2023

Delphinus®
*for a brilliant **blue** planet*

SUSTAINABILITY REPORT

ESR Empresa Socialmente Responsable

WE SUPPORT UN GLOBAL COMPACT

SUSTAINABLE DEVELOPMENT GOALS

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ABOUT DELPHINUS

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MESSAGE FROM OUR CEO

2023 marked a turning point for the tourism sector in Quintana Roo in the wake of the COVID-19 pandemic. It was a time of recovery and growth for this economic ecosystem of which Delphinus is part of. Official figures paint an encouraging picture: by year's end, the Mexican Caribbean welcomed 21.5 million tourists—a 9.2% increase from 2022. Delphinus mirrored this upward trend, seeing a 1.37% rise in visitors to our dolphin interaction habitats compared to the previous year.

Delphinus, as a socially responsible company, contributes much more than just wealth generation and job stability for its employees and its supply chain. As a corporate citizen, it invests in community engagement programs, particularly in environmental education for the people of Quintana Roo. An example of this is the Educational Visits program, which hosted 16,382 public school students and teachers in Quintana Roo free of charge throughout 2023, compared to 4,161 students and teachers served in 2022. This represents a 395% growth and a full return of students from our state to extracurricular educational activities.

Regarding the beach and mangrove cleaning program, as of 2023, 50 events have been carried out with the cumulative participation of 6,200 volunteers, who helped collect 22,500 kg of solid waste from the coastal ecosystems of Quintana Roo. These events raise awareness and provide opportunities for sensitization among the volunteers and collaborators who joined.

2023 also saw the 12th edition of the Festival of the Oceans of the Mexican Caribbean, the largest environmental education event in southeastern Mexico. This year, in addition to its traditional program that includes children's and youth drawing competitions and a university short film contest about the ocean, the Forum for the Ocean from the Mexican Caribbean was held for the first time. This academic space aimed to analyze in a multidisciplinary manner the major issues affecting our seas, such as the climate crisis, fishing and food security, ocean plastic pollution, and biodiversity loss, all with the goal of providing better tools to be used for decision-making by legislators and public policy designers.

A summary of the event can be reviewed at : https://www.festivaldelosoceanos.org.mx/1er-foro-por-el-oceano

Delphinus works to ensure that future generations have at least the same opportunities to enjoy this brilliant blue planet as we now enjoy. We do this with the full conviction that our actions as a corporate citizen contribute to achieving the Sustainable Development Goals and the 2030 Agenda, a mission that we all, individuals and societies, need to contribute greatly to. With this in mind, our organization reaffirms its commitment to the Global Compact as a platform for building companies with a focus on sustainability, wealth generation for the community, and environmental regeneration.

Rodrigo Constandse Córdova
CEO Delphinus

brilliant
blue planet

DELPHINUS: MODERN ZOOLOGICAL INSTITUTION

Delphinus has undergone an evolution in terms of its own existence and its contributions to society and future generations.

Today, Delphinus goes beyond being a simple 'dolphinarium,' fulfilling **five basic pillars** necessary for any modern zoological institution:

CONSERVATION

The conservation of wild populations is the main reason for the existence of modern zoological institutions like Delphinus. What we learn here, can be applied to protect threatened or endangered species in the wild.

RESCUE AND REHABILITATION

Delphinus is part of the marine mammal stranding network.

RESEARCH

As part of the social responsibility of any modern zoological institution, Delphinus collaborates in research programs to learn more about marine mammals.

EDUCATION

Delphinus is a company dedicated to environmental education, emphasizing the protection of our ocean.

ANIMAL WELFARE

The foundation of all of Delphinus' operations is the welfare of the dolphins, the ambassadors of the ocean.

Delphinus®

*for a brilliant **blue** planet*

Delphinus is an organization founded in Quintana Roo, Mexico, in 1990 with the aim of reconnecting people with nature and particularly with the marine environment, actively involving them in its conservation. Its slogan or distinctive phrase is "Por un brillante planeta azul" or "For a brilliant blue planet" in its English version, pointing to how the organization's existence intends, through interaction with our dolphins, that those who visit it are inspired to actively participate in the conservation of the oceans, essential elements for the sustenance of life on the planet.

MISSION

To create moments of pure joy for our visitors and inspire environmental stewardship through amazing encounters with our dolphins.

VISION

To be a company that creates and operates experiences where human beings interact with nature in harmony.

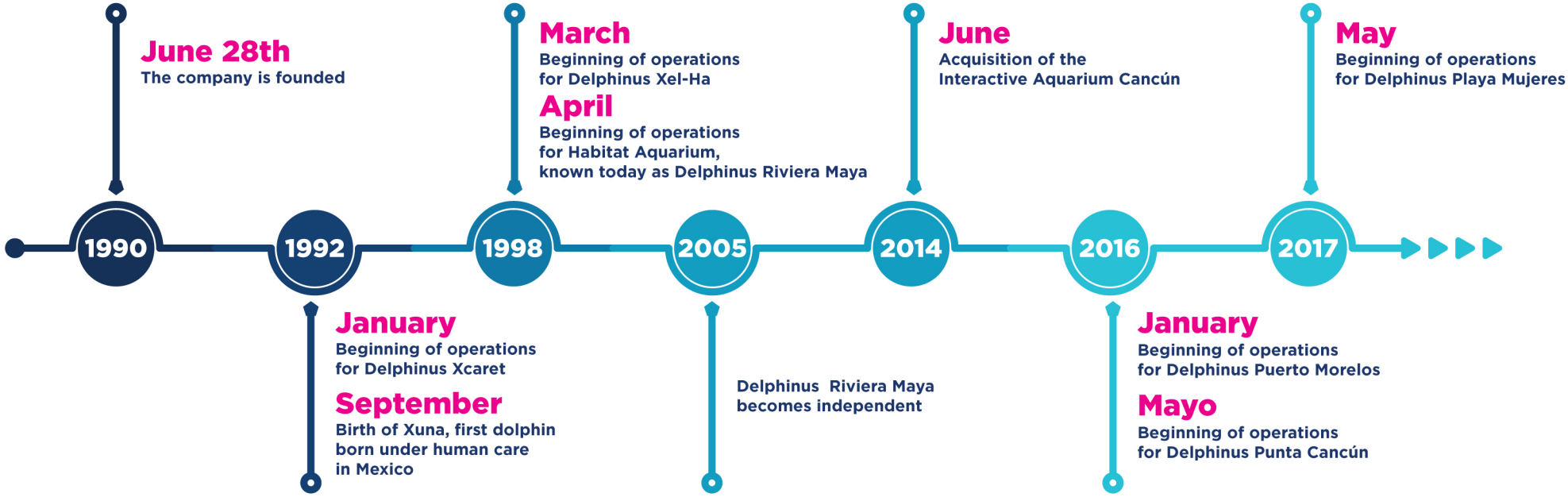
VALUES

- Honesty • Responsibility
- Respect • Loyalty • Congruence

BRAND POSITIONING

Delphinus is an encounter with dolphins, preferred by those seeking an approach with this great species and its environment, with the highest culture of animal welfare, environmental commitment and service, which transforms visitors into human beings committed to the care of this wonderful planet.

OUR HISTORY


1990
June 28th
The company is founded
1992
January
Beginning of operations
for Delphinus Xcaret
September
Birth of Xuna, first dolphin
born under human care
in Mexico
1998
March
Beginning of operations
for Delphinus Xel-Ha
April
Beginning of operations
for Habitat Aquarium,
known today as Delphinus Riviera Maya
2005
Delphinus Riviera Maya
becomes independent
2014
June
Acquisition of the
Interactive Aquarium Cancún
2016
January
Beginning of operations
for Delphinus Puerto Morelos
Mayo
Beginning of operations
for Delphinus Punta Cancún
2017
May
Beginning of operations
for Delphinus Playa Mujeres

Delphinus currently operates **7 habitats** for interaction with marine mammals strategically distributed in the **most important destinations** of the **Mexican Caribbean**.

EXECUTIVE COMMITTEE

Rodrigo Constandse
CEO

Alfonso Fernández
Deputy Director

Fernando Delgado
Director of Operations and Animal Welfare

Mario Hurtado
Director of Commerce

Claudia Chapital
Director of Human Resources

Ileana Zuzuarregui
Director of Marketing

Raúl Torres
Director of Veterinary Medicine

Tomás Capote
Director of Training and Breeding Program

Juan Aguilar
Director of E-Business

Omar Pontones
Director of Information Technologies

Mario Banda
Director of Finance and Controller

Miguel Canseco
Director of Communications and Corporate Responsibility

ALLIANCES, ACCREDITATIONS AND COLLABORATIONS

SDG 17 of the 2030 Agenda states that to achieve sustainability, 'partnerships between governments, the private sector, and civil society are necessary. These partnerships are built on principles and values, a shared vision, and common goals that prioritize people and the planet. They are necessary at global, regional, national, and local levels.'

"17.17 encourage and promote effective public, public-private, and civil society partnerships, building on the experience and resourcing strategies of partnerships" In line with the collaborative approach promoted by Sustainable Development Goal 17, Delphinus actively strives to establish partnerships that create social, economic, and environmental value for all parties involved. These partnerships span various areas, including representing shared interests to government authorities, civil society, academic institutions, media outlets, and other relevant stakeholders.

ORGANIZATIONS OF WHICH DELPHINUS IS A MEMBER OF:

AMHMAR
Asociación Mexicana de Hábitats para la Interacción y Protección de Mamíferos Marinos

Delphinus is a founding member of the Mexican Association for Habitats for the Interaction and Protection of Marine Mammals (AMHMAR, for its Spanish acronym), a non-profit organization comprised of leading Mexican companies in the sector. Its main objective is to represent and publicize the contributions of its member zoological institutions to the public, media, and decision-makers. Delphinus specialists participate in the Communication, Education and Animal Welfare committees.

Delphinus is a member of the Association of Zoos, Breeding Centers, and Aquariums of Mexico (AZCARM), a civil association that, since 1985, has brought together zoos, breeding centers, aquariums, specialists, and wildlife enthusiasts. Its aim is to create synergy that improves the operations of its member institutions in meeting their objectives related to research, environmental education, and wildlife conservation. Our veterinary medicine and communication experts participate in various committees and initiatives that enhance sector representation and animal welfare.

AZCARM

Delphinus is also a member of the International Association of Amusement Parks and Attractions (IAAPA), the leading trade association representing the diverse attractions industry. IAAPA connects companies of all sizes and individuals at all levels to provide valuable experiences for their visitors and the world. Delphinus specifically participates in the Education subcommittee.

ACCREDITATIONS OBTAINED BY DELPHINUS:

Humane Conservation is a certification program by American Humane, ensuring that wild animals are treated professionally and humanely in certified zoos, parks, and aquariums worldwide. Delphinus is the world's first organization dedicated to dolphin interactions to obtain the Humane Certified® accreditation from 2016.

Delphinus holds accreditation from the Alliance of Marine Mammal Parks and Aquariums (AMMPA), a leading international association in marine mammal care quality. To receive the accreditation, Delphinus had to demonstrate compliance with rigorous standards in training, water quality and environment, education, scientific research, breeding, and transportation.

The company's trainer development program is accredited by the International Marine Animal Trainers' Association (IMATA), certifying the exclusive use of positive reinforcement, the proper training and experience of senior staff, as well as learning opportunities and the evaluation process for trainers. To receive the accreditation, Delphinus had to demonstrate compliance with rigorous standards in training, water and environmental quality, education, scientific research, reproduction, and transportation.

Delphinus has also formed alliances with universities and academic centers for the development of research on the conservation, health, handlings, basic science, and the animal welfare of marine mammals.

Universidad Nacional Autónoma de México

Chicago Zoological Society
Inspiring Conservation Leadership

Centro de Conservación de Manatíes de Puerto Rico

University of Cambridge

UADY Universidad Autónoma de Yucatán

Universidad Interamericana de Puerto Rico

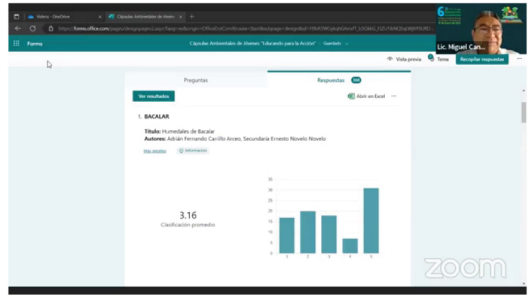
These actions all align with the SDG 17:

17 PARTNERSHIPS FOR THE GOALS

6to Foro de Educación Ambiental
Educar para la acción
17 de Enero de 2023

1er Foro Regional de Educación Ambiental de la Península De Yucatán 2023
Sensibilizar con ciencia, valores y participación

Delphinus was part of the organizing committee for the 6th State Forum on Environmental Education in Quintana Roo, held on January 17, 2023. The forum's theme was “Water: Actions Against Climate Change.” Additionally, Delphinus participated in the First Regional Forum on Environmental Education for the Yucatan Peninsula 2023, which took place on January 26 and 27, 2023.



RELEVANT ACTIONS 2023

To inspire girls and teenagers to pursue careers in STEM fields, experts in marine mammal health and behavior from Delphinus, a modern zoological institution based in Quintana Roo, Mexico, met with 8 young science enthusiasts to showcase their work methods and equipment at the Animal Welfare Center, which houses the best cetacean diagnostic laboratory in Mexico and Latin America. This event was held to commemorate the **International Day of Women and Girls in Science**.

Delphinus employees organized a food drive to support Vifac Cancún (January 2023), a shelter for pregnant women and minors in vulnerable situations.

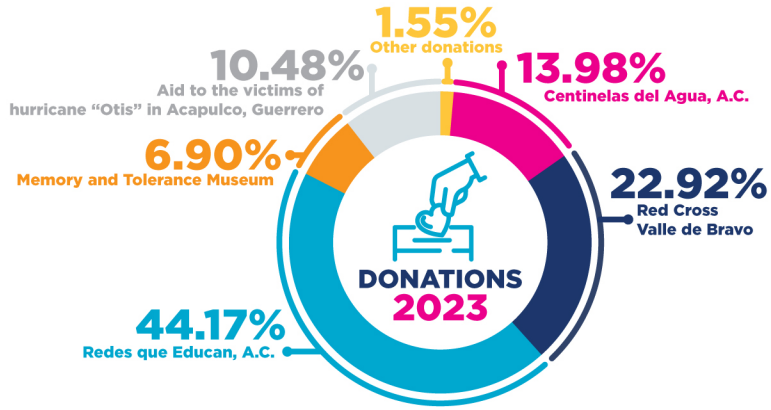
RELEVANT ACTIONS 2023

The staff also coordinated efforts to send humanitarian aid to Turkey (February 2023), taking advantage of an air bridge operated by Turkish Airlines.

These actions align with SDGs 2, 5, and 10:

DELPHINUS' SOCIAL AND CULTURAL CONTRIBUTIONS

Delphinus and its partners, as part of their commitment to social, environmental, and cultural causes, make various donations to non-profit organizations. This is the summary of the donations granted during 2023.



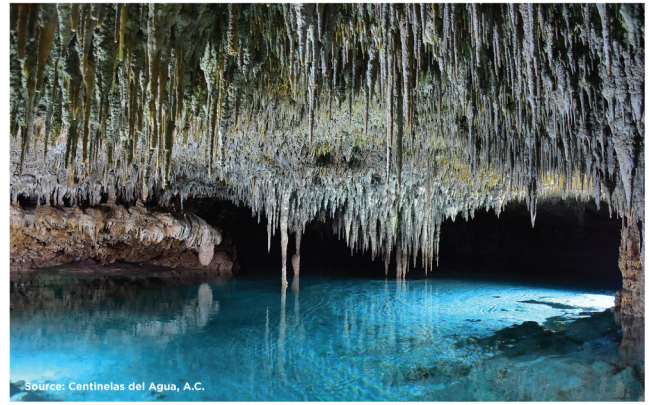
TOTAL: $2,575,407.60 MXN
$145,503.22 USD

RECIPIENTS

CENTINELAS DEL AGUA, A.C.

A non-profit civil association focused on preserving and protecting the Yucatan Peninsula's aquifer through participatory promotion of a New Water Culture that is based on two areas informed by the axis of water governance:

1.Aquifer research and conservation.
2. Sustainable education and culture: urban and rural.

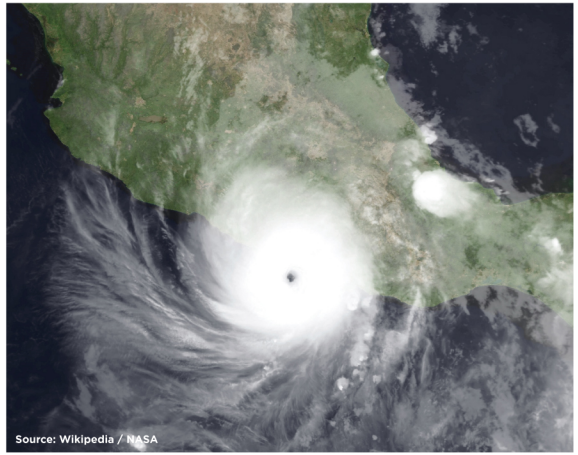

Source: Centinelas del Agua, A.C.

RECIPIENTS

RED CROSS VALLE DE BRAVO

The Mexican Red Cross is a non-governmental, humanitarian, impartial, neutral and independent private assistance institution that mobilizes networks of volunteers, communities and donors to operate programs and services aimed at preserving health, life and alleviating human suffering of the vulnerable population. In Valle de Bravo, it helps in caring for the nearly 62,000 inhabitants of that municipality in the State of Mexico. In 2023, 590,200 pesos were allocated to this esteemed institution.

Source: Facebook Cruz Roja Valle de Bravo


Source: Wikipedia / NASA

AID TO THE VICTIMS OF HURRICANE "OTIS" IN ACAPULCO, GUERRERO

In 2023, Delphinus and its partners decided to donate resources for emergency response and reconstruction in Acapulco, Guerrero, after the passage of Hurricane "Otis" on October 25, 2023. 120,000 pesos were allocated through the Red Cross of Guerrero, which were added to 150,000 pesos donated to the Inbursa Foundation, as this entity would triple the contributions, totaling 270,000 pesos as support to collaborate in alleviating the effects of this disaster.

RECIPIENTS

MEMORY AND TOLERANCE MUSEUM

The Memory and Tolerance Museum carries its mission in its name - to spread the importance of tolerance, non-violence, memory, and Human Rights. Part of this is achieved through the awareness and consciousness-raising that occurs during tours of its exhibitions, prompting reflection and social action.

MUSEO MEMORIA Y TOLERANCIA

Source: Architectural Digest

Fuente: Edupam

REDES QUE EDUCAN, A.C.

Redes que Educan (Networks that Educate) is a program of EDUCACIÓN PARA MÉXICO (EDUCATION FOR MEXICO, also referred to as EDUPAM) that provides support to schools and academic communities to improve student learning. The program seeks, among other goals, to minimize barriers to learning and participation, offer psycho-pedagogical care services, strengthen the skills of students, teachers and parents, and generate a positive change in families and the community. The "Transforming by Educating" Community Center in Puerto Aventuras, Quintana Roo receives our support through the Networks that Educate program. Located in the municipality of Solidaridad, the center provides a safe space for formal education endorsed by INEA (National Institute for Adult Education). It offers school leveling, literacy, language, and risk prevention programs for elementary, middle, and high school students. $1,137,500 pesos were contributed to support the center's important work throughout 2023.

RECIPIENTS

OTHER INSTITUTIONS

Other non-profit institutions were also supported throughout 2023 to a lesser degree. This includes institutions such as Cerebral Palsy of Cancun, A.C., Tashirat Bilingual Learning Center, A.C., AMANC Quintana Roo, A.C., and El Espacio de Michelle, A.C., totaling $40,000 pesos in donations and support for these associations.

CULTURAL CONTRIBUTIONS

Delphinus and its partners support the production of Mexican cinema through the Tax Incentive for Investment Projects in National Film Production and Distribution (EFICINE). This is a benefit granted to the film industry for the production and distribution of feature films, consisting of applying a tax credit for the amount contributed to an investment project in production or distribution by an Income Tax contributor.

EFICINE allows individuals (natural and legal persons) to contribute resources to an investment project in film production or distribution and reduce the amount of their contribution from their income tax payment.

In 2023, Delphinus contributed, via the EFICINE tax incentive, $410,099.33 pesos for the production of the film "Sign Here".

Original title:	Firma aquí
Year of release:	2024
Length:	100 min.
Country:	México
Directed by:	Enrique Vázquez
Screenplay:	María Torres, Enrique Vázquez. Historia: María Torres, Soledad Violeta, Enrique Vázquez
Cast:	Regina Blandón, Leonardo Ortizgris, Patricia Bernal, Harold Torres, Marcela Gurado, Tamara Vallarta.
Music:	Renato del Real
Photography:	Julio Llorente
Companies:	Alebrije Cine y Video, Monstro Films, Pasajero
Genre:	Comedia. Romance. Ciencia ficción, Comedia romántica
Synopsis:	En el futuro, los científicos se dieron cuenta de que las parejas duran una media de 4 años juntos y, por ello, se estipuló que se formarían parejas mediante una prueba y pasado ese periodo de tiempo se disolvería. No obstante, siempre hay rebeldes.

Fuente: Mostro films

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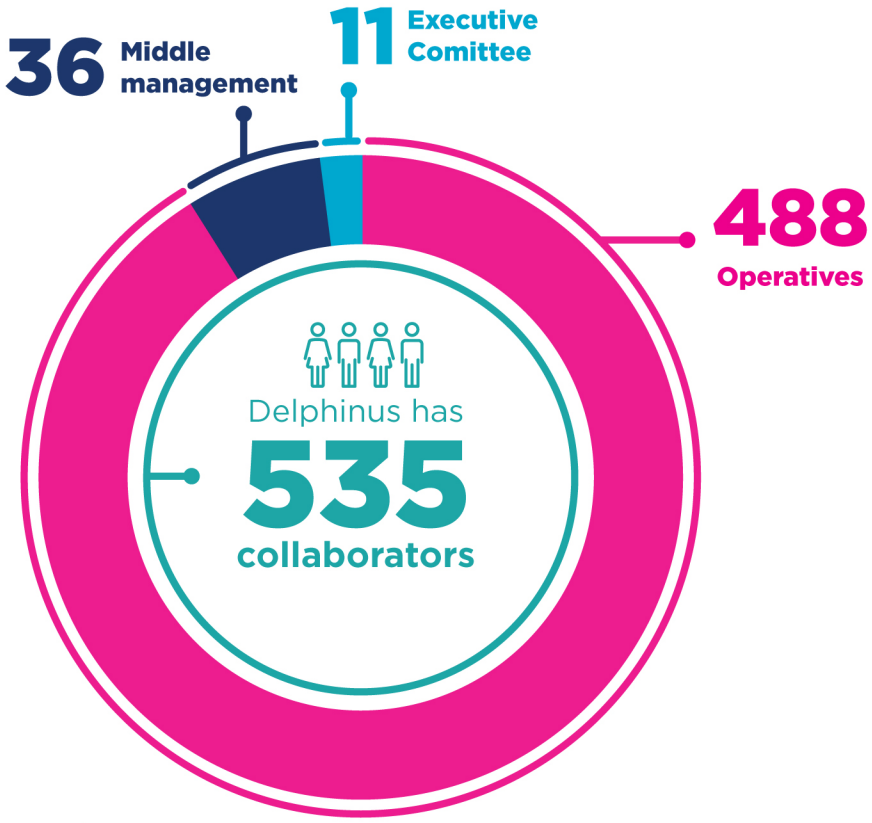
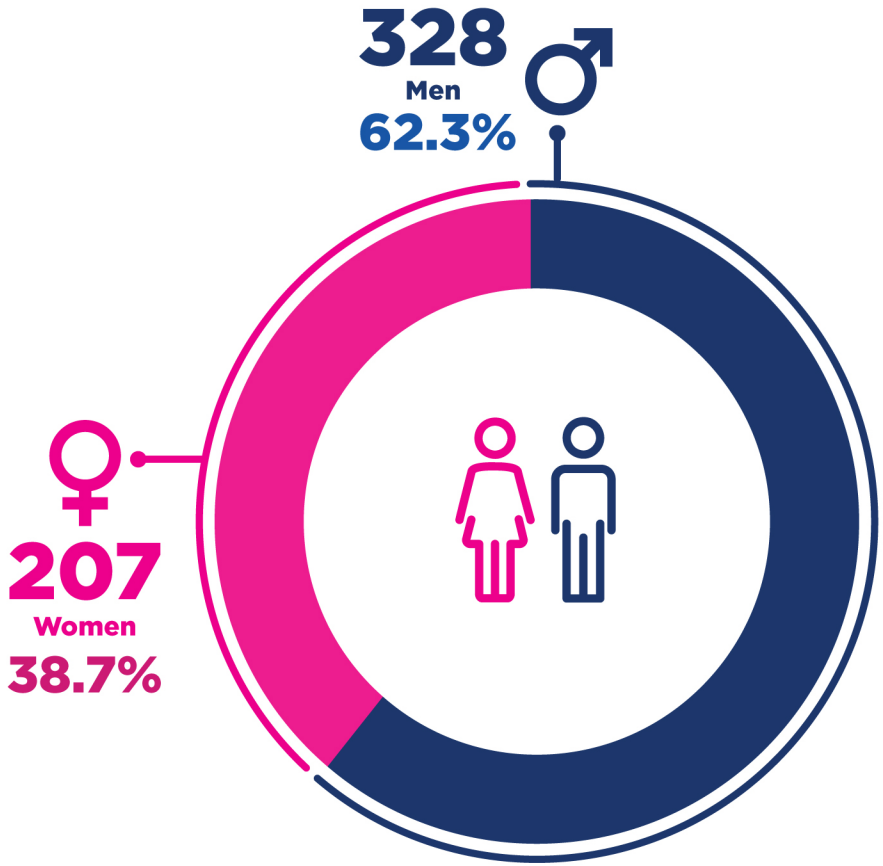
DELPHINUS IN NUMBERS

DELPHINUS EN CIFRAS

(Time period between January 1st and December 31st of 2023)

One of the main goals of companies is to generate profits and create value for both shareholders and employees. In this section, Delphinus demonstrates its economic impact at local, state, and national levels through various indicators:

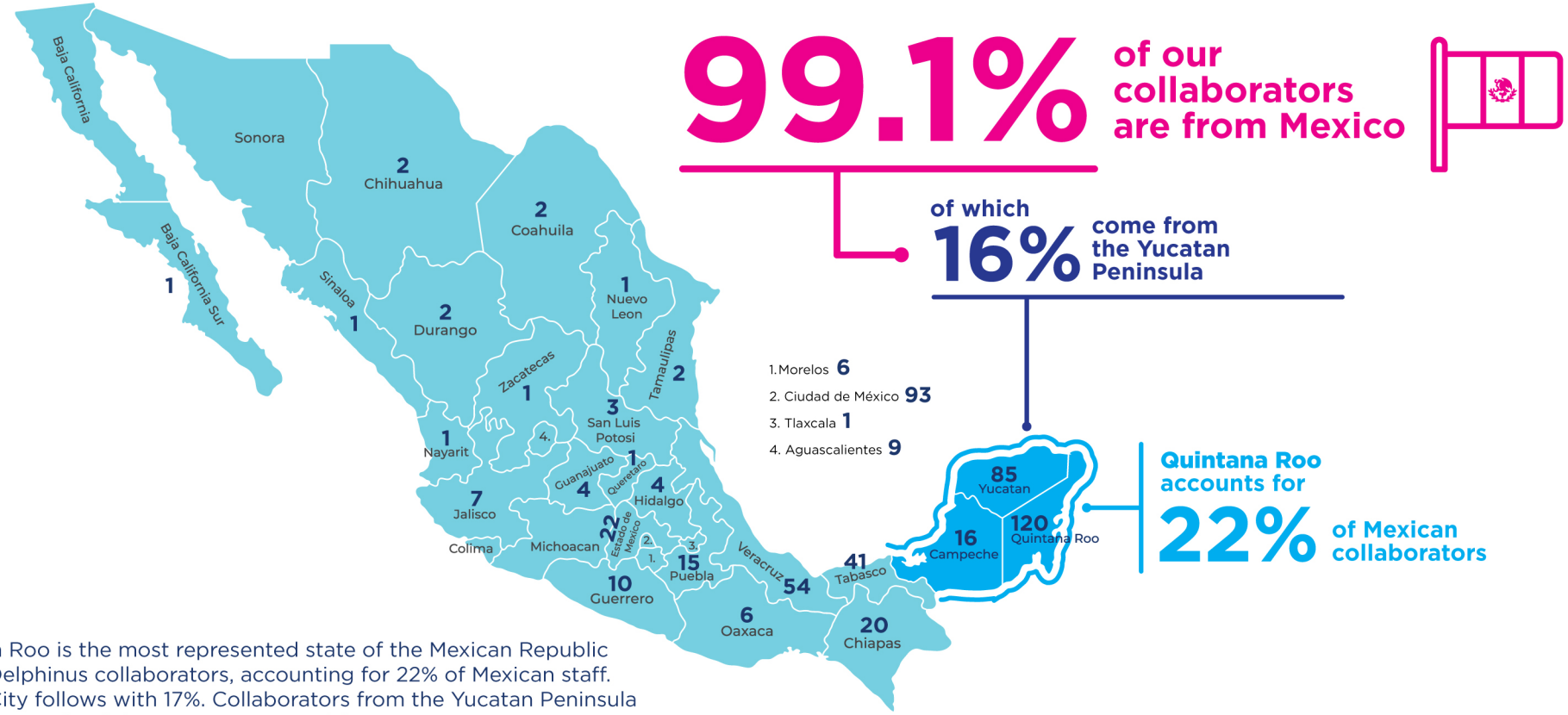




DELPHINUS IN NUMBERS

(Time period between January 1st and December 31st of 2023)

99.1% of our collaborators are from Mexico. The rest of our collaborators come from Argentina (1), USA (1), Guatemala (1), and Venezuela (2).
El 99.1% de nuestros colaboradores provienen de la República Mexicana.



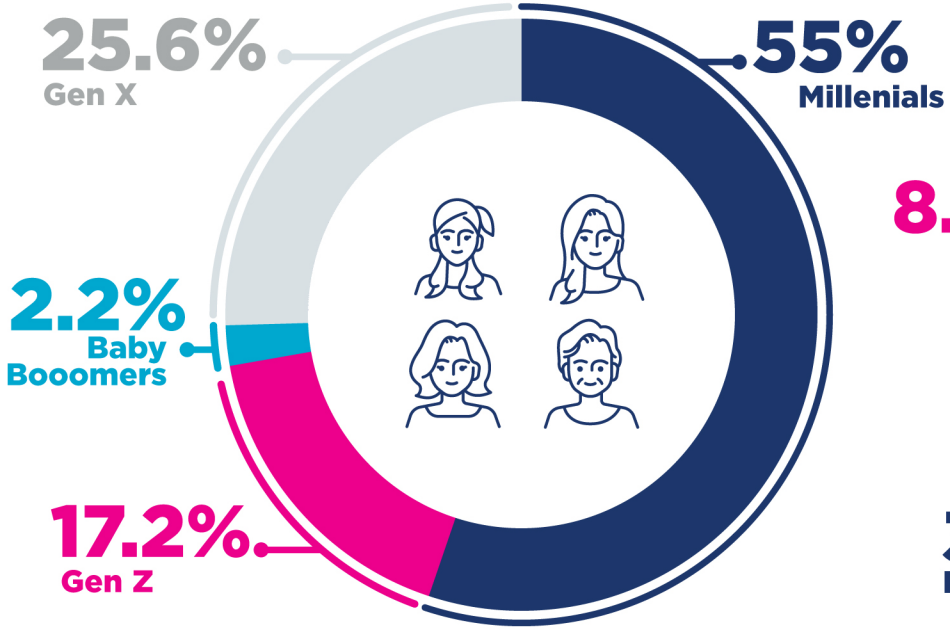
Quintana Roo is the most represented state of the Mexican Republic among Delphinus collaborators, accounting for 22% of Mexican staff. Mexico City follows with 17%. Collaborators from the Yucatan Peninsula make up 16% of Delphinus's Mexican workforce.

DELPHINUS IN NUMBERS

(Time period between January 1st and December 31st of 2023)

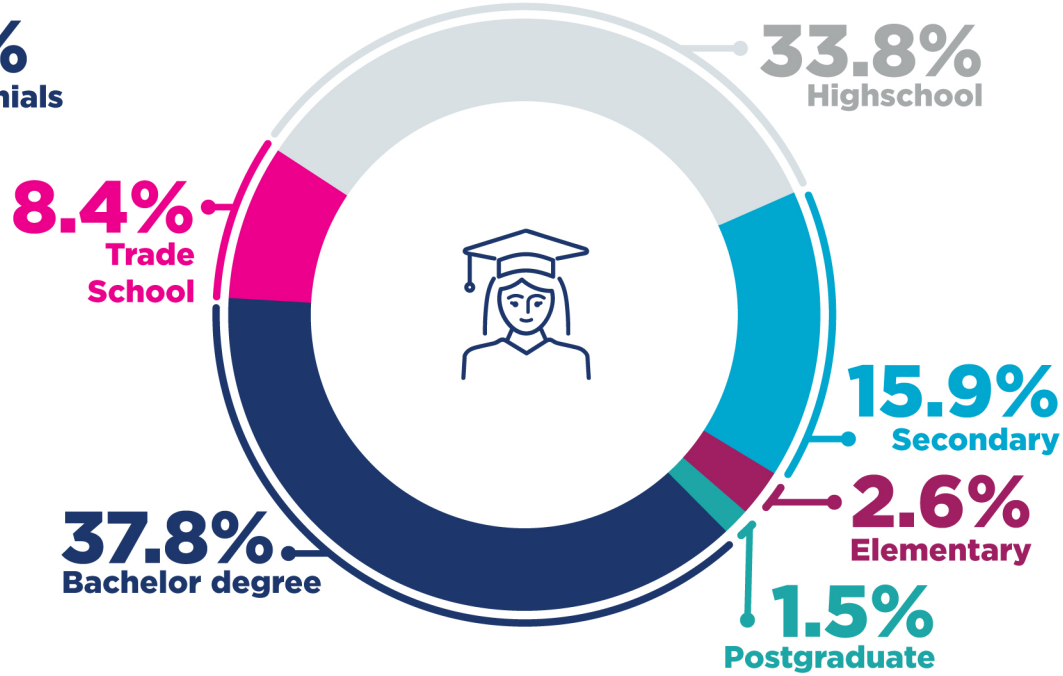
INTERGENERATIONALITY

Percentage of Delphinus collaborators by generation:



SCHOLARSHIP

Percentage of Delphinus collaborators by educational level:



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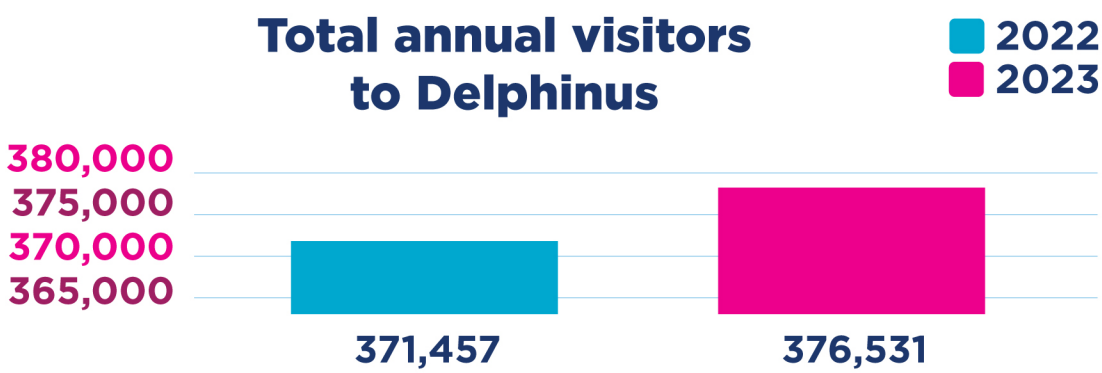
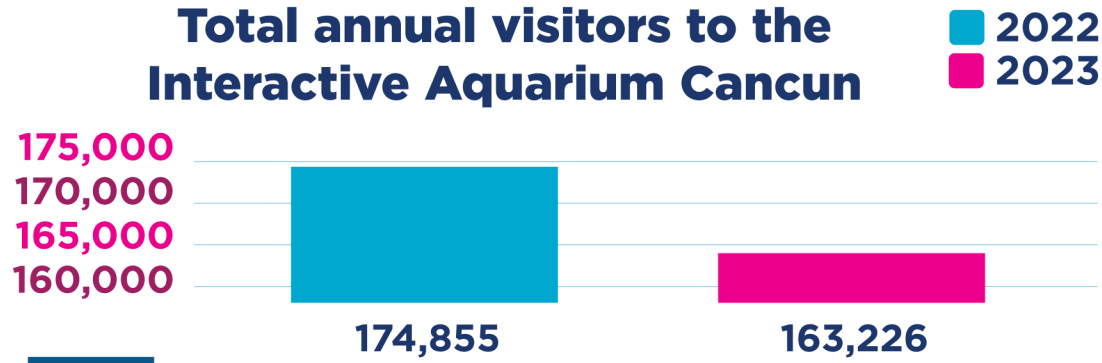
DELPHINUS' ECONOMIC CONTRIBUTIONS

DELPHINUS' ECONOMIC CONTRIBUTIONS

Delphinus contributes to the economic and social development of the Mexican Caribbean by providing stable employment and generating revenue that is shared through taxes collected and paid to federal, state, and municipal authorities.



1.37% more visitors in **2023** compared to **2022**



In **2023**, the **Interactive Aquarium of Cancun** experienced a 6.65% decrease in visitors compared to 2022. This **decline** can be attributed, among other factors, to renovations at Plaza La Isla, where the facility is located, which likely affected overall visitor numbers to the shopping center.

DELPHINUS' ECONOMIC CONTRIBUTIONS

2023 **Delphinus** paid

$242,940,397.18 MXN *

($13,725,446.16 USD) in **taxes**

this represents a **3.39%** decrease

from **2022** when $251,469,998.14 MXN were paid.

* Includes: Corporate income tax (ISR), VAT paid and withholdings, income tax withheld for foreigners, RESICO (Simplified Trust Regime), income assimilated to wages, fees, rents, withholdings, dividends, and wages, state payroll tax, social security contributions, retirement savings system (SAR), INFONAVIT and its amortizations.

2023 **Delphinus** contributed

$41,214,772.42 MXN

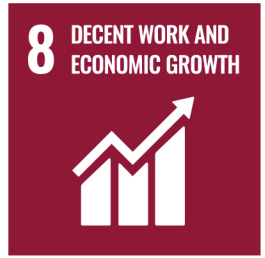
($2,328,518.21 USD)

to **IMSS, retirement savings** and **INFONAVIT**

This is **12.8%** more than the

$36,527,213.00 MXN contributed in **2022**.

These actions are aligned with:



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ANIMAL WELFARE IN DELPHINUS

FIVE DOMAINS OF ANIMAL WELFARE

As a modern zoological institution, our organization bases its actions on a commitment to the welfare of the animals in our care, which is a fundamental pillar of our existence and operations.

At Delphinus, we are guardians and caretakers for a large collection of marine mammals and other aquatic organisms. We recognize the importance of each species and we are committed to provide them with the highest level of welfare and care, backed by deep technical knowledge.

We adopt an approach based on animal welfare, using as reference the principles of the **"Five Freedoms of Animals"** established in 1965 by the Farm Animal Welfare Council of Great Britain. Furthermore, as a modern zoological institution, we follow the **'Five Domains of Animal Welfare'** model recommended by the World Association of Zoos and Aquariums (WAZA). This approach considers aspects such as proper nutrition, a safe and healthy environment, the expression of natural behaviors, positive social interactions, and constant monitoring of the animals' physical and mental health.

The Five Domains of Animal Welfare model allows us to assess and improve physical aspects to ensure a positive mental state in the animals under our care. Our goal is to guarantee that all species enjoy an enriching, comfortable, healthy life free from suffering, thus promoting a dignified and meaningful existence for each individual.

FIVE DOMAINS OF ANIMAL WELFARE

NUTRITION

Our dolphins' diets are personalized based on various factors such as age, weight, reproductive status, energy expenditure, and sex, among others. This approach ensures both essential nutrients for their health and development as well as also proper hydration.

FIVE DOMAINS OF ANIMAL WELFARE

ENVIRONMENT / PHYSICAL SETTING

Delphinus is committed to meeting both national and international standards and regulations to ensure a safe and comfortable environment for the dolphins.

FIVE DOMAINS OF ANIMAL WELFARE

HEALTH

At Delphinus, the health of our animals is our top priority. We conduct constant monitoring of our dolphins' health through blood, urine, fecal, and gastric content analyses, among other ways. We also track any changes in the physical condition of our animals and have an advanced veterinary laboratory with state-of-the-art equipment.

FIVE DOMAINS OF ANIMAL WELFARE

BEHAVIOR

At Delphinus, we strive to create a safe, comfortable, and stimulating environment for our dolphins through our environmental enrichment program. Our animal care specialists form stable social groups that mirror those found in wild dolphins. We use operant conditioning training with positive reinforcement for human interactions, which has been shown to decrease cortisol levels in dolphins (also known as the stress hormone), indicating that these interactions do not cause stress to the animals.

FIVE DOMAINS OF ANIMAL WELFARE

MENTAL STATE

At Delphinus, we consider the affective or emotional state of the animals as the fifth domain of animal welfare. Decisions about the four physical domains are made with consideration of how they will affect the animals' mental state.

New Scientific Literature on the animal welfare of marine mammals in modern zoological institutions

Behavior reference intervals and activity budgets of bottlenose dolphins in accredited zoos and aquariums

Knowledge of the spectrum and frequency of species-appropriate behaviors is valuable when evaluating the welfare of animals living under professional care. Dolphins have a rich behavioral repertoire and behavioral metrics have been used to quantify behavior. Data in the present study were collected as part of a larger study titled “Towards understanding the welfare of cetaceans in zoos and aquariums” (colloquially called the Cetacean Welfare Study). Behavior data were collected on 43 common bottlenose dolphins (Tursiops truncatus) at 23 facilities. Dolphins were video recorded three times per week for 25 min over one five-week data collection period between July and November of 2018 and a second five-week data collection period between January and April of 2019. Solo and group swimming were the two most common behavior states for dolphins. Group active, chase, fast swimming, tactile, and ventral swimming were significantly impacted by age. Interacting with conspecifics was significantly impacted by time of day. The rate of fluke-out dives was associated with sex. Behavioral diversity was significantly impacted by age and sex. The findings presented here are representative of behavioral observations collected from the largest number of individuals in the largest number of zoo and aquarium habitats that have been published to date. These results provide the first normal reference intervals for behavior and a comprehensive activity budget that encompasses the behavior of dolphins living in a variety of accredited zoo and aquarium habitat types and social structures. The activity budgets and reference intervals are valuable as a tool for monitoring welfare and for increasing our understanding of typical dolphin behavior across broad environmental and management conditions.

Lisa K. Lauderdale, Jill D. Mellen, Michael T. Walsh, Douglas A. Granger, Lance J. Miller,
Behavior reference intervals and activity budgets of bottlenose dolphins in accredited zoos and aquariums,
Applied Animal Behaviour Science, Volumen 265, 2023, 105968, ISSN 0168-1591,
https://doi.org/10.1016/j.applanim.2023.105968.
(https://www.sciencedirect.com/science/article/pii/S0168159123001405)

Delphinus®
*for a brilliant **blue** planet*

DELPHINUS AND ITS COLLABORATORS

DELPHINUS AND ITS COLLABORATORS

As a 100% Mexican company, Delphinus complies with the mandates of the Federal Labor Law, which governs labor relations concerning Section "A" of Article 123 of the Political Constitution of the United Mexican States. This law guarantees dignified work, as defined in its second article:

"Dignified or decent work is understood as that in which the worker's human dignity is fully respected. There is no discrimination based on ethnic or national origin, gender, age, disability, social condition, health conditions, religion, migratory status, opinions, sexual preferences, or marital status. The worker has access to social security benefits and receives a fair salary. Continuous training is provided for increased productivity with shared benefits, and optimal conditions of safety and hygiene are ensured to prevent occupational hazards. Dignified or decent work also includes the unrestricted respect for the collective rights of workers, such as freedom of association, autonomy, the right to strike, and collective bargaining. Substantive or factual equality between workers and the employer is safeguarded. Substantive equality is achieved by eliminating discrimination against women that diminishes or nullifies the recognition, enjoyment, or exercise of their human rights and fundamental freedoms in the workplace. It entails access to the same opportunities, taking into account the biological, social, and cultural differences between women and men."

Delphinus engages entirely with individuals or formally established legal entities, which, in turn, are obligated to comply with current legislation, such as avoiding child labor and all forms of forced and compulsory labor. In its code of conduct, Delphinus stipulates the following:

Delphinus is respectful of human rights and expresses its opposition to all forms of labor exploitation or forced labor in adults or minors, as well as any type of sexual exploitation of children and adolescents. The company commits to monitoring that its partners and suppliers do not condone these practices that harm the dignity of individuals.

ADDITIONAL BENEFITS FOR DELPHINUS COLLABORATORS

As a socially responsible company, Delphinus goes beyond only providing the benefits stipulated by the law by granting additional benefits to its employees, such as:

2,657
Hours of training

$609,760.00 MNX
Investment in external training

277
Collaborators with transportation benefits

51.8%
Percentage of employees benefited

422
Collaborators benefited by the cafeteria service

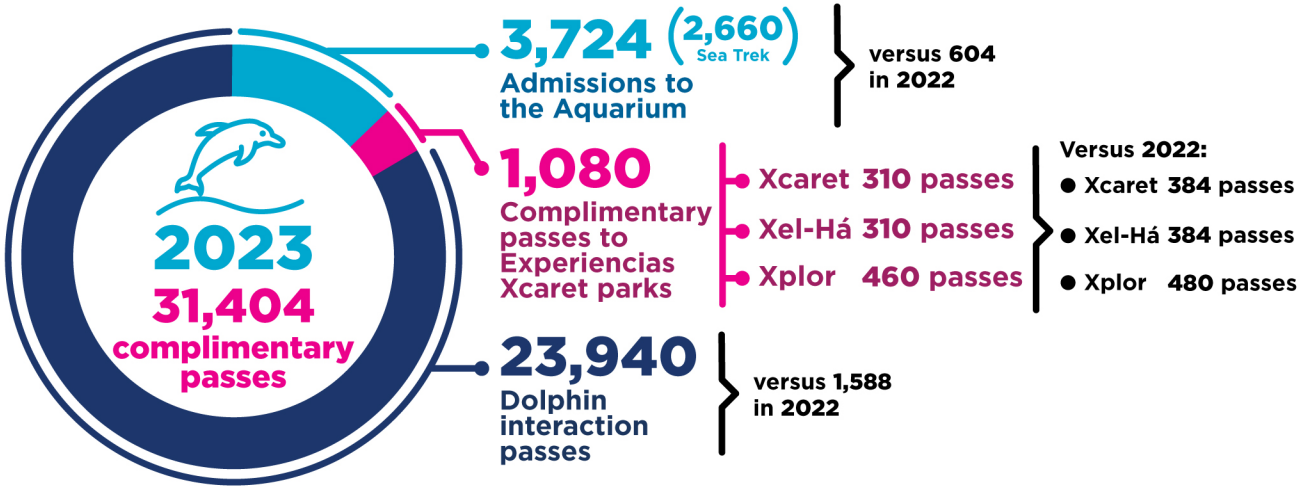
79.03%
Percentage of employees benefited

ADDITIONAL BENEFITS FOR DELPHINUS COLLABORATORS

Additionally, for the benefit of its collaborators, Delphinus provides complimentary dolphin interactions at any of its 7 habitats, as well as free entry to the Interactive Aquarium of Cancun and free admission tickets to Xcaret, Xel-Há, and Xplor parks, which are owned and operated by Experiencias Xcaret.

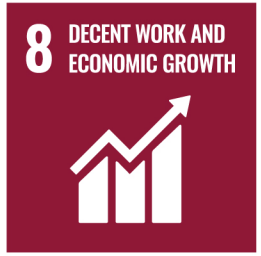
During **2023**, **31,404 complimentary passes** were provided to collaborators. This period saw a return to full service capacity following pandemic restrictions and their resulting effects.

COMPLIMENTARY PASSES GIVEN TO COLLABORATORS



The company's aim is to give its employees the opportunity to enjoy the same services they provide to visitors. This approach helps bridge socioeconomic gaps, allowing employees to benefit not only from the economic impact generated by Delphinus but also from the recreation and reconnection with nature that the organization's experiences and services offer.

This work is aligned with SDG 8:



DELPHINUS ENVIRONMENTAL EDUCATION PLAN

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FIVE CAUSES FOR A BRILLIANT BLUE PLANET

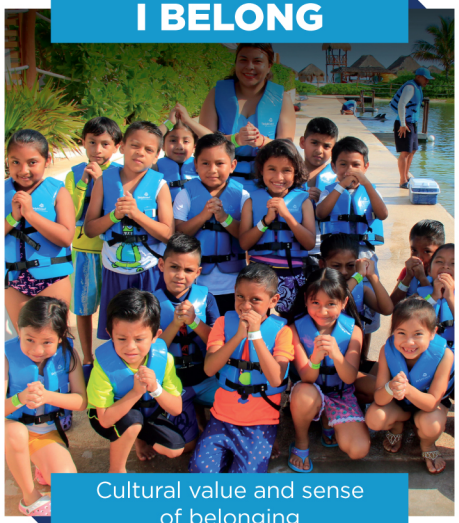
Delphinus is a **modern zoological institution** dedicated to environmental education, advocating for Five Causes for a Brilliant Blue Planet, addressing issues that endanger the health of the ocean and the species inhabiting it. The company aims to achieve **the reconnection of individuals with nature and the oceans** by teaching the importance of taking actions actions to protect the ocean, minimize our impacts on it, and address existing impacts. Delphinus aims to transform individuals into **people committed to environmental care**.

PROGRAMS OF THE DELPHINUS ENVIRONMENTAL EDUCATION PLAN

The Five Causes for a Brilliant Blue Planet are promoted through environmental education programs that are the foundation of all of Delphinus' operations. These programs are outlined in the Delphinus Environmental Education Plan (PEAD in its original Spanish acronym), which is aimed at three key stakeholder groups for the organization: employees, visitors, and the community.

Each of these programs is planned around four core principles that follow an experiential learning sequence:

I BELONG

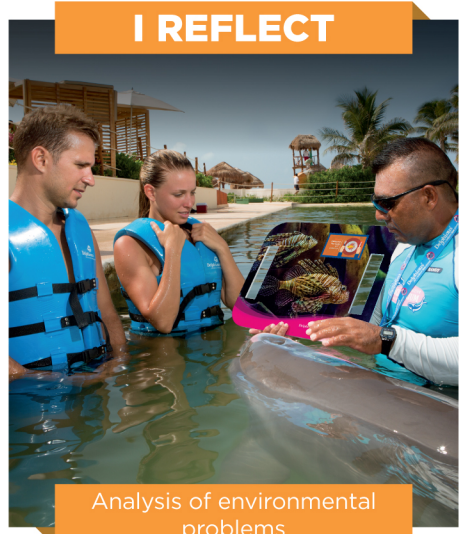


Cultural value and sense of belonging

I LEARN

Technical knowledge of marine mammals and their environment

I REFLECT



Analysis of environmental problems

I COMMIT

Active participation, agents of change

ENVIRONMENTAL LEADERSHIP PROGRAM

The Environmental Leadership Program is structured around workshops that combine theory and practice in environmental training, led by an expert in environmental studies. Additionally, within the Human Resources department, an environmental training module is integrated into the induction program for collaborators. The goal is that, since they are working in an organization focused on environmental education, all collaborators should see themselves as environmental educators, regardless of their area of work.
These contents aim to increase knowledge, encourage reflection and change, promoting an individual commitment to being part of a company founded on social responsibility. This commitment should be demonstrated through daily examples at work as well as in their homes.

The importance of developing an environmental education strategy for collaborators within the company lies in the fact that they will be the ones implementing the Delphinus Environmental Education Plan. Therefore, it is crucial not only to raise their awareness about current environmental challenges but also to provide them with the knowledge and skills necessary to act as effective agents of change.

In-person training sessions resumed at Delphinus's seven habitats in 2023, offering collaborators various courses on topics related to environmental care and dolphin welfare.

The topics available were:

- **Animal Welfare at Delphinus:**

  A course developed to introduce our collaborators to the fundamentals of animal welfare science, which forms the basis for all operations and care of organisms within Delphinus.

- **Our Causes for a Brilliant Blue Planet:**

  Created to reinforce knowledge of the 5 environmental issues that drive environmental education within the organization, aiming to achieve a change in values among our collaborators so they can share their experience to their families and visitors.

- **Standardized Information on *Tursiops truncatus*:**

  Based on data approved and compiled by the Alliance of Marine Mammal Parks and Aquariums (AMMPA), this course aims to provide collaborators with the most up-to-date information about our ambassadors, the bottlenose dolphins.

- **Dolphins, is it true that...?:**

  Aimed at debunking the most common myths surrounding modern zoological institutions that maintain marine mammals under human care in their facilities, addressing the main arguments used by radical activists to discredit the sector.

RE-INDUCTION COURSES

A training program called ‘re-induction' was also conducted during 2023. This program invited collaborators who were already working in the company to participate in induction courses. These courses not only served as a reminder about the company, its history, policies, mission, vision, and values, but also dedicated a space for the environmental education team to share topics on animal welfare and the organization's sustainability positioning. This space highlighted the importance of the Delphinus Environmental Education Plan, Delphinus's five causes, and the relevance of Animal Welfare for the organization. In total, 273 Delphinus collaborators participated in these re-induction courses.

273

collaborators participated

EDUCATIONAL VISITS PROGRAM

The Educational Visits Program is a non-formal environmental education scheme based on the transmission of knowledge, values, and attitudes that promote comprehensive education for local children and youth. It is designed for students in basic education, from primary to secondary levels, and is delivered in both public and private schools in Quintana Roo. The main objective of the Program is focused on generating a commitment among students towards environmental conservation. The educational visits consist of three sessions:

- **Introductory session**

  In which an environmental educator visits the participating group at their school, to provide technical information about dolphins, their environment, and instructions for the next session. An initial evaluation of the students current knowledge is conducted at the beginning of this session.

- **In-habitat session**

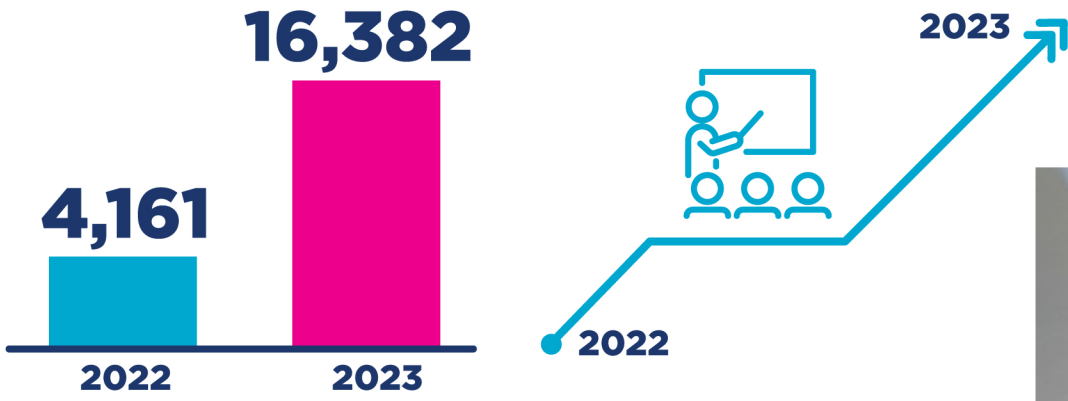
  Which takes place at Delphinus facilities, where the group participates in various activities, including an educational interaction with dolphins to expand information about the species. After having formed an emotional bond with the dolphins during the interaction, the group participates in activities carried out to raise awareness on the Five Causes for a Brilliant Blue Planet and the importance of ocean care.

- **Session to review the learnings constructed from this process**

  This final session is of utmost importance for Delphinus as it is a way to follow up on the commitments students made to the environment. The environmental educator returns to the school for the students of the invited group to present a product related to Delphinus' Five Causes. A final evaluation is conducted during this session to measure the success of the learning process.

EDUCATIONAL VISITS PROGRAM

The number of schools that participated during 2023 was higher than that recorded in 2022, showing an increase of 367%. This is because in the 2021-2022 school year, there were still restrictions on schools making visits outside their premises, with the aim of allowing students to recover face-to-face class hours that they couldn't have due to the pandemic. The situation changed in the 2022-2023 school year, normalizing again these types of outings.



395%

There was an **increase of 395%** in the amount of **teachers and students** that participated **in the Educational Visits Program** compared to 2022.

On January 26, 2023, Delphinus signed the renewal of an agreement with the Secretary of Education of Quintana Roo (SEQ) in the presence of the sector's secretary, Prof. Carlos Gorocica Moreno.

PRIMARY SCHOOL

Part of the continuous improvement process of the Educational Visits Program is collecting information at various stages to evaluate the diverse impacts that this informal environmental education effort has on students and teachers. This includes assessing the acquisition of knowledge, changes in perception, and attitudes regarding the environmental issues presented, such as ocean plastic pollution, invasive species, climate change, and biodiversity loss like the extinction of the vaquita.

Below is a summary of the analysis conducted on the results of the Educational Visits at Delphinus habitats in Playa Mujeres, Punta Cancún, Puerto Morelos, and Riviera Maya, where these visits take place in 3 stages:

1 INITIAL VISIT

The environmental educator goes to the school to conduct a preparatory session to introduce the topics, the zoological facility they will visit, the species (*Tursiops truncatus*) and the organization of the event.

2 IN-HABITAT VISIT

The school group visits the Delphinus zoological facility. This includes a guided tour of the facilities, an educational interaction with the species, a discussion on the themes, and the establishment of a recovery project.

3 RECOVERY VISIT

Delphinus environmental education staff return to the school that has completed the habitat activity. The school group presents the project, preferably to the rest of the school community.

This **program is completely free** for **public schools in Quintana Roo**, since Delphinus determined that these visits would be charged to its Corporate Social Responsibility program. Private schools that attend receive a preferential price ranging from $60.00 MXN to $150.00 MXN per student, depending on the habitat.

107,906

students and teachers attended since 2012

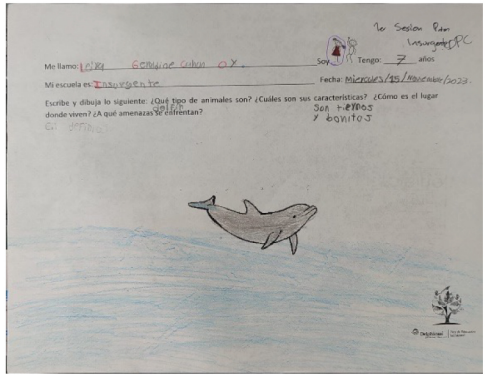
From the beginning of the program in 2012 to December 2023, 107,906 students and teachers have been attended. During 2023 only 2% of the 371 schools attended were private, so more than 98% of the students and teachers were attended free of charge.

98%

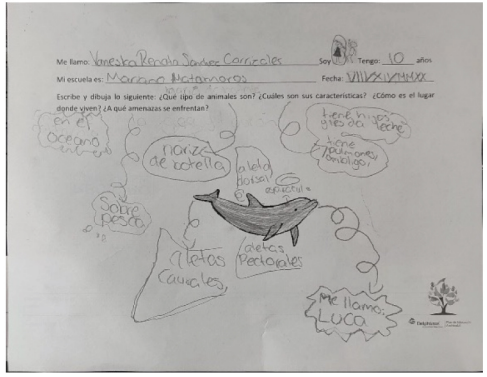
students and teachers attended free of charge

PRIMARY SCHOOL

Throughout the different encounters with primary school groups, students are given an activity sheet with the image of a dolphin as the central object before and after their visit. They are asked to draw everything they know about dolphins and marine ecosystems in this space. Subsequently, a content analysis is conducted to evaluate changes in their knowledge and attitudes about marine ecosystems.



Initial Evaluation



Final Evaluation

The results of these assessments are analyzed to identify statistically significant differences between the initial assessments and the final assessments.

HABITAT	NUMBER OF ASSESSMENTS ANALYZED	GENDER RATIOS	AVERAGE AGE
Delphinus Puerto Morelos	423 (275 initial, 148 final)	H 1 : 1 M	9.4 years
Delphinus Punta Cancún	436 (310 initial, 126 final)	H 1 : 0.82 M	8.1 years
Delphinus Riviera Maya	485 (315 initial, 170 final)	H 1 : 1.4 M	10.7 years
Delphinus Playa Mujeres	256 (208 initial, 48 final)	H 1 : 1.7 M	12.2 years

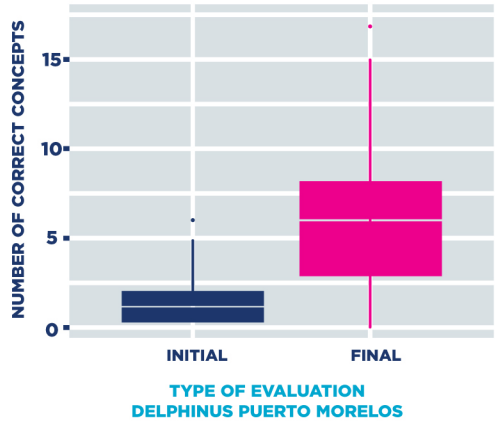
EVALUATION

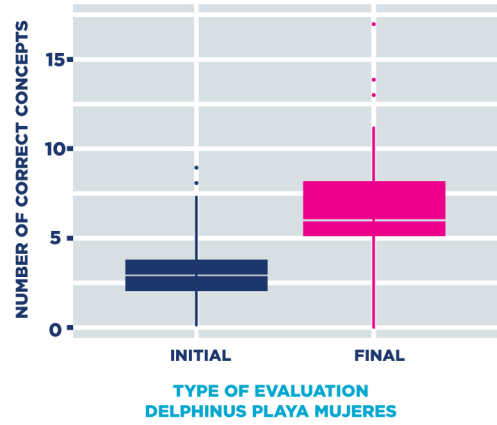
The program checked changes in the number of correct and incorrect concepts, using an index called the 'frequency of correct concepts' (the number of correct concepts among the total expressed concepts), the amount of environmental issues, correct anatomical components, components of the marine environment, anthropomorphisms (attributing human characteristics to animals), components of recreational activities, and feelings expressed by students, whether in writing or drawings, in the exit assessments compared to the entry assessments.

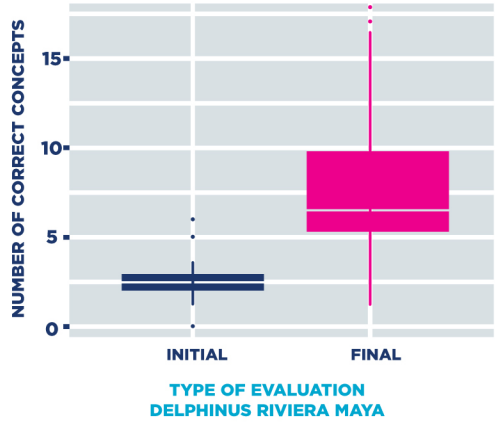
The average number of correct concepts was significantly higher in the exit assessments across all habitats. Similarly, the number of incorrect concepts decreased significantly as well.

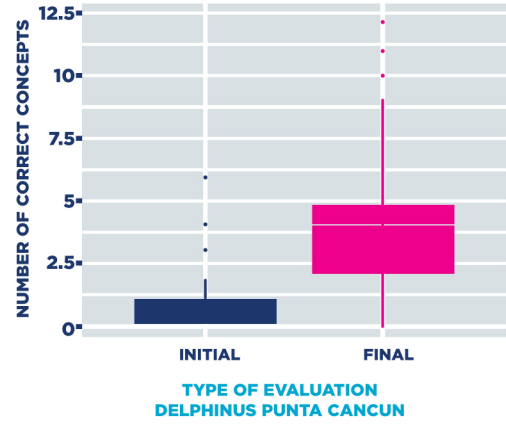
A significant portion of the correct concepts proposed by the students are anatomical components of dolphins, thus this category also saw a statistically significant increase in the final assessments compared to the initial ones.

This also translated into a higher frequency of correct concepts in the final assessments compared to the initial ones (Mann-Whitney U tests, $p<0.01$ for all cases). In other words, in the final assessments, the majority of the concepts presented were correct, whereas in the initial assessments, more than half were often incorrect. Specific percentages by habitat can be found in the reports.







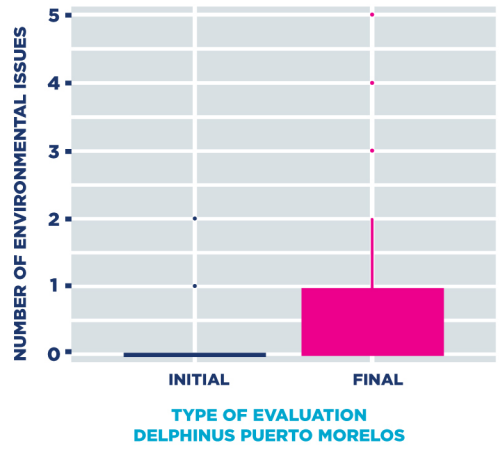


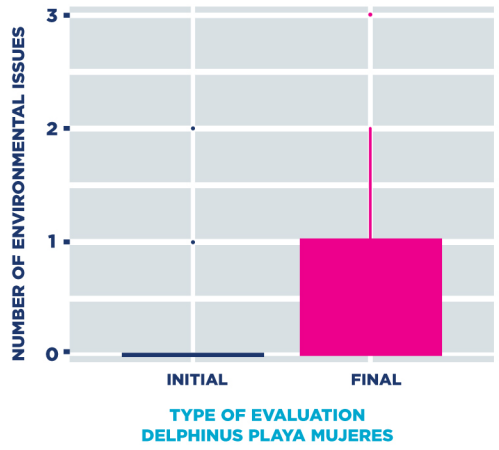
EVALUATION

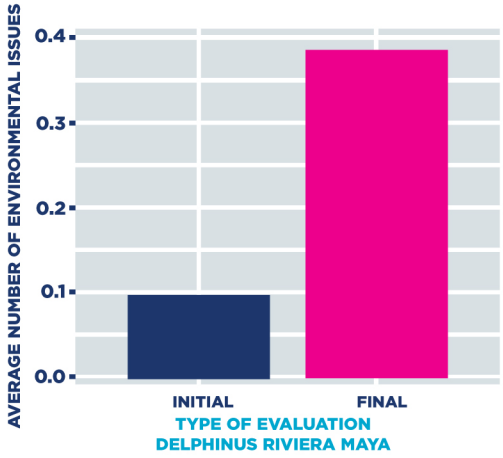
Since students are asked to depict the threats affecting dolphins, whether through drawing or writing, we analyzed whether they can identify environmental issues outlined in the Delphinus Environmental Education Plan (climate change, plastic pollution, invasive species, overfishing, and vaquita conservation) as potential threats, and whether this varies between the initial and final assessments.

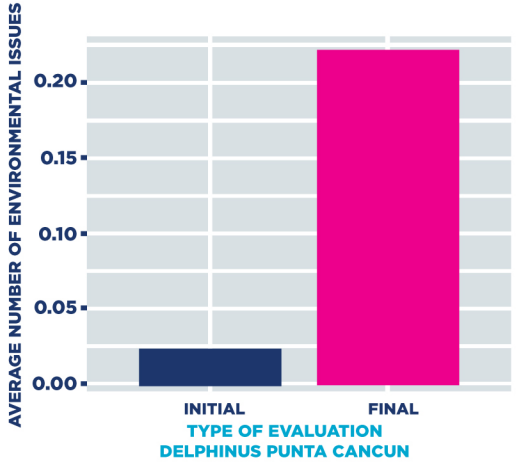
On the other hand, there was an increase in the number of assessments depicting at least one of the five Delphinus causes and in the number of environmental issues depicted in students' assessments after attending the program. However, the latter was not statistically significant for students who attended Delphinus Riviera Maya and Delphinus Playa Mujeres, which hosted mostly older students. Although the increase was statistically significant at Delphinus Punta Cancún and Delphinus Puerto Morelos, the number remains low relative to program objectives, indicating a need for greater emphasis in this area, especially regarding issues other than plastic pollution.

The number of anthropomorphisms was significantly lower in the final assessments across all four habitats, indicating that the program achieves its goal of presenting dolphins as wild animals rather than anthropomorphizing them, although overall anthropomorphism rates were low from the initial assessments.





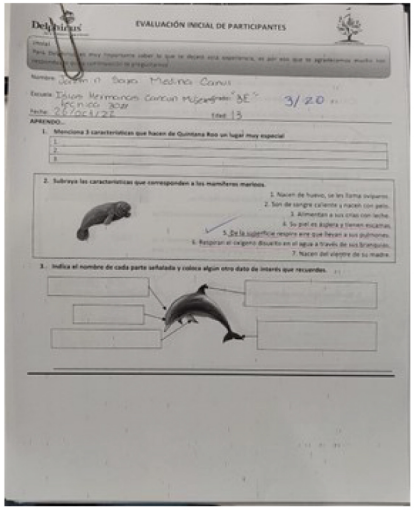




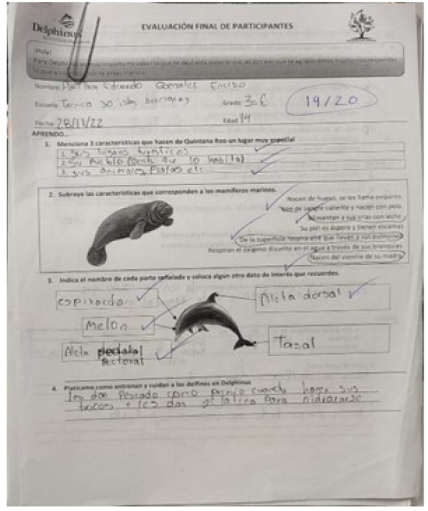
Trends in the quantities of emotions, components of the marine environment, and recreational activity components varied across the four habitats, however, these could be easily influenced by teachers, peers, or even animal care specialists attending the visit. No relationship was found between these variables and the number of correct or incorrect concepts or environmental issues depicted, suggesting they do not significantly influence learning outcomes but should continue to be monitored.

SECONDARY

For secondary education, there is a format to assess students' knowledge of marine mammals, dolphins, and environmental issues. Delphinus Punta Cancún did not host secondary schools during the school year, while Delphinus Riviera Maya only hosted one, making statistical analysis not feasible.



Initial Assessment



Final Assessment

The results of the assessments are analyzed in search of statistically significant differences between the initial and final assessments.

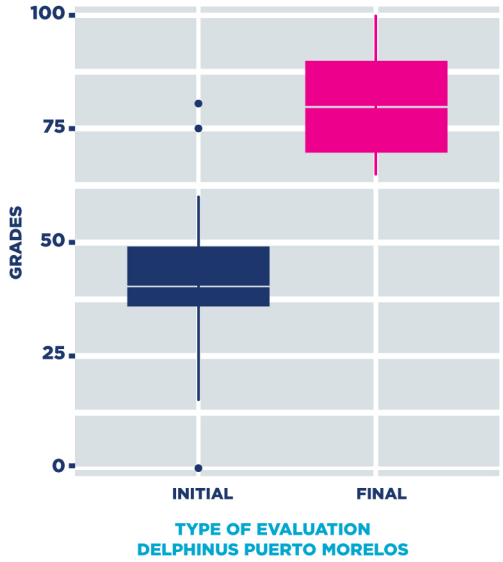
HABITAT	NUMBER OF ASSESSMENTS ANALYZED	GENDER RATIOS	AVERAGE AGE
Delphinus Puerto Morelos	423 (275 initial, 148 final)	H 1 : 1 M	9.4 years
Delphinus Punta Cancún	436 (310 initial, 126 final)	H 1 : 0.82 M	8.1 years

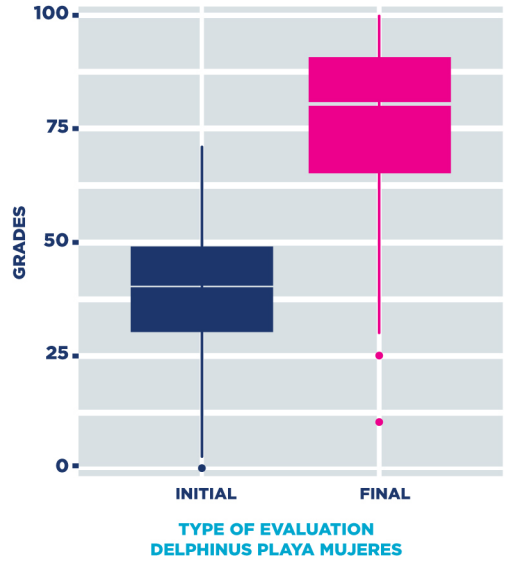
SECONDARY

For both Delphinus Puerto Morelos and Delphinus Playa Mujeres, **the average scores on the final assessments were significantly higher than those on the initial assessments. Similarly, the scores in the section on knowledge of marine mammals, dolphin anatomy, and environmental issues were significantly higher in the final assessments (Mann-Whitney U tests, p<0.01 in all cases).**

In this way, at Delphinus, we have sought to record and measure the impact of our programs, so that we can constantly correct and improve them.

This program aligns with SDG 4:





New Scientific Literature on Environmental Education Linked to Modern Zoological institutions.

(Assessing the immediate and longitudinal effects on conservation caring and behaviour intent of a human-dolphin interactive programme.)

This study measured immediate and longitudinal effects on conservation concerns and behavioral changes in people before and after a dolphin-visitor interaction, as well as 12 weeks post-interaction. **An increase was found in the feeling of connection to wildlife and the willingness to change attitudes to help dolphins and biodiversity following these interactions. This attitude change towards species protection and biodiversity remained stable three months after the interaction.** Visitors involved in these interactions already had high values in conservation concern and existing connection to wildlife variables before their interaction with the animals, suggesting that **individuals seeking such interactions in zoological institutions are already motivated by environmental concerns and pro-conservation attitudes.**

Neves J, Teixeira R, Guerreiro R, Nascimento F, Araújp T, Pontes A, Leandro B, Conceição M & Santos F. (2023). Assessing the immediate and longitudinal effects on conservation caring and behaviour intent of a human-dolphin interactive programme. Journal of Zoo and Aquarium Research 11(2), 289-297.

Delphinus
2017
INTERNATIONAL
COASTAL
CLEANUP

ENVIRONMENTAL OUTREACH PROGRAM

The Delphinus Environmental Outreach Program primarily focuses on visitors to the seven habitats, ensuring that their interactions with dolphins are comprehensive educational experiences that foster a commitment to ocean preservation. Additionally, this program serves as a bridge between Delphinus and the local community, encompassing environmental education events, beach, mangrove, water bodies, and local urban areas clean-up campaigns, as well as creating environmental content for the company's official social media channels.

Beach and Mangrove Cleanups

Delphinus has committed year after year to cleaning various beaches and mangroves in Quintana Roo, conducting **four cleanup events in 2023**.

The first beach cleanup at Isla Blanca was organized to commemorate World Environmental Education Day at the end of January. It involved 41 volunteers who collected 347.9 kg of garbage.

Additionally, as part of the 11th Festival of the Oceans of the Mexican Caribbean, cleanups were carried out in the Sian Ka'an Biosphere Reserve and Manatí Lagoon. A total of 56 and 60 volunteers participated respectively, collecting a combined 597 kg of waste.

In October, a cleanup was also conducted at Chacmuchuc Lagoon, where Delphinus had 41 volunteers who managed to collect 3,633 kg of garbage. **These cleanups raise awareness** about the impact **the waste we humans generate** has on our oceans, emphasize **the importance of protecting and conserving biodiversity**, and promote sustainable tourism. A clean beach is more attractive to tourists and visitors, contributing to the economic development of our state.

ISLA BLANCA	41 volunteers	347.9 Kg of garbage
SIAN KA'AN BIOSPHERE & MANATÍ LAGOON	56 volunteers	597 Kg of garbage
CHACMUCHUC	41 volunteers	3,633 Kg of garbage

Beginning in 2013, when the first cleanup efforts took place in beaches, mangroves and other bodies of water and up to December of 2023, 20,342 kg have been collected by 5,676 volunteers across 45 events.

20,342
kg of garbage

5,676
volunteers

45
cleanup events

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN

The Festival of the Oceans of the Mexican Caribbean is an initiative by Delphinus to inform and encourage reflection within the community of Quintana Roo and its visitors about the significant importance of the seas and their resources in sustaining life on this brilliant blue planet. This is accomplished through various forms of art, such as music, photography, sculpture, drawing, and literature, as well as scientific outreach, gastronomy, recreation, and ecology.

Its main objective is to inform the community of the state of Quintana Roo, tourists visiting this destination, and, starting in 2022, the national population about the importance of marine and coastal ecosystems as well as the environmental issues that currently affect them. This is achieved through the participation of the population in various activities and events such as drawing, video, and photography contests, intercollegiate gastronomic contests that feature lionfish as the main protein, gastronomic exhibitions of lionfish or sustainable seafood, a series of scientific dissemination lectures, beach cleanups, and artistic activities such as concerts and mural design.

On Thursday, June 1st, the inauguration and awards ceremony for the International Children's Drawing Contest took place at the Cancún International Airport, marking a successful event. A total of 392 drawings were received across the three specified categories: Quintana Roo, National, and International. Additionally, recreation activities were hosted on June 2nd, 9th, and 16th by the environmental education team.

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN

An artistic mural event was conducted on June 3rd in the public hallway of Forum Beach within Cancún's Hotel Zone, involving the participation of **19 volunteers** and **covered by various media outlets**.

Regarding the **"Cineminutos por el Océano"** short film contest for college students, carried out in collaboration with Anahuac University; this year's contest had **41 submissions** from **6 different countries**, and the three winners were announced at an event on June 14. These activities are aimed at inspiring audiences to conserve the ocean. The festival also featured **the event "Mujer es A-Mar"**, a panel discussion that took place virtually in 2023, where women from various professional fields shared their experiences related to seas and oceans. Participants included Dr. Nataly Castelblanco, Yanett Castro, and Gina Cuza Jones.

Furthermore, **two beach and mangrove cleanups** were organized. The first beach cleanup took place on June 10th at the **Sian Ka'an Biosphere Reserve**, where **56 volunteers** collected a total of **414 kg of waste**. This effort was supported by Amigos de Sian Ka'an, the Municipality of Tulum, Maya Ka'an, Punta Allen Limpio, the "Javier Rojo Gómez" Municipal Delegation, and Tulum Circula. The second **cleanup** took place on June 17th in **the Manatí Lagoon mangrove**, with **59 volunteers** collecting **183.3 kg of waste**.

On Wednesday, June 28th, **the mural "Protege lo que amas" (Protect what you love) was unveiled** to the Cancún community. The mural was created through the artistic intervention of artist Miguel Castillo. Other recreational activities, such as an endangered species bingo, were also organized for the attending public on that day.

On top of that, **the cycle of scientific outreach conferences** took place in a virtual format on June 30th, featuring authorities from exemplary Marine Parks worldwide. Participants included **Biologist Jenifer Suárez** from Galápagos National Park, Ecuador; **Dr. María del Carmen García Rivas** from Puerto Morelos Reef National Park, Mexico; **Alicin Everson** from the Great Barrier Reef Marine Park, Australia; and **Mr. Pak Syafri** from Raja Ampat Marine Park, Indonesia.

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN

2023 saw a significant milestone in the history of the Caribbean Sea Festival: **the inaugural Forum for the Ocean from the Mexican Caribbean**, held in collaboration with the Universidad del Caribe from August 22nd to 24th. The event gathered 464 attendees over three days and featured the participation of distinguished figures from various governmental and educational organizations, including **the Quintana Roo State Secretariat of Ecology and Environment**, **the National Commission of Natural Protected Areas**, and **Universidad del Caribe**. The forum addressed our aforementioned five causes, promoting scientific outreach and raising environmental awareness.

The **11th Caribbean Sea Festival** was a **resounding success**, featuring prominent local, national, and international figures. The enthusiastic response from the audience, eager to participate and learn about these topics, reinforces the idea that every effort made is worthwhile in advancing towards a future bright blue planet.

These actions align with SDGs 11, 12, 14, 15 and 17:

Delphinus
for a brilliant blue planet
En la actualidad se estima que entre
19 y 23 millones
de toneladas de plástico
entran cada año a los ecosistemas acuáticos como ríos, lagos y océanos y esta cantidad puede alcanzar los 53 millones de toneladas para el 2030 si no hacemos algo.
Reciclar no es suficiente:
Se estima que únicamente un 9% de todo el plástico que se ha producido en el mundo se ha reciclado.
Debemos rechazar los plásticos de un solo uso
SOLO TAPITAS

DELPHINUS ENVIRONMENTAL MANAGEMENT SYSTEM

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WATER CONSUMPTION AT DELPHINUS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2023 saw the continuation of the downward trend in potable water consumption, particularly when measured per visitor annually. By the end of 2023, there was a 6.9% reduction in cubic meters (M3) of water consumed across Delphinus' seven habitats compared to the previous year.

2022

18,196 M^3 of water

Liters of water used per visitor

28.9 L

2023

16,918 M^3 of water

Liters of water used per visitor

26.6 L

Delphinus achieved a reduction of 7.5% in liters of water used per visitors across its seven habitats

7.5%

ELECTRICITY CONSUMPTION AT DELPHINUS

Despite an increase in visitors, 2023 saw **a slight decrease of 0.63% in kWh** of electricity used across Delphinus' seven habitats compared to 2022.

3.94 Millions of KWh used

kWh used per visitor: 6.3 KWh

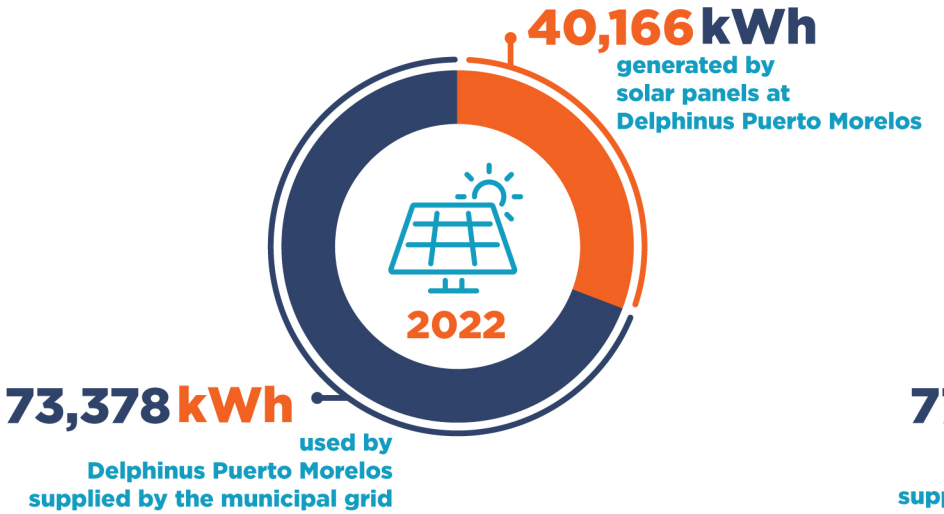
3.91 Millions of KWh used

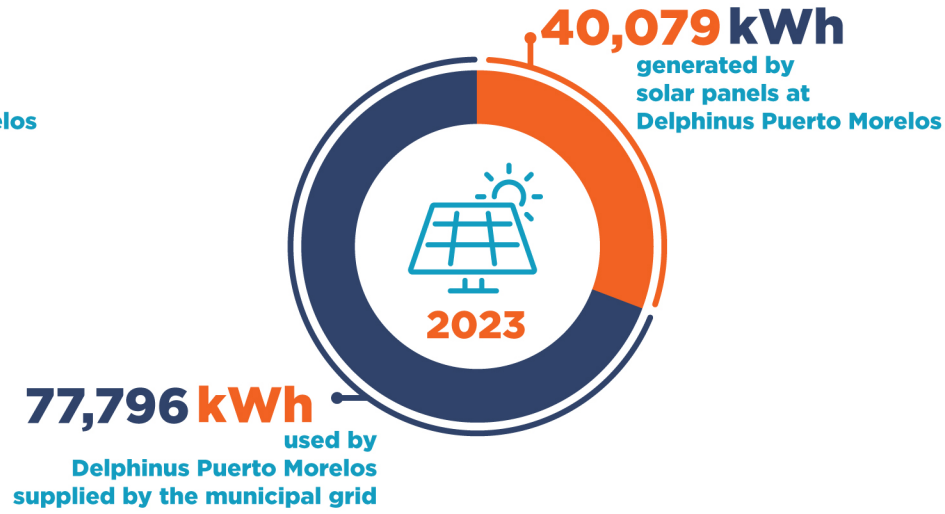
kWh used per visitor: 6.2 KWh

However, **a reduction of 1.3%** was achieved **in kWh used per visitor** during 2023, as the increase in visitor numbers was significantly higher compared to the rise in electrical consumption.

ELECTRICITY GENERATION AT DELPHINUS

Delphinus has installed solar panels at its Puerto Morelos habitat in an effort to reduce its dependency on electricity generated with fossil fuels. During 2023, these solar panels covered more than a third of the habitat's energy requirements.



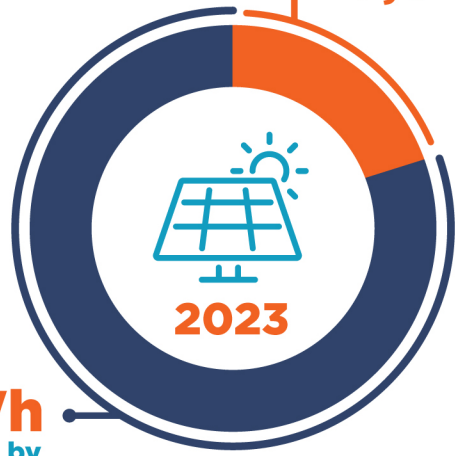


ELECTRICITY GENERATION AT DELPHINUS

Additionally, **solar panels were installed** at the **Delphinus Corporate offices** in October of 2022. These **covered 24% of the total electricity requirement** for administrative and operational activities during 2023.

28,543 kWh generated by **solar panels** at **Delphinus Corporate offices**.

125,743 kWh used by **Delphinus Corporate offices** supplied **by the public electric grid** (CFE).



28,543 kWh
generated by solar panels at Delphinus Corporate offices

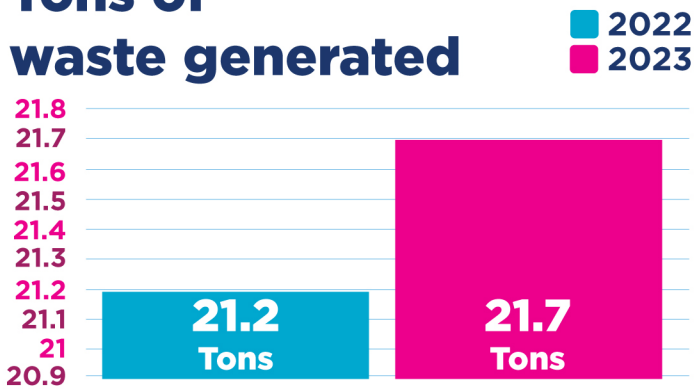
125,743 kWh
used by Delphinus Corporate offices supplied by the public electric grid

WASTE GENERATION AT DELPHINUS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

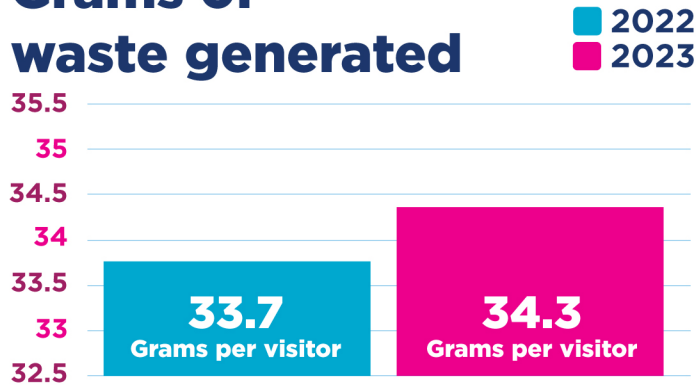
Despite an **increase in visitors**, during **2023** there was only a **slight increase of 2.3%** in **the amount of waste generated** across all **7 Delphinus habitats** compared to the previous year.

Tons of waste generated



During **2023** there was a **slight increase of 1.8%** in **grams of waste** generated **per visitor** as the **increase in visitors** was considerably higher than the previous year.

Grams of waste generated



WASTE MANAGEMENT IN DELPHINUS

Delphinus considers waste management in its habitats a priority, thus establishing proper processes for the collection, storage, and final disposal. It has agreements with third parties in Experiencias Xcaret parks or hotels for waste management, and collaborates with authorized suppliers for the collection, transportation, and final disposal of waste not managed by these parties.

Each Delphinus habitat separates waste at the source to maximize the use of recyclables and reduce the amount sent to landfills. In 2023, they sent 7,840 kg of waste for recycling.

TYPES OF WASTE GENERATED AT DELPHINUS

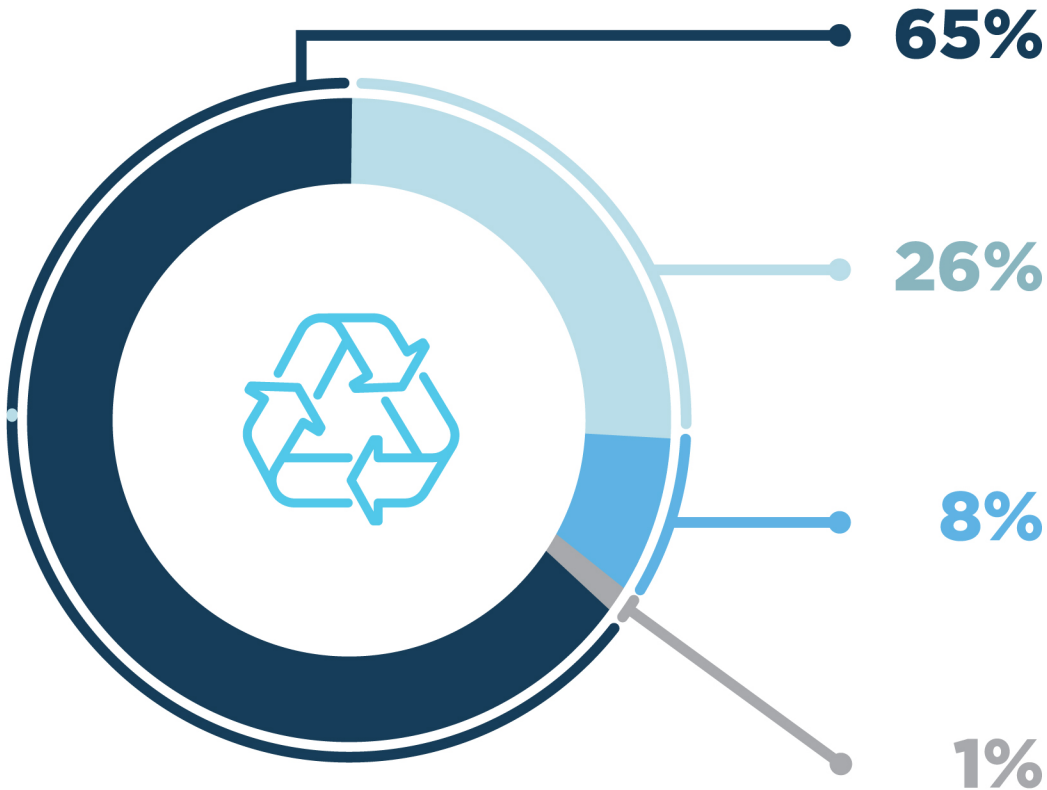
Recyclable waste

Organic waste

Special waste management

Non-recyclable waste

PERCENTAGE OF TYPE OF WASTE SENT FOR RECYCLING



Cardboard and paper

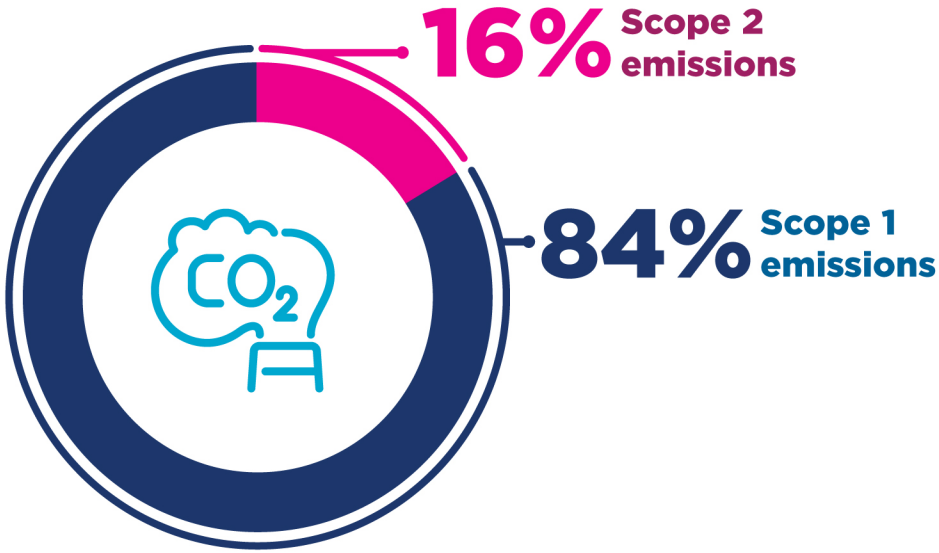
Plastics

Glass

Metal

GREENHOUSE GAS EMISSIONS AT DELPHINUS

Measuring Equivalent Greenhouse Gas Emissions at Delphinus is important for evaluating and understanding the environmental impact of its commercial and operational activities. It allows for the identification of improvement areas, setting emission reduction goals, and contributing significantly to the fight against climate change. Additionally, measuring these emissions helps in resource efficiency and compliance with environmental regulations, enhancing commitment to sustainability.

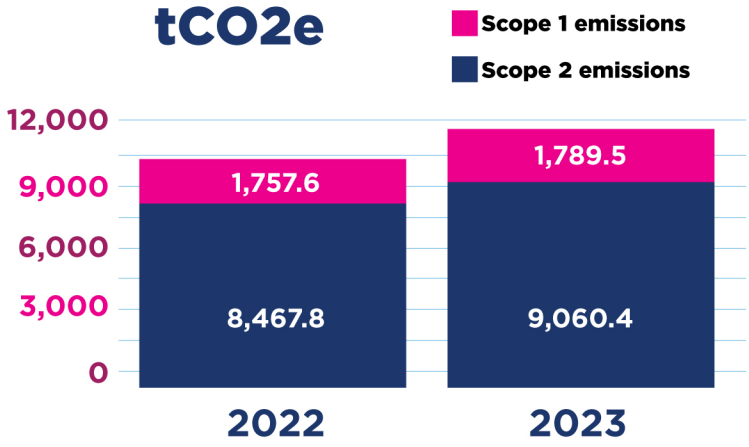


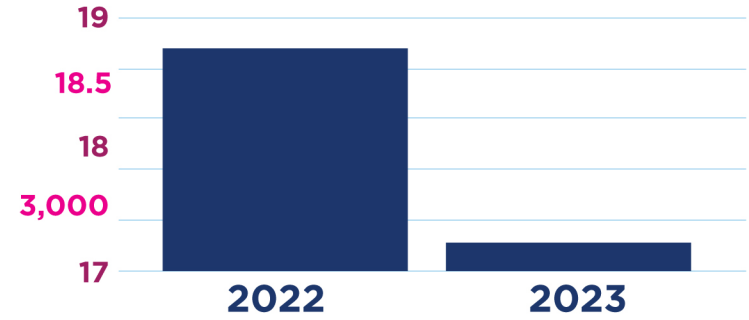
10,850 Tons of CO_2
equivalent emmited during 2023

- **1,789.5 tCO_2e** Scope 2 emissions
- **9,060.4 tCO_2e** Scope 1 emissions
  - **8403.6 tCO_2e** come from stationary sources
  - **656.8 tCO_2e** come from mobile sources

Scope 1 emissions refer to those generated directly by the organization, such as from automobiles, boilers, and emergency power plants.
Scope 2 emissions refer to those generated from the consumption of electricity purchased from the public grid, in this case, CFE.

GREENHOUSE GAS EMISSIONS AT DELPHINUS





During **2023** there was an **increase of 6.1%** in **greenhouse gas emissions** compared to the previous year, totaling 0,850 tCO2e. This increase was due to the rise in visitor numbers.

However, when comparing **greenhouse gas emissions** per visitor between **2022 and 2023**, there was a **reduction of 8.7% in kilograms of CO_2** equivalent emitted per visitor.

These actions align with SDGs 7, 12 y 13:

GRI INDEX

DECLARATION OF USE

Delphinus reports according to GRI Standards for the period from January 1 to December 31, 2023.

GRI Used: GRI 1: Fundamentos 2021

GRI STANDAR		CONTENT	T
GRI 2: General Disclosures 2022	2-1	Organizational details	
	2-2	Entities included in the organization's sustainability reporting	
	2-3	Reporting period, frequency and contact point	
	2-4	Restatements of information	No update took place during the 2022-2023 time period
	2-5	External assurance	There was no external verification available
	2-6	Activities, value chain and other business relationships	
	2-7	Employees	
	2-8	Workers who are not employees	There are no workers that are not employees
	2-9	Governance and structure composition	
	2-10	Nomination and selection of the highest governance body	This section along with others pertaining to governance are not reported due to reasons of confidentiality

GRI INDEX

GRI STANDAR		CONTENT	PAGE, REPLY, OR REASON FOR OMISSION
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	
	2-23, 2-24	Policy commitments	
	2-25	Process to remediate negative impacts	
	2-26	Mechanisms for seeking advice and raising concerns	There is an internal system for collaborators to assuage their concerns through an anonymous channel
	2-27	Compliance with laws and regulations	Delphinus complies with all applicable regulations
	2-28	Membership associations	
	2-29	Approach to stakeholder engagement	
	2-30	Collective bargaining agreements	There are no collective bargaining agreements in place

GRI INDEX

GRI STANDAR		CONTENT	PAGE, REPLY, OR REASON FOR OMISSION
GRI 3 Material Topics 2021	3-1	Process to determine material topics	Delphinus does not have a material analysis
	3-2	List of material topics	
	3-3	Management of material topics	
GRI 206 Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Delphinus did not report any non-compliance with anti-competitive or monopolistic practices
GRI 301 Materials 2016	301-1	Materials used by weight or volume	Not reported
GRI 302 Energy 2016	302-1	Energy consumption within the organization	
GRI 304 Biodiversity 2016	304-3	Habitats protected or restored	Delphinus does not have any protected or restored habitats
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	
GRI 306 Waste 2020	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	

GRI INDEX

GRI STANDAR		CONTENT	PAGE, REPLY, OR REASON FOR OMISSION
GRI 401 Employment 2016	401-1	New employee hires and employee turnovers	Not reported
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3	Parental leave	Not reported
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	
	404-3	Percentage of employees receiving regular performance and career development reviews	Not reported
GRI 406 Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	No discrimination cases were reported in 2023
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No risks occurred during the reporting year
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	No risks occurred during the reporting year
GRI 409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No risks occurred during the reporting year

GRI INDEX

GRI STANDAR		CONTENT	PAGE, REPLY, OR REASON FOR OMISSION
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	No violations occurred during the reporting year
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	
GRI 416 Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No non-compliance cases occurred during the reporting year
GRI 418 Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were received during the reporting year

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