2025
RESULTS REPORT

CINDE | YOUR GUIDE FOR **BUSINESS & TALENT DEVELOPMENT**

All rights reserved. The data presented herein is considered accurate at the time of publication. Please note that the content of this report is based on information collected in good faith from public and proprietary sources. Accordingly, CINDE's Department of Applied Research, Monitoring, and Evaluation accepts no responsibility for any loss or damage resulting from the use of this report, whether in electronic or printed format.

CINDE
SU GUÍA PARA DESARROLLO DE NEGOCIOS Y TALENTO

ABOUT CINDE

Over 44 years actively advancing FDI and talent development initiatives.

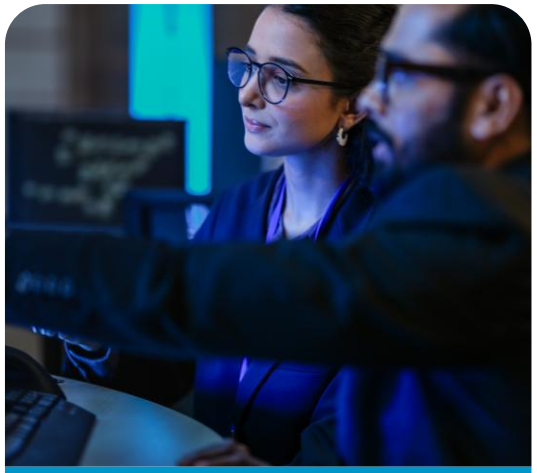
For more than 44 years, CINDE has worked alongside multinational companies as a key player within Costa Rica's investment ecosystem. Throughout this trajectory, the organization has developed numerous talent-promotion initiatives as a core component of the country's business climate, and has supported more than 450 multinational companies in establishing and expanding their local operations.

CINDE
YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

WE SUPPORT COMPANIES **THROUGHOUT THEIR BUSINESS JOURNEY**

INVESTMENT ADVISORY

Assistance throughout the site-selection process and the full investment lifecycle.



INVESTMENT EXPANSION

Specialized support for new operational expansion projects or diversification initiatives.

ESTABLISHMENT PROCESS

Support during the setup phases and connection with key service providers and essential stakeholders.

INVESTMENT STRATEGIES

Planning and guidance for talent acquisition and development strategies.

FDI IS RAPIDLY TRANSFORMING IN RESPONSE TO NEW GLOBAL CHALLENGES

CINDE
YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

Geopolitical Reconfiguration

Technological Disruption

New Reality:
Greater Competition
for FDI

Climate Change

Demographic Transformation

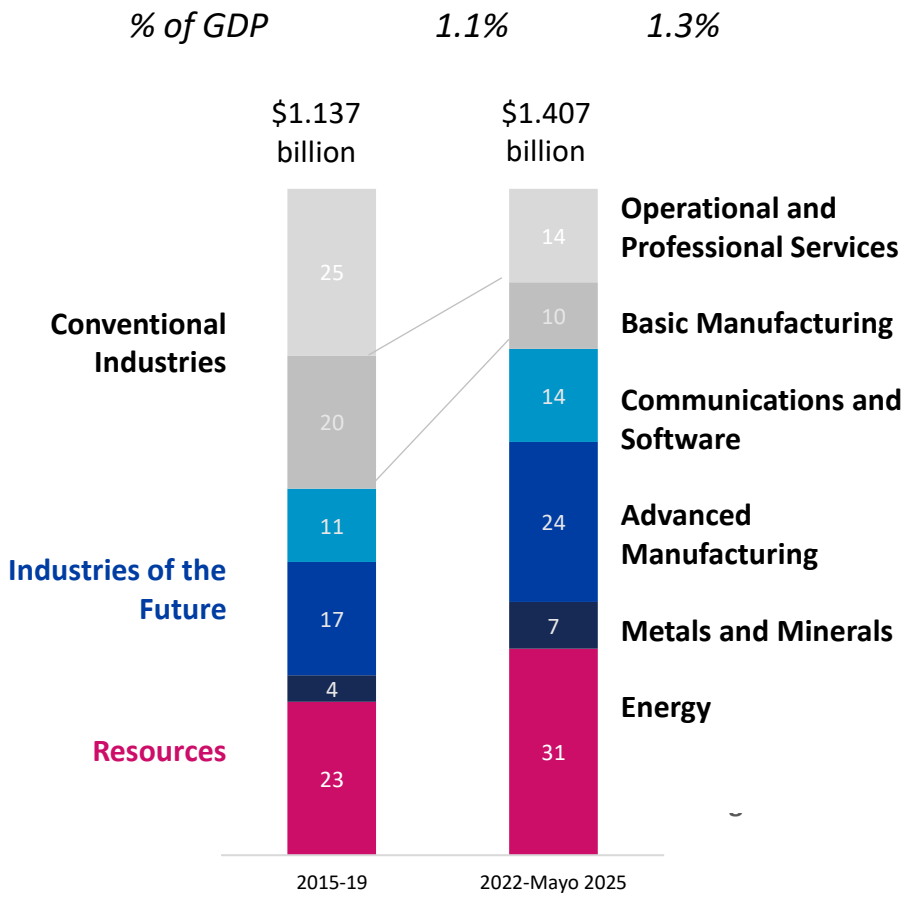
GLOBAL REALIGNMENT OF
FOREIGN DIRECT INVESTMENT (FDI)

- **Industries and Resources of the Future:**
  75% of projects are directed toward advanced manufacturing, AI infrastructure/data centers, energy, and mining (vs. 50% previously)

- **Geopolitical Lines:**
  Main recipient: the United States.
  China as the principal investor.

- **Mega-Investments:**
  Those exceeding $1 billion represent less than 1%, but account for 50% of the total value.

- **Services have declined to represent 14% of projects at the global level**.



Source: McKinsey Global Institute, 2025

CINDE AS PART OF THE MECHANISM AND ITS CONTINUOUS CONTRIBUTION IN SUPPORT OF COSTA RICA'S DEVELOPMENT

CINDE
YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

19 NEW FDI PROJECTS.*

48 REINVESTMENTS BY FDI COMPANIES. *

3,259 NET EMPLOYMENT.**
(vs. 5,500 net jobs generated in 2024)

400+ Advised Companies PERMANENTLY

Source:
CINDE – Data from January to December 2025
CINDE – Data from Sept. 2024 to Sept. 2025

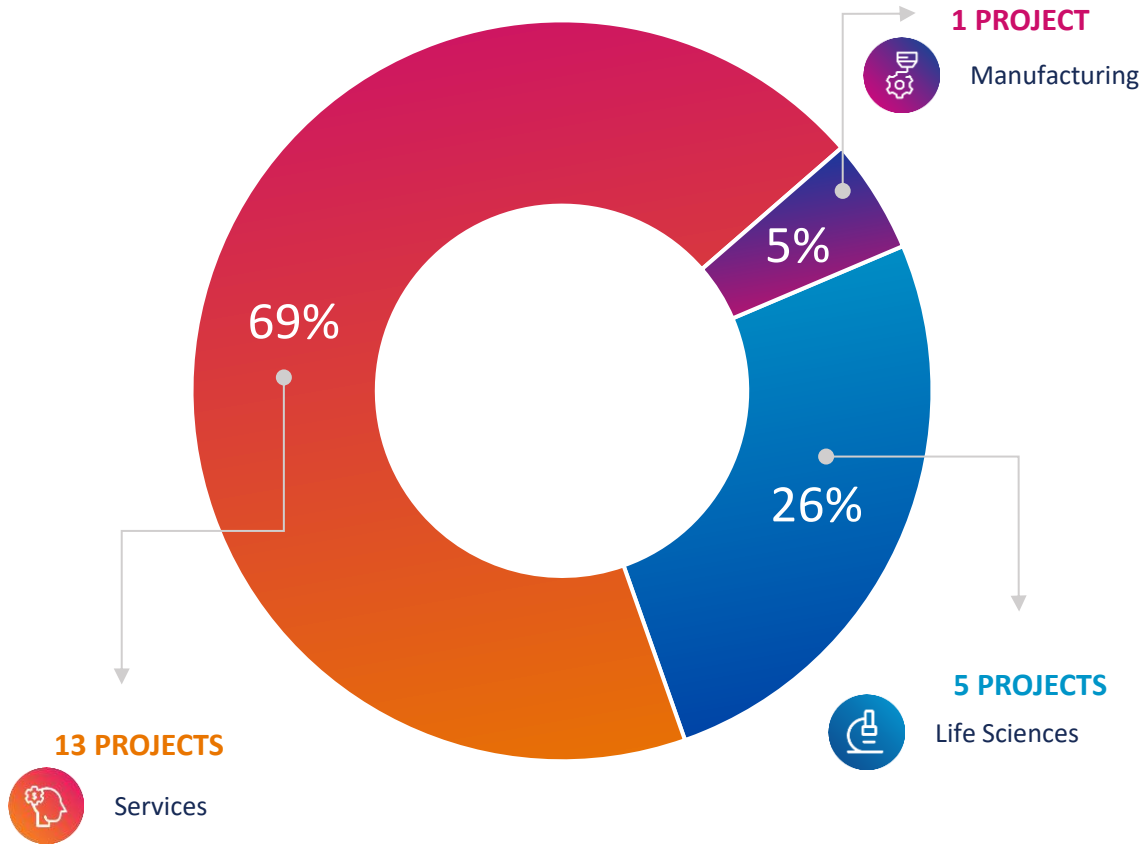
CINDE ATTRACTED 19 NEW INVESTMENTS TO COSTA RICA IN 2025

CINDE YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

- **Services** continue to hold the greatest weight in the number of projects (69%), driven by their rapid execution nature; however, a decline is observed compared to previous years, indicating a relative slowdown compared to other sectors.
- **Life Sciences:** Demonstrate strength and dynamism, showing an increase in projects.
- Of the total confirmed projects, 21% (4 projects) are located outside the **Greater Metropolitan Area**, reflecting geographic diversification.
- **Diversification of Origin:** 48% of the projects attracted by CINDE originate from countries other than the United States, evidencing greater openness toward international markets. Countries include Germany, Bulgaria, the United Kingdom, Canada, Thailand, and India.

Over the past 3 years, CINDE has attracted 74 new investment projects to Costa Rica.

2025 Projects by Sector



CHARACTERIZATION OF NEW PROJECTS IN 2025

SERVICES | 13 NEW PROJECTS

The country reaffirms its appeal as an optimal location for Shared Services Centers, especially for companies entering this model and seeking:

- Specialized talent
- A mature and proven ecosystem
- Conditions for scalability

Key Details:

- **Client-Driven Model:** The influence of clients determines the country **selection for business process outsourcing (BPO's).**
- **Expanding Digital Health (E-Health):** Two projects linked to the healthcare industry reflect the global trend toward digital solutions throughout the sector.
- **Projects are smaller** in terms of hiring numbers, but with a higher demand for specialized talent (digital sales, AI, support engineering).
- **Implementation Speed:** High pressure to quickly begin operations, which drives the adoption of the EOR – Employer of Record – model, a structure that formally employs personnel on behalf of the company.
- In the medical sector, the appetite to centralize service processes within Costa Rica persists, complementing manufacturing operations and strengthening the comprehensive value proposition.

CHARACTERIZATION OF NEW PROJECTS IN 2025

LIFE SCIENCES AND MANUFACTURING | 6 NEW PROJECTS

- **Four new projects from original equipment manufacturer (OEM) companies** present advanced technological solutions, focused on connected devices, digital health, and minimally invasive procedures.
- These projects **will demand more technical talent in electronics and high-precision metalworking, due to increasing automation.**
- In 2025, **50% of confirmed projects originate from destinations outside the U.S., including Europe and Asia.**
- Projects from supplier companies will contribute new technologies and services to strengthen the already competitive ecosystem.
- There is a continuing trend of projects with extensive production footprints from inception. Confidence in Costa Rica drives greater capital investment and capacity development.

FOR COMPANIES THAT CHOOSE COSTA RICA, WHAT TYPES OF PROCESSES DO THEY BRING?

CINDE
YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

COMPANY	DESCRIPTION	PROCESSES	RELEVANCE
ACQUIA	Center of Excellence specializing in digital experience management.	Customer success, sales, marketing, research and development, human resources, and other global support functions	This reflects a higher level of Services sophistication and positions us as a hub in the digital services value chain, not only in technical support.
PROGRESS	Provider of infrastructure and digital experience software driven by Artificial Intelligence (AI).	Technical support, user experience, sales, and corporate functions	This reflects a transition toward technology industries with a focus on AI and user experience.
DURACELL *(CONSUMER GOODS Co.)*	Multifunctional Shared Services Center	Finance, HR, and an IT Center	Costa Rica continues to strengthen its role as a platform for strategic corporate services.
VIVENTIUM *(software as a service company)*	Development of technological solutions for HR, payroll, and human capital management, for the healthcare sector and home care companies	Technology support, project management, and customer service	Costa Rica positions itself as a platform to provide services to critical sectors such as healthcare, thus reinforcing the maturity of the digital ecosystem.
POWER DESIGN	Engineering, design, and construction company	Comprehensive engineering and construction operations: Costa Rica attracts complex processes that combine mechanical, electrical, and systems engineering with corporate functions and business analysis.	Diversification toward sectors that demand advanced technical talent.
ZIMMER BIOMET	Medtech industry OEM ranked among the global top 20.	Operation with a significant level of automation, focused on orthopedic components.	By incorporating this leading orthopedic OEM, the development of advanced skills in high-tech manufacturing and specialized machining processes is leveraged, strengthening the medical devices ecosystem.

REINVESTMENT SUSTAINS DYNAMISM: 48 PROJECTS SUPPORTED BY CINDE IN 2025

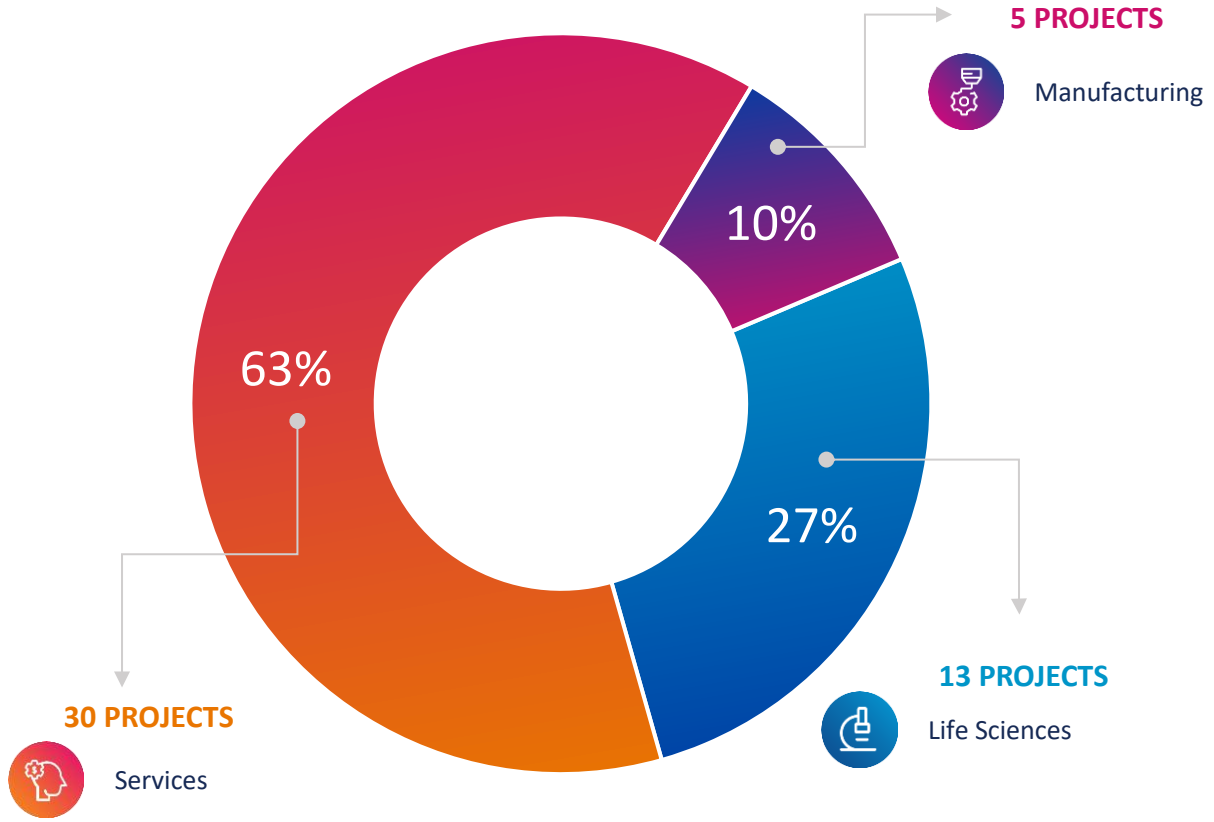
CINDE YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

Services: This offering expanded in strategic areas such as IT, analytics (data science and management), and advanced financial processes (treasury, management control, auditing, and data analysis). Specialization and added value increased, along with the incorporation of services previously managed from the U.S. In 2025, services was the sector that generated the most reinvestments, with a total of 30 projects.

- **Manufacturing and Life Sciences:** Reinvestments focused on the expansion of production facilities, driven by the implementation of new product lines.

Over the past three years, CINDE has helped confirm 184 reinvestment projects.

2025 Reinvestments, by Sector



CHARACTERIZATION OF REINVESTMENTS IN 2025

SERVICES, LIFE SCIENCES, AND ADVANCED MANUFACTURING

48 REINVESTMENT PROJECTS

- These have been characterized by the need to continuously transform operations, diversify processes, and constantly validate Costa Rica's business case.
- The areas that showed the highest demand and interest were **marketing, human resources, information technology, regulatory processes, sales, and data analytics.**
- Companies maintain strong interest in better understanding the capabilities of Costa Rican talent in areas of information technology, and are seeking both specialized and competitive profiles.
- Reinvestment projects focused on expanding existing production capacities and incorporating new technologies, involving suppliers, contractors, and OEMs.
- Organic growth required additional personnel, new shifts, and significant plant expansion to meet demand.
- In the medical industry, service-sector projects that stood out included care centers, commercialization, quality, IT, sales, engineering, and technical support.
- **Two medical companies** added support services in research and development, reflecting confidence in national talent and seeking greater added value.

WE DRIVE COSTA RICAN TALENT: CINDE INITIATIVES

CINDE
YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

CINDE JOBS

- **18,624 people applied for employment opportunities.**
- **2,408 students applied for internships.**
- **523 professionals accessed professional relocation initiatives.**

Women in Cloud

1,384 WOMEN
enrolled in the cloud computing program.

Caribbean Talent Community

731 SLOTS
available for students to enhance their skills and professional profiles.

Tools for Success+ BY CINDE

1,189 STUDENTS
awarded scholarships to learn English.

SkillsBuild

3,339 PEOPLE
updated their skills with digital credentials.

FUTURO DIGITAL

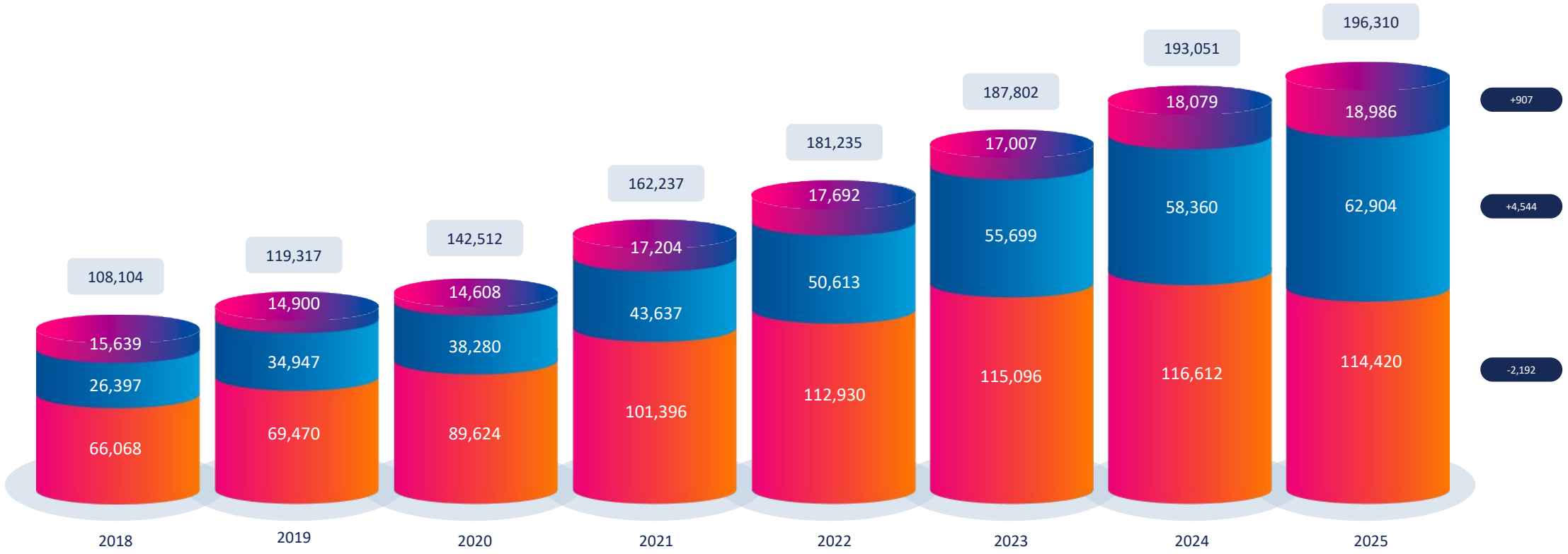
7,025 PEOPLE
learned about Artificial Intelligence.

Source: CINDE, 2022 to 2025
These figures correspond to unique program records; some participants may have accessed more than one initiative.

MORE THAN 196,000 PEOPLE ARE EMPLOYED IN COSTA RICA BY MULTINATIONAL COMPANIES

CINDE
YOUR GUIDE FOR BUSINESS & TALENT DEVELOPMENT

Services
Life Sciences
Manufacturing



*Data for multinational companies attracted by CINDE

CINDE

YOUR GUIDE FOR BUSINESS
& TALENT DEVELOPMENT

CINDE Costa Rica
Torre Universal, 22nd Floor
La Sabana, San José, Costa Rica
invest@cinde.org
Phone: +(506) 2201-2800
Fax: +(506) 2201-2867

www.cinde.org

Follow us:

- **invest_cr**
- **InvestInCostaRica**
- **cinde**