

## **FIFCO celebrates third generation of graduates from the Dual Education Program in production processes**

- Seven employees successfully completed their technical training as Production Process Operators.
- Second dual training program operating in partnership with the INA and the National Qualifications Framework.

**September 2025.** As part of its commitment to professional training and strengthening human talent, FIFCO celebrated the Dual Education Program's third generation graduation, an initiative that allows employees within the company to develop technical knowledge and apply it directly in their work processes.

On this occasion, seven employees from the Supply Chain area completed the *Technical in Production Processes Operation* certification, which allows them to control equipment and materials under production, quality, and safety standards. Since the program's launch in 2023, FIFCO has graduated 18 employees, consolidating this modality as a tool for mobility and professional growth.

Thanks to the partnership between FIFCO, the National Learning Institute (INA), and the National Qualifications Framework, this training model combines theoretical classroom instruction with real-world practice in the company's operations. The technical training they have acquired allows them to face new work challenges, while strengthening their vision of comprehensive development.

*"An enriching program that challenged me to learn about processes and maintenance. I had fears like everyone else, but I faced them with courage," shared Eduardo Sánchez Chavarría, Safety Monitor and one of the graduates. Marvin Badilla Cortés shared his experience: "It helped me be more aware of the processes in my work and what other colleagues do. At FIFCO, those who study and prepare themselves always find opportunities for growth," added Badilla, who works as a Forklift Operator.*

### **Employees who graduated from the Program in 2025:**

- Marvin Rolando Badilla Cortés
- Esteban Cabezas Paniagua
- Juan Pablo Cordero Gunl
- Rafael Antonio Morales Sequeira
- Eduardo Sánchez Chavarría
- William Gerardo Soto Cerdas
- Luis Ángel Venegas Araya

FIFCO currently has a second Dual Education program in Quality Management, with six participants who will complete their training in December of this year. In addition, since 2014, there has been a dual training program in the hospitality area, specifically at Reserva Conchal. This program has trained nearly 300 people from Guanacaste in tourism-related activities and has been recognized by the INA as an outstanding example of dual education in the country. These actions reinforce the company's vision of generating impact from the workplace, promoting career paths that integrate technical training, real opportunities for growth, and improvements in employability.

**About FIFCO**

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