,336	2,568
Planner	2,333	2,699
Import / Export Coordinator	2,125	2,273
Warehouse Supervisor	1,822	2,644
Export / Import Clerk	1,666	1,906
Customs Agent	1,628	1,992
Logistics Manager	1,520	1,844
Occupational Health Technician	1,311	1,486
Inventory Analyst	1,287	1,502
Operations Assistant	1,188	1,357
Import / Export Procedures Assistant	1,147	1,296
Forklift Driver	789	879
Warehouse Assistant	758	834
Retail		
Accountant	1,511	1,798
Sales Executive	1,429	1,774
Head of Store	1,406	1,649
Accountant Assistant	1,118	1,258
Sales Administrative Clerk	951	1,024
Head of Cashiers	929	984
Corporate Specialized Chef	828	881
Vendor	808	854
Store Cashier	758	782
Corporate Kitchen Assistant	757	849

Source: PROCOMER based on data from PwC Costa Rica (SEIS). II semester 2023. / Reference for multinational corporations/ **Exchange rate:** US\$1 = 527 colons *Monthly unloaded salaries corresponding to the third quartile

Tourism

The tourism sector in Costa Rica plays a key role in the development and promotion of the tourism industry nationwide. This sector is focused on providing the necessary support for tourism companies, whether new to the market or established, to grow and thrive in the competitive Costa Rican tourism market. The following is a list of job positions and their monthly unloaded average salaries that are common in the tourism sector.

Table 27: Monthly unloaded average salaries.
Tourism Infrastructure Sector

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
Corporate Chef	2,247	2,555
Industrial Dining Room / Kitchen Head	1,258	1,446
Baker	1,024	1,062
Senior Counter Agent	1,013	1,047
Counter Agent	940	1,207
Corporate Specialized Chef	917	1,000
Corporate Non-Specialized Chef	838	915
Laundry Attendant	773	916
Corporate Kitchen Assistant	759	820

Source: PROCOMER based on data from PwC Costa Rica (SEIS). II semester 2023. / Reference for local companies.

Exchange rate: US\$1 = 527 colons

*Monthly unloaded salaries corresponding to the third quartile

Agribusiness sector salaries

The agri-food sector is composed of primary production, encompassing agricultural, livestock, aquaculture, forestry, and fishing activities. The food-related aspect involves the processing of agricultural and livestock products to transform them into raw materials or products for human consumption. The following is a list of job positions and their monthly unloaded average salaries that are common in the agribusiness sector.

Table 28: Monthly unloaded Agri-food sector salaries

Job Position	Monthly unloaded average salary US\$	Monthly unloaded salary P75* US\$
Microbiologist	2,409	2,673
Agronomist / Agricultural Engineer	2,390	2,680
Food Technologist	1,968	2,180
Auditor of Agricultural Operations	1,958	2,355
Farm Administrator	1,544	1,765
JR Agronomy Engineer	1,510	1,728
Foreman	1,162	1,376
Agricultural Inspector	1,135	1,371
Mixing Assistant	806	860
Agricultural Laborer	673	706

PROCOMER based on data from PwC Costa Rica (SEIS). II semester 2023. / Reference for agro-industrial companies and multinational corporations.

Exchange rate: US\$1 = 527 colons

*Monthly unloaded salaries corresponding to the third quartile

Staff recruitment

The cost of recruitment processes will depend on the hired companies and the role being sought; furthermore, fees can be managed as a percentage of the professional's annual salary.

Table 29: Staff recruitment costs

Profile	Range cost (\$US)
Management levels	\$6,000 - \$15,000
Executive levels	\$3,500 - \$6,000

Source: PROCOMER based on data from PwC, Costa Rica

Transportation costs

INCOTERMS - Cost structure according to means of transport.

The INCOTERMS, established by the International Chamber of Commerce (ICC), are crucial rules that ensure the smoothness of international commercial transactions. Currently, there are 11 terms that define responsibilities and obligations, preventing costly errors for companies.

The INCOTERMS can be used depending on the type of transport, which are classified as follows:

Table 30: INCOTERMS by means of transport

Air Freight / Multimodal INCOTERMS	Maritime INCOTERMS	Land / Multimodal INCOTERMS
EXW (Ex Works)	FAS (Free Alongside Ship)	EXW (Ex Works)
FCA (Free Carrier)	FOB (Free on Board)	FCA (Free Carrier)
CPT (Carriage Paid To)	CFR (Cost and Freight)	CPT (Carriage Paid To)
CIP (Carriage and Insurance Paid)	CIF (Cost, Insurance and Freight)	CIP (Carriage and Insurance Paid)
DAP (Delivered at Place)		DAP (Delivered at Place)
DPU (Delivered at place Unloaded)		DPU (Delivered at place Unloaded)
DDP (Delivered Duty Paid)		DDP (Delivered Duty Paid)

Source: PROCOMER, 2024

Below is the breakdown of costs that must be considered for each of the INCOTERMS:

Table 31: INCOTERMS. Cost structure

INCOTERMS	Cost structure for exportation - seller	Cost structure for importation - buyer
EXW	Cost of production + Packaging + Packing + Origin certifications + % of profit Optional: Local transportation from origin (in case the goods are moved to a mutually agreed location).	They are responsible for all logistics, customs, and tariffs costs from receiving the merchandise at the origin until delivery to their warehouses at the destination.
FCA	Cost of production + Packaging + Packing + Origin certifications + % of profit + Surcharge + Export	All additional logistic costs and responsibilities from the moment they receive the merchandise at the

	management + Local transportation to agreed location + Local insurance (agreed location)	origin, loaded onto the transport unit with export documents
FAS	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges) + Local insurance (up to within the port area at origin)	All additional logistic costs and responsibilities from the moment they receive the merchandise within the port area of the agreed departure port, loaded onto the transport unit, with export documents
FOB	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges) + Local insurance (until the merchandise is onboard the vessel).	All additional logistic costs and responsibilities from the moment they receive the merchandise onboard the vessel at the agreed departure port.
CFR	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges) + International transportation + Local insurance (onboard vessel at origin).	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination port, and cargo insurance from the moment the merchandise is loaded onto the vessel at the origin port.
CIF	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges) + International transportation + International insurance for 110% of the value of the goods for the buyer, London Clause C (but can be modified by mutual agreement).	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination port.
CPT	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges, if the merchandise is moved via maritime transport) + International transportation + Local insurance (until the merchandise is loaded onto the main transport at origin).	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination + international insurance from the moment the cargo is loaded onto the main transport at origin
CIP	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination.

	Charges, if the merchandise is moved via maritime transport) + International transportation + International insurance for 110% of the value of the goods with benefits for the buyer, London Clause A (but can be modified by mutual agreement).	
DAP	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges, if the merchandise is moved via maritime transport) + International transportation + THC destination + Local transportation + Insurance up to agreed delivery location.	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination, in the arrival transport mode prepared for unloading. Import management and unloading.
DPU	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges, if the merchandise is moved via maritime transport) + International transportation + THC destination + Local transportation + Unloading + Insurance up to agreed delivery location after unloading.	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination, unloaded. Primary responsibility includes import management.
DDP	Cost of production + Packaging + Packing + Origin certifications + % of profit + Loading + Export management + Local transportation to agreed location + THC origin (Terminal Handling Charges, if the merchandise is moved via maritime transport) + International transportation + THC destination + Local transportation + Import management + Insurance up to agreed delivery location.	All additional logistic costs and responsibilities from the moment they receive the merchandise at the agreed destination, upon unloading.

Source: PROCOMER, 2024

Logistic suppliers to request services quotes:

Considering that quotations for transport services, routes, and itineraries are subject to constant changes, we provide access to the "Integrated Logistics System" tool developed by PROCOMER. With this tool, you can obtain all the necessary information according to your transportation needs.

- SIL-PROCOMER Integrated Logistics System Platform:
<https://silogisticacr.com/#/home>



Costs of living in Costa Rica

Housing costs

Housing construction costs

Below is an approximate construction cost for houses. These data are taken from the Manual of Unitary Values by Constructive Typology, carried out by the Department of Standardization and Information Systems of the Ministry of Finance

Table 32: Housing construction costs

Project Type	Cost per m ² (US\$)
Houses made of concrete	493.36 - 3481.97
Wooden houses	550.28 - 1869.07
Container homes	540.80 - 673.62
Glass houses	2941.18
Loft housing	977.23

Source: PROCIMER based on data from Ministry of Finance, 2024.

Exchange rate: US\$1 = 527 colons

Housing rent costs

Below are the average prices per square meter for renting homes.

Table 33: Housing rent costs

Location	Average cost per m ² (US\$)
Santa Ana	8.79
Escazú	7.98
Rohrmoser	7.53
Curridabat	6.48
Cartago	6.54
Alajuela (Garita)	6.67
Grecia	6.34
Heredia	7.20
Belén	7.22

Source: PROCIMER based on data from Encuentra24, March 2024.

Exchange rate: US\$1 = 527 colons

Utilities

Residential electricity

in the case of residential electricity rates, each provider defines the rate blocks. some providers even have separate rates for energy and rates for power.

Below are the rates of the Compañía Nacional de Fuerza y Luz (CNFL) and JASEC as examples.

Table 34: Residential electricity rates

Blocks	Energy rate kWh (US\$)
CNFL	
0-30 kWh	4.00
31-200 kWh	0.13
201-300 kWh	0.20
More than 300 kWh	0.21
JASEC	
0-30 kWh	4.31
31-200 kWh	0.14
More than 200 kWh	0.18

Source: PROCOMER based on data from ARESEP, 2024

Notes: Exchange rate: US\$1 = 527 colons

Water and sewer

The rates for water and sewer services in Costa Rica are set by the Regulatory Authority for Public Services (ARESEP).

ARESEP defines rates for each operator based on their operational costs and the number of customers they must supply with the service.

The established operators in the country are the Costa Rican Institute of Aqueducts and Sewers, the Public Services Company of Heredia, and various Community Water and Sanitation Associations (ASADAs) in different communities.

Below are the residential category rates, using AyA as reference.

Table 35: Residential water and services rates

	Aqueduct water consumption. Rate per m ³ US\$	Sewer water consumption. Rate per m ³ US\$
0-15	0.69	0.74
16-25	1.42	1.48
26-40	1.56	1.61
41-60	1.89	1.92
61-80	3.53	3.52
81-100	3.54	3.52
100-120	3.55	3.52
121	3.73	3.71

Source: PROCOMER based on data from ARESEP, 2024

Notes: Exchange rate: US\$1 = 527 colons

*Fixed monthly fee \$3.80

** Fixed monthly fee \$2.28

Residential Internet

Below are residential internet rates, which depend on each internet service provider as well as the type of connection required.

Table 36: Residential internet rates

Megas	Monthly rates* (US\$)
Kolbi	
50	46.05
100	49.91
200	59.54
300	126.98
500	194.43
Claro	
50	41.46
120	44.40
200	51.14
400	77.13
600	105.98
Telecable	
45	43.30
75	45.23
150	48.12
300	53.90
500	104.36

Source: PROCIMER based on data from providers website, 2024

Notes: Exchange rate: US\$1 = 527 colons

Note2 Prices for Fiber Optic Internet.

*Taxes included.

The General Telecommunications Superintendency provides users with the following [tool](#) to compare telephone, internet, and cellular plans offered by different operators.

TV

Below are rates for different internet packages. The rates depend on the service provider, and the specifications of each package can be consulted on the providers' websites.

Table 37: TV rates

Provider	US
Liberty TV Digital	53.13
kölbi TV Digital	40.32
kölbi TV Avanzada	56.45
Sky HD Platinum	45.43
Claro TV individual HD Plus	40.23

Source: PROCOMER based on data from providers website, 2024

Notes: Exchange rate: US\$1 = 527 colons

The General Telecommunications Superintendency provides users with the following [tool](#) to compare telephone, internet, and cellular plans offered by different operators.

Phone Packages

In Costa Rica, there are various operators that provide mobile phone services. Below are some examples of rate for Kolbi, which depend on the quantity of minutes, messages, and internet.

Table 38: Phone Packages rates

Packages	Gigabytes	Minutes and SMS*	Monthly rate
Ultra K1	10	150/150	20.62
Ultra K2	15	300/300	28.90
Ultra K3	20	500/500	38.53
Ultra K4	28	700/700	53.94
Ultra K5	unlimited	1000/1000	80.92

Source: PROCOMER based on data from providers website, 2024

Notes: Exchange rate: US\$1 = 527 colons

* The quantity of minutes refers to communication with other networks. In all cases, unlimited minutes and SMS are included within the same network. Kolbi

School expenses

School annual fees

Below are the monthly fees of some of the private schools in the country for which this information is publicly available on their websites.

It is important to note that depending on the educational institution, there may be additional costs to consider.

To learn more about the offerings of private educational centers, you can contact the Association of Private Educational Centers of Costa Rica.

Table 39: School annual fees

Level	Country Day School	Lincon School	Blue Valley School	Lighthouse International School	Colegio Humboldt-Schule	The British School of Costa Rica
Pre-Kinder	11,560	9006	12,638	6,793	9,013	7,188
Kinder	13,367	9006	12,638	6,793	9,013	10,001
Preparatory	14,123	10,816	14,042	7,517	9,013	10,188
Grade 1	18,682	12,638	14,782	8,230	9,013	11,313
Grade 2	18,682	12,638	14,782	8,230	9,013	11,313
Grade 3	18,682	12,638	14,782	8,230	9,013	11,463
Grade 4	18,682	12,638	14,782	8,230	9,013	11,463
Grade 5	18,682	12,638	14,782	8,230	9,013	11,463
Grade 6	19,388	13,696	15,882	9,029	9,013	13,501
Grade 7	19,388	13,696	15,882	9,029	9,013	13,501
Grade 8	19,388	13,696	15,882	9,029	9,013	13,501
Grade 9	19,388	15,905	17,552	9,029	9,013	14,557
Grade 10	19,388	15,905	17,552	9,029	9,013	14,557
Grade 11	19,388	16,213	17,552	9,029	9,013	14,557
Grade 12	19,388	16,213	17,552	9,029	9,013	14,557

Source: PROCOMER based on web pages of selected schools.

Exchange rate: US\$1 = 527 colons

Country Day School charge tuition for 10 monthly installments. 3% annually discount included.

Lighthouse International School charge tuition for 10 monthly installments. 10 % annually discount included.

Colegio Humboldt-Schule charges tuition for 10 monthly installments / The rate does not include taxes..

Medical Costs

Minimum medical fees

Following are the minimum rates for various medical services. as established by the Costa Rican College of Physicians and Surgeons

Table 40: Minimum medical fees

Service	Minimum fee (US\$)
Initial consultation with a General Physician in a private office	43
Initial consultation with a Specialist in a private office	77
General Physician Consultation + Medical Certificate in a private office	64
Specialist Consultation + Medical Certificate in a private office	101
Home visit for General Physician	68
Home visit for Specialist Physician	105
Medical assessment for driver's licenses.	41

Source: PROCOMER based on data from the Costa Rican College of Physicians and Surgeons

Exchange rate: US\$1 = 527 colons

Costs of medical services

Below are approximate costs for medical services and procedures. It is important to note that these costs are merely indicative and may vary depending on the medical center where they are performed.

Table 41: Approximate costs for medical services

Type of medical consultation	US\$
General Medicine	74.99
Hospital Room	368.48
Home Visiting General Physician	78.94
Cardiology	121.96
Psychology	102.22
Gynecology and Obstetrics	121.96
Urology	121.96
Nutrition	59.20
Dermatology	128.27

Source: PROCOMER based on data from Medismart. 2024

Exchange rate: US\$1 = 527 colons

Links to request quotes for medical services

However, the final costs of medical consultations will depend on the medical center where the procedure or consultation is desired to be conducted.

Below are the links where medical services can be quoted at some of the private hospitals in the country.

Table 42: Links to request quotes for medical services

Hospital	Link to request a quote for services
Biblica Clinic	https://www.clinicabiblica.com/es/serviciosonlinea/centro-contacto
CIMA Hospital	https://hospitalcima.com/es/cotizaciones/
Metropolitan Hospital	https://metropolitanocr.com/cotizador-procedimientos/

Household services

Minimum wages for household services

The minimum wages are set and updated annually by the National Wages Council. The reference is made monthly or for the ordinary workday.

Table 43: Minimum wages for household services

Job position	Minimum wages US\$
Household assistant	468
Babysitter	468
Guard	740
Gardener*	26
Driver*	25
Pool cleaner*	23

Source: PROCOMER Based on data from MTSS. 2024

Notes: Exchange rate: US\$1 = 527 colons.

Note: For positions marked with * the minimum wages are daily.

Country Clubs

The price of Country Club shares may vary depending on whether they are purchased directly from the club or from an individual.

The clubs chosen for this section are those where it is indicated that there is the possibility of directly purchasing shares in the club.

Also, it's important to consider that besides the share, some places may charge a monthly fee, membership fee, or admission fee.

Table 44: Country Clubs shares prices

Country Club	Share price (US\$)
Santa Ana Country Club	\$25.000
Costa Rica Tennis Club	\$12.500
San José Indoor Club	\$7.500
Cariari Country Club	\$5.000
Club Union	\$1.140

Source: PROCOMER based on data from El Financiero. 2023 / [Link to the article](#)

Notes: Exchange rate: US\$1 = 527 colons.

Sports fees

In the case of sports practice fees, many country clubs in the country offer these services as part of their packages. The rates presented below are from academies or private lessons.

Golf Fees

Below golf rates for both green fees and classes to learn the sport.

Table 45: Golf fees

Service	Cost (US\$)
Tourist and visitors green fee Valle del Sol 1 hour class	\$71 + VAT
Alejandro Duque Golf Academy	\$60

Source: PROCOMER based on data from Valle del Sol and El Financiero. / [Link to the article.](#)

Tennis Fees

The rates for tennis classes may vary depending on the number of people and the schedule.

Below are examples of prices for both individual classes and monthly memberships.

Table 46: Tennis fees

Service	Cost (US\$)
Individual class/ 1 hour Costa Rican Tennis Federation	21.44
Monthly fee equivalent to one-hour weekly class Rojas Tennis Academy	129.03

Source: PROCOMER based on data from Costa Rican Tennis Federation and El Financiero. / [Link to the article.](#)

Car Rental Costs

The cost of renting a vehicle varies depending on the provider. Below are some price ranges provided as reference.

Table 47: Car Rental Costs

Car	Daily rate* (US\$)
Adobe	
Hyundai Accent AT or similar	59.74
Hyundai Creta Automatic or similar	64.74
Mitsubishi ASX AT 4WD or similar	67.74
Suzuki Vitara 4WD Manual similar	70.74
Hyundai Tucson Superior 4WD AT	85.74
Avis	
Nissan Sentra Or Similar	67.38
Nissan Kicks or Similar	80.94
Nissan Qashqai 2wd Automatic or Similar	86.59
Audi Q3 SUV 2wd or Similar	110.32
Mitsubishi Montero Wagon or Similar	109.19
Alamo	
Nissan Sentra o similar	60.83
Hyundai Elantra or similar	60.83
Toyota Rush 4x2 o similar	63.97
Suzuki Vitara o similar	70.77
Toyota Rush 4x2 o similar	\$82.69

Source: PROCOMER based on data from Adobe, Avis and Alamo websites, March 2024

Notes: Exchange rate: US\$1 = 527 colons

***In all cases, the price includes insurance. For ADOBE and ALAMO, it's third-party protection insurance, while for AVIS, it's LDW (Loss Damage Waiver) insurance.

Public Transportation Fares

Bus fares

The ARESEP conducts cost studies on companies that provide bus services. Companies can request a review of their operating costs at least once a year. Every six months, ARESEP conducts extraordinary studies to acknowledge changes that may have occurred in salaries, fuels, imported supplies, and operating expenses, which represent 70% of the companies' costs.

The fares are calculated by adding up all the costs necessary to provide the service and dividing them by the number of passengers using it, which is why there are differences in fares between one community and another.

Senior citizens receive an exemption in the payment of their fare, according to the number of kilometers of the route.

The costs shown below are a reference and will depend on the service provider, as there are several bus companies that have routes to the same destination or nearby.

Table 48: Bus fares

Route	Rate (US\$)
San José- Alajuela	1.40
San José-Heredia	1.00
San José Cartago	1.28
San José- Puntarenas	6.01
San José- Guanacaste (Liberia)	9.15
San José- Limón	7.42
Alajuela- Heredia	1.40
San José- Grecia	2.49
San José- Escazú	0.89
San José- Sabana	5.69

Source: PROCOMER based on data from ARESEP, 2024

Notes: Exchange rate: US\$1 = 527 colons

Train fares

The fares for train services are differentiated based on the route they cover. These fares are determined by the operational costs required to operate the service and the number of passengers transported. The current routes depart from the central stations (Atlantic and Pacific) and their final destinations include Belén, Pavas, Heredia, Alajuela, and Cartago.

Table 49: Train fares

Route	Rate (US\$)
San José – San Antonio De Belén	
Pacific Station – San Antonio de Belén and Vice versa	0.90
San José – Heredia. Latina University – Heredia. Pavas – Curridabat. Pacific Station – Curridabat. Pacific Station – Metropolis	
Indoor Club - Latina University - Metrópoli Iii and Vice versa	1.20
Indoor Club - Latina University - Pacific Station and Vice versa	0.59
Pacific Station - Metropoli Iii and Vice versa	0.59
Latina University - Heredia and Vice versa	1.14
Atlantic Station - Heredia and Vice Versa	1.09
San Jose – Cartago	
Atlantic Station - Cartago and Vice versa	1.34
Alajuela-Heredia	
Alajuela - Heredia and Vice versa	1.52

Source: PROCOMER based on data from ARESEP. 2024

Notes: Exchange rate: US\$1 = 527 colons

Taxi fees.

Table 50: Taxi fees

Type of Taxi	Cost US\$
Sedan Taxi	
Flag rate	1.75
Variable rate	1.75
Late fee	6.61
Taxi adapted for people with disabilities.	
Flag rate	1.57
Variable rate	1.57
Late fee	7.07
Rural taxi	
Flag rate	1.93
Variable rate	1.93
Late fee	7.22

Source: PROCOMER based on data from ARESEP. rates for I semester 2024

Notes: Exchange rate: US\$1 = 527 colons

Basic food basket

The National Institute of Statistics and Census defines the Basic Food Basket as the group of foods necessary to cover the caloric needs of an average family, expressed in adequate quantities. However, it is important to note that it constitutes a minimum level of nutrition based on the consumption habits of a set of reference households.

As of February 2024, the basic food basket had a per capita cost of \$109.

The previous data shows differences when segmented between the cost for urban and rural areas. In the case of urban areas, the cost is \$116, while in rural areas, it is \$97.

Table 51: Basic food basket price

Basic food basket	Monthly price (US\$)
Urban	116
Rural	97
National	109

Notes: Exchange rate: US\$1 = 527 colons

Source: PROCOMER based on data from INEC, 2024



Incentives for investment

Free Trade Zone Regime

Incentives

The Free Trade Zone Regime has been in place in Costa Rica since 1990 and it is a set of incentives and benefits granted by the Costa Rican government to companies making new investments.

The companies that opt for this regime of incentives and benefits must comply with the requirements and obligations established in Law No.7210, its reforms and its regulations.

Table 52: Statutory and Free Trade Zone Regime Fiscal Treatment

Taxes	Legal tax treatment	Tax treatment under the Costa Rican Free Trade Zone Regime
		Law No. 7210
Income Corporate Tax	30%	Companies under the Free Zone Regime enjoy exceptions on income tax depending on the sector and investment. Please refer to the table 2 for further details.
Customs duties on imports and exports	Depends on the product	100% exemption from customs duties (imports & exports).
VAT	13%	100% exemption of VAT for local purchases.
Property transfer tax	1.5%	100% exemption from property transfer tax (up to 10 years).
Withholding tax on royalties and fees	25% for a nonresident company	100% exemption
Remittance repatriation tax	It varies depending on the source of income	100% exemption
Municipality taxes	Varies depending on the local government	100% exemption (up to 10 years)

Source: PROCOMER

Incentives under the Free Trade Zone Regime on the corporate income tax

Table 53: Incentives under the Free Trade Zone Regime on the corporate income tax

Services, marketing company and FZ park administrators						
Inside GMA			Outside GMA			
0%	15%	30%	0%	15%	30%	
From year 1 to year 8	to year 9 to year 12	after year 12	From year 0 to year 12	From year 13 to year 18	After year 18	
Regular Project Manufacturing						
Inside GMA			Outside GMA			
6%	15%	30%	0%	5%	15%	30%
From year 1 to year 8	to year 9 to year 12	After year 12	From year 1 to year 6	From year 7 to year 12	for year 13 to year 18	After year 18
Megaproject Manufacturing						
Inside GMA			Outside GMA			
0%	15%	30%	0%	15%	30%	
From year 1 to year 8	to year 9 to year 12	After year 12	From year 0 to year 12	From year 13 to year 18	After year 18	
Manufacturing Strategic sector, 100 jobs <u>outside GMA</u>						
0%	15%		30%			
From year 1 to year 12	From year 13 to year 18		After year 18			

Source: PROCOMER, 2024

Note: The percentage refers to the payment on CIT.

For further information regarding the Free Trade Zone Regime please refer to [FTZ Guide](#)

Additional incentives outside the GMA

Costa Rica offers additional incentives to companies that invest outside the Greater Metropolitan Area.

- Expansion of three new categories in the Free Trade Zone regime
- Shorter approval times for permits and requests for public services.
- Reduction of the initial investment requirement for companies located outside the GAM (Greater Metropolitan Area), outside of a Free Trade Zone Park.
- Possibility of having lower electricity costs if installed in free trade zone parks that establish an energy community, in collaboration with the park administrator.
- Possibility of including new types of investment for the free zone entry requirement, as an alternative to the fixed assets requirement (public infrastructure, human capital).
- Greater opportunity for Service companies (Category C) with interest in investing outside the GMA, to meet the Strategic Services Eligibility Index.
- Temporary reduction of social security payments.

Table 54: Savings for temporary reduction of social security payments

Social charges in Costa Rica for employers	Mandatory % Contribution	First 5 years	Year 6 - 7	Year 8	Year 9 - 10
Social security charges	26.67%	20.42%	21.67%	22.67%	25.67%
Christmas bonus	8.33%	8.33%	8.33%	8.33%	8.33%
Hazard insurance (ranges from 1.90% and 5.00%)	3.45% ^{a/}	3.45%	3.45%	3.45%	3.45%
Severance pay ^{b/} (between 1.00% and 5.33%)	3.00% ^{a/}	3.00%	3.00%	3.00%	3.00%
TOTAL	41.45%	35.20%	36.45%	37.45%	40.45%
SAVINGS		6.25%	5.00%	4.00%	1.00%

Source: PROCOMER based on data from CCSS

Notes: a/ average.

b/ It functions as an accounting provision, it is not mandatory, but it is highly recommended.

Requirements

When a company is interested in applying to the Free Zones regime, it must make a new initial minimum investment, backed by new fixed assets subject to depreciation and real estate.

By law, it has a maximum term of three years counted from the presentation of the application to enter the regime and following the following conditions:

Table 55: Minimum Investment in the Free Trade Zone Regime

Manufacturing		
Location	FTZ Park	Stand Alone
Greater Metropolitan Area	\$150,000 in fixed assets	\$2.000,000 in fixed assets
Outside GMA	\$100,000 in fixed assets	\$250,000 in fixed assets
Manufacturing companies classified as Megaprojects*		
\$10,000,000 with investment projection to be fulfilled within a maximum of 8 years and 100 employees		
Services		
Service, marketing and management companies pay a monthly fee based on the amount of their revenue and are subject to a rate of 0.30% (within the park) 0.50% (outside the park) on the total sales		

Source: PROCOMER

Regarding employment level requirements, these will be set by the same company, which commits to maintaining them while enjoying the benefits of the Regime. However, there are exceptions for manufacturing companies in strategic sectors and mega-projects*.

In addition to some specific requirements for manufacturing companies in category F and services in category C, which can be consulted in the free trade zone guide.

Law for the Attraction of Investors, Rentiers, and Retirees

The law N° 9966 aims to create the regulatory framework to incentivize the attraction of investor, rentier, and pensioner individuals to contribute to the Costa Rican economic recovery in a post-Covid-19 pandemic period.

It will apply to all individuals who are authorized entry into our country under the migratory categories of investors, pensioner residents, or rentier residents.

The minimum investment amount is set at one hundred fifty thousand dollars, legal currency of the United States of America (US\$150,000)

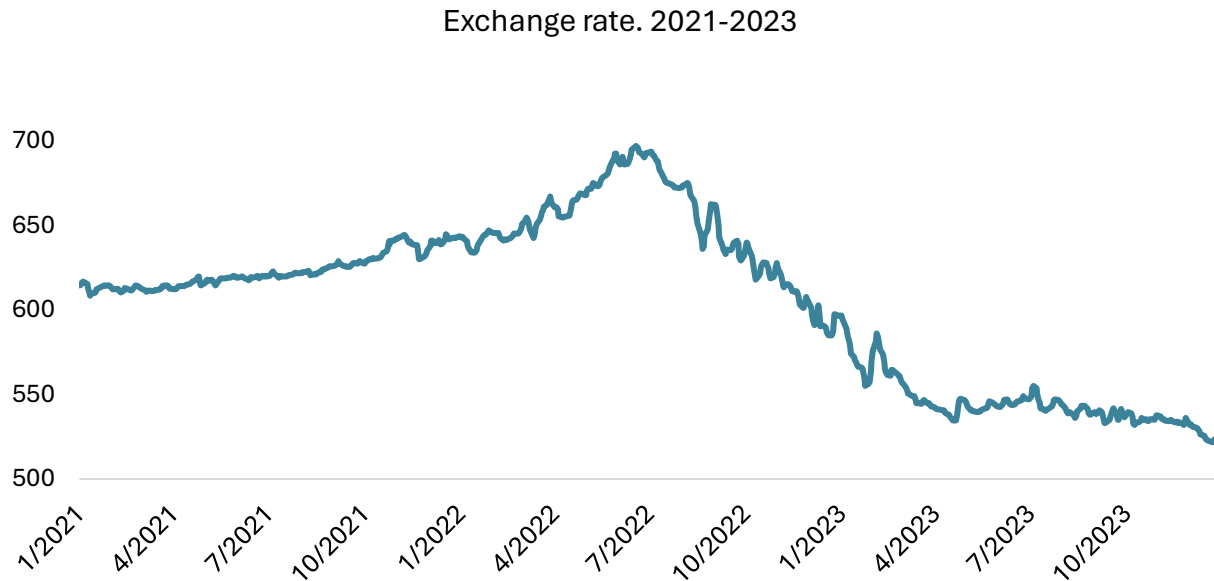
Table 56: Incentives to the Law for Attraction of Investors, Rentiers and Retirees

Incentives	
Benefits related to immigration status.	10 years from its granting.
Taxation of their activity.	Income to qualify for the benefits of your immigration status will be exempt from income tax. However, to income obtained on the national territory through within will be taxed.
Benefits related to the importation of equipment for professional practice.	Exemption from import taxes in respect of instruments or materials for professional or scientific purposes.
Cancellation of tax benefits.	In the event of resignation or cancellation of the investor, rentier resident, or retiree resident status, taxes from which they were exempted must be paid.
Household goods	Rate and all import tax exemption, granted one-time, for the importation of household goods.
Movable Assets	They may import up to two lands, air, and/or sea transport vehicles free of taxes.
Transfer tax	Exemption of twenty percent (20%) of the total transfer of assets purchased.

Source: PROCOMER based on data from Law for the attraction of investors, rentiers and retirees.

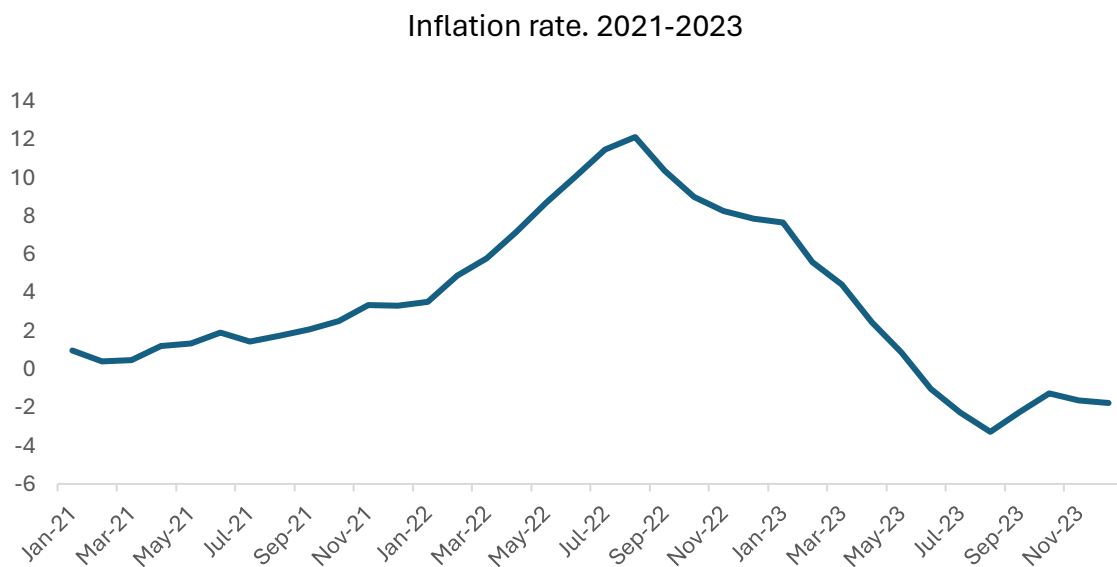
Evolution of some macroeconomic indicators

Exchange rate



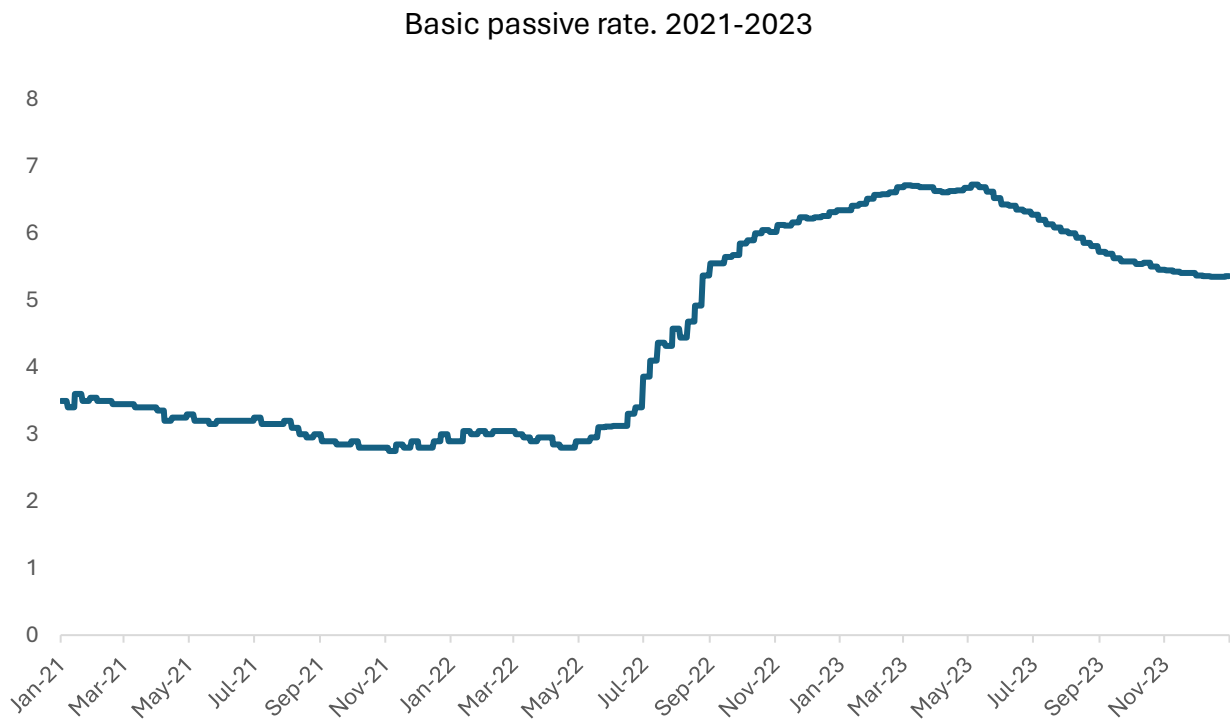
Source: PROCIMER based on data from BCCR. 2024

Inflation rate



Source: PROCIMER based on data from BCCR. 2024

Basic passive rate



Source: PROCOMER based on data from BCCR. 2024

Costa Rica Cost

INSIGHTS

