



35TH
ANNIVERSARY


Delphinus[®]
for a brilliant blue planet

SUSTAINABILITY REPORT

2025



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TABLE OF CONTENTS

ABOUT DELPHINUS

Message From Our CEO	05
Mission, Vision, Values, and Brand Positioning	07
Our History	09
Executive Committee	10
Delphinus: A modern Zoological Institution	12
Animal Welfare in Delphinus	13
The Five Domains of Animal Welfare	14
Alliances, Accreditations and Collaborations	15
35 Years of Delphinus	21
ESR Distinction	25
Compliance with the “Chair Law”	26
Featured Actions 2025	27
Delphinus Social and Cultural Contributions	28
Delphinus in Numbers	31
Delphinus’ Economic Contributions	34
Delphinus and its Collaborators	41
	46

DELPHINUS ENVIRONMENTAL EDUCATION PLAN

Our Five Causes for a Brilliant Blue Planet	53
Methodology of the Environmental Education Plan	54
Environmental Leadership Program	55
Educational Visits Program	56
Environmental Outreach Program	58
Beach and Mangrove Cleanups	69
Festival of the Oceans of the Mexican Caribbean	69
	72

DELPHINUS ENVIRONMENTAL MANAGEMENT SYSTEM

Water Consumption	78
Electricity Consumption	79
Electricity Generation	80
Waste Generation	81
Greenhouse Gas Emissions	83
Fuel Consumption	88
Biological Control of Opportunistic Wildlife	90
	91

GRI INDEX

92





ABOUT DELPHINUS

IN THIS SECTION

Message From Our CEO	07
Mission, Vision, Values, and Brand Positioning	09
Our History	10
Executive Committee	12
Delphinus: A modern Zoological Institution	13
Animal Welfare in Delphinus	14
The Five Domains of Animal Welfare	15
Alliances, Accreditations and Collaborations	21
35 Years of Delphinus	25
ESR Distinction	26
Compliance with the “Chair Law”	27
Featured Actions 2025	28
Delphinus Social and Cultural Contributions	31
Delphinus in Numbers	34
Delphinus’ Economic Contributions	41
Delphinus and its Collaborators	46





MESSAGE FROM OUR CEO

In 2025, Delphinus celebrated 35 years of existence, and this year will go down in history as a defining period, a turning point that has redefined not only our management model, but the very purpose of our work "for a brilliant blue planet." The entry into force of reforms to the General Wildlife Law, which seek to establish the "last generation," has presented our sector with its most significant challenge in decades. This legislation forces us to look directly at a future where breeding under human care is strictly limited to conservation purposes, marking the beginning of a period of profound transition for the animals that are part of our family today.

This structural shift coincided with a complex economic environment. Over the past year, we saw a slight reduction in the Mexican Caribbean tourism market, driven by adjustments in regional air connectivity and shifts in international travelers' consumption patterns following post-pandemic stabilization. At Delphinus, however, we didn't see these challenges as obstacles, but as catalysts to accelerate our evolution.

Our response to this new legal and market reality has been to strengthen our materiality analysis, prioritizing three fundamental pillars:

1. **Triple Impact Model:** Our management is built on generating balanced value across three interlinked dimensions: Economic, ensuring viability and local employment, and generating value (spending with suppliers and tax and state contributions, such as ISEPAAA); Social, through the wellbeing of our communities and environmental education (Educational Visits, Festival of the Oceans, Beach Cleanups); and Environmental, through measuring our environmental impact, which we report on in this Report.
2. **Ethics and Wellbeing:** With the end of breeding, our absolute priority is the physical and mental wellbeing of our dolphin population. We maintain the most rigorous international accreditations and are developing and adopting new "environmental enrichment" protocols, measuring their impact.
3. **We reaffirm that our animal interaction model is a form of education through encounter,** in which immersive, scientifically grounded experiences create meaningful moments for participants. This is not a passive activity, but a transformative encounter that combines emotion with scientific rigor to build a genuine connection with the bottlenose dolphin species (*Tursiops truncatus*) in support of ocean conservation.

Delphinus is not just an organization; it's a promise of respect for the ocean. We remain steadfast, convinced that ethics and science are the only compass that can guide us through the uncharted waters of this new era.

Rodrigo Constandse Córdova
CEO, Delphinus



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 the interaction with our dolphins, that those who visit it are inspired to actively participate in the conservation of the ocean, essential element 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

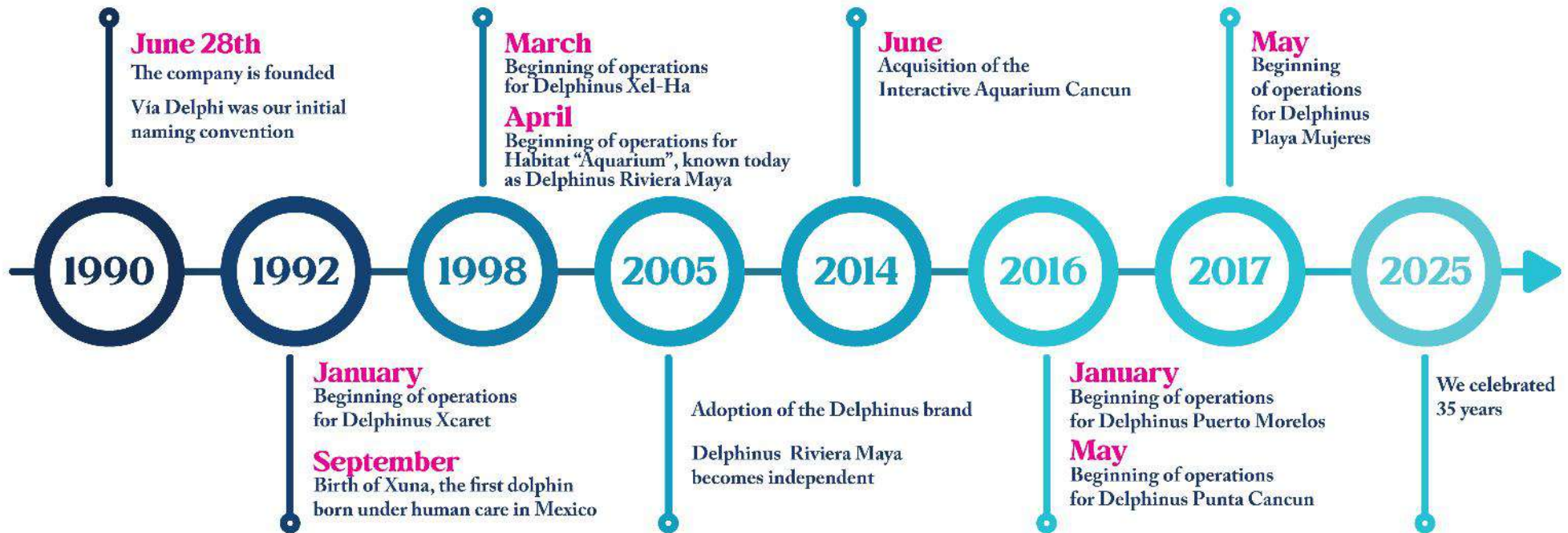


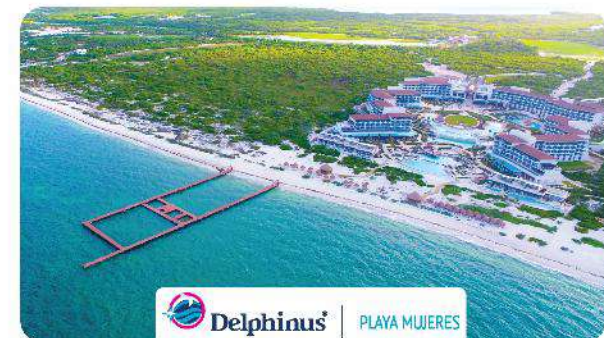
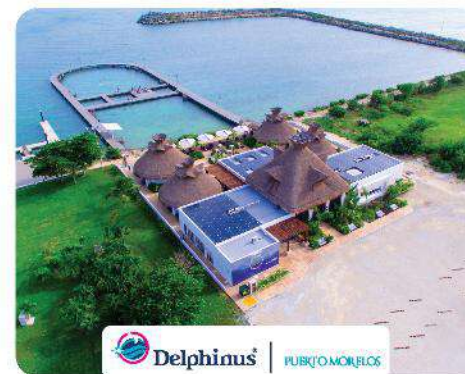
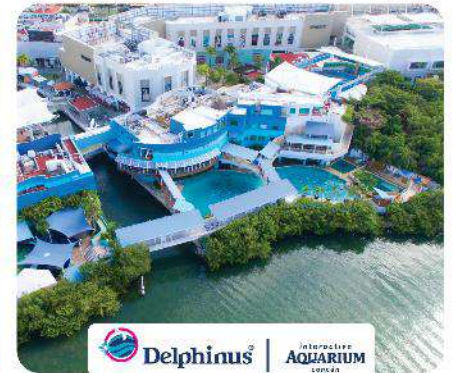
BRAND POSITIONING

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





EXECUTIVE COMMITTEE



Rodrigo Constandse
CEO



Alfonso Fernández
Deputy Director



Fernando Delgado
Director of Operations
and Animal Welfare



Mario Hurtado
Director
of Commerce



Elba González Melo
Director of
Human Resources



Ileana Zuzuarregui
Director of
Marketing



Raúl Torres
Director of Veterinary
Medicine



Claudia Vázquez
Deputy Director
of Behaviors



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

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.





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 a range of factors, including age, weight, reproductive status, energy expenditure, and sex, among others. This ensures they receive not just the essential nutrients for their health and development, but also proper hydration. In addition, all food is kept under strict cold chain custody from the moment it's caught until it's fed to the dolphins and undergoes rigorous quality checks to prevent any spoiled food. All these processes are part of a comprehensive preventive medicine program focused on maintaining the health and wellbeing of our dolphins.



FIVE DOMAINS OF ANIMAL WELFARE

ENVIRONMENT / PHYSICAL SETTING

Delphinus complies with national and international standards and regulations to ensure that dolphins live in a healthy, safe, and comfortable environment. Likewise, our facilities, environmental management practices, and animal care protocols are designed to maintain optimal conditions for water quality, space, enrichment, and safety. We comply with all applicable regulations and, in many cases, exceed the best practices adopted by similar zoological institutions around the world, with the goal of promoting the well-being of the animals in our care.

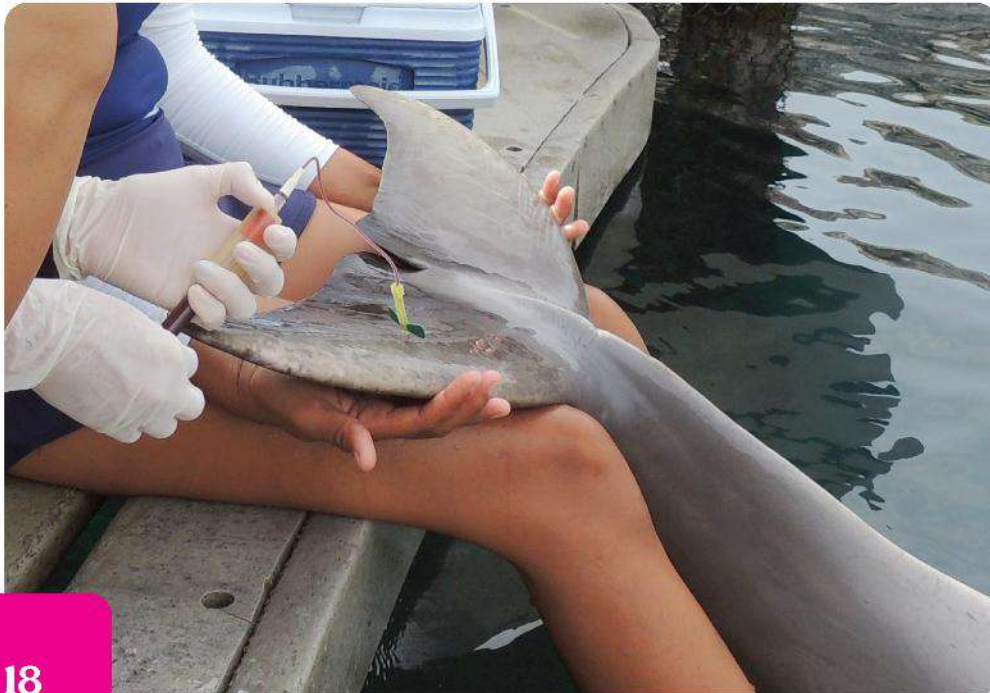


FIVE DOMAINS OF ANIMAL WELFARE

HEALTH

At Delphinus, the health of our dolphins is the top priority, which is why we conduct ongoing monitoring through blood, urine, fecal, and gastric content analysis, among other tests. As part of a comprehensive preventive medicine program, we also carry out regular physical exams, nutritional monitoring, behavioral observation, dental checkups, and other assessments, allowing us to catch any changes in a dolphin's condition early on.

We also have the best veterinary clinical analysis laboratory in Mexico and Latin America, equipped with state-of-the-art technology that enables fast, accurate diagnostics to ensure the health and optimal care of every individual.



FIVE DOMAINS OF ANIMAL WELFARE

BEHAVIOR

At Delphinus, we work to keep our dolphins' environment safe, comfortable, and stimulating through our animal enrichment program. Our animal care specialists form stable social groups that mirror those found among dolphins in the wild, and train them using operant conditioning with positive reinforcement for all human interactions. This behavior management has been shown to lower cortisol levels in dolphins (also known as the stress hormone), indicating that these interactions don't cause the animals stress. In fact, scientific studies Delphinus has taken part in have found that natural behaviors occur at rates equal to or even higher than those observed in wild dolphins, reflecting an enriched environment that supports their wellbeing.



FIVE DOMAINS OF ANIMAL WELFARE

MENTAL STATE

At Delphinus, we treat the animals' affective or emotional state as the fifth domain of animal welfare. Decisions around the four physical domains, nutrition, environment, health, and behavior, are made taking into account how they'll affect the animals' mental state, always aiming to promote positive experiences. To do this, our Animal Care specialists conduct ongoing behavioral observations and comprehensive welfare assessments, allowing them to continually fine-tune aspects related to nutrition, environment, health, and behavior. The goal is to foster positive experiences, curiosity, play, and relaxation, key elements that support a positive emotional state and the overall wellbeing of our dolphins.



ALLIANCES, ACCREDITATIONS AND COLLABORATIONS

SDG 17 of the 2030 Agenda recognizes that achieving sustainable development requires building strong partnerships between governments, the private sector, and civil society. These collaborations must be grounded in shared principles and values, a common vision, and joint goals that prioritize people's wellbeing and the protection of the planet. They should also be driven forward at every level: global, regional, national, and local.

Target 17.17 specifically calls for strengthening and promoting effective partnerships across public, public-private, and civil society spheres, drawing on the experience, knowledge, and financing strategies each of these stakeholders can bring to the table.

In line with this collaborative approach, **Delphinus** actively works to build strategic alliances that create social, economic, and environmental benefits for everyone involved. These collaborations include representing shared interests before government authorities, civil society organizations, academic institutions, media outlets, and other key stakeholders, all with the goal of driving joint initiatives that create positive impact.

ORGANIZATIONS OF WHICH DELPHINUS IS A MEMBER OF:



Delphinus is a founding member (2014) of the Mexican Association of Habitats for the Interaction and Protection of Marine Mammals (AMHMAR), a nonprofit organization made up of the country's leading companies in the sector. Its purpose is to represent and communicate to the public, media, and decision-makers the contributions made by its member zoological institutions. Delphinus specialists also actively participate in the Education and Animal Welfare committees, as well as the Communications committee, sharing their expertise and knowledge to strengthen best practices, scientific outreach, and the commitment to marine mammal care. Our CEO, Mr. Rodrigo Constandse Córdova, currently serves as President of AMHMAR.

Delphinus is a member of the Association of Zoos, Breeding Centers, and Aquariums of Mexico (AZCARM), an association founded in 1985 to bring together zoos, breeding centers, aquariums, specialists, and people committed to wildlife. Its purpose is to build synergies that strengthen the operations of its member institutions and support their goals in research, environmental education, and biodiversity conservation. Within this framework, Delphinus's veterinary medicine and communications specialists actively participate in various committees and initiatives, contributing their expertise to strengthen the sector's representation and promote high standards of animal welfare.



ACCREDITATIONS OBTAINED BY DELPHINUS:

American Humane Society developed the Humane Conservation certification program, which guarantees high standards of welfare and ethical treatment for wild animals under professional care. In 2016, Delphinus became the first dolphin interaction organization in the world to earn Humane Certified® accreditation, confirming its compliance with rigorous standards of humane care and management.



Delphinus holds accreditation from the Alliance of Marine Mammal Parks and Aquariums (AMMPA), an internationally recognized association that sets high standards for the care and management of marine mammals. To earn this accreditation, the organization demonstrated compliance with rigorous criteria in areas such as specialized training, water and environmental quality, education programs, scientific research, breeding, and transportation, ensuring the best practices and highest standards of animal welfare. In 2025, **Delphinus held the rotating presidency (*pro tempore*) of the Association through its Director of Operations and Animal Welfare, DVM Fernando Delgado.**

The company's trainer development program is accredited by the International Marine Animal Trainers' Association (IMATA), which confirms that training relies exclusively on positive reinforcement and that staff have the necessary education and experience. This accreditation also recognizes the strength of the learning opportunities provided, as well as the structure and rigor of the evaluation process trainers go through.





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



In 2025, Delphinus and the Yucatán Center for Scientific Research (CICY) signed an agreement that marked a strategic step forward for scientific research and technological development in the region. The main goal of this agreement is to drive joint projects focused on the study, conservation, and welfare of marine species, as well as to generate applied knowledge that supports environmental sustainability. Through this collaboration, both institutions will combine their technical capabilities, infrastructure, academic expertise, and specialized resources to carry out high-impact research, support the training of human talent, and foster scientific innovation for the benefit of the community and the natural environment.



17 PARTNERSHIPS FOR THE GOALS



These actions all align with the SDG 17:

8^{vo} Foro de Educación Ambiental

El rol transformador de la iniciativa privada

24 de Enero de 2025



Once again, Delphinus took an active role as part of the Organizing Committee for the 8th Environmental Education Forum, contributing proposals, educational materials, the event's official logo design, as well as support with logistics coordination, helping to strengthen the forum's planning and execution.

The State Environmental Education Forum is an initiative convened by the Specialized Working Group on Water Education, Communication, and Culture (GETTECA), aimed at fostering a Water Culture among citizens, authorities, businesses, and media that reflects the hydrological conditions and challenges of the Yucatan Peninsula Basin. The event took place on January 24th during the period covered in this report.



Delphinus helped design and create the front and back covers featuring the logo for the 2025–2030 Management Program of the Specialized Working Group on Water Education, Communication, and Culture, ensuring the graphic design reflected the group's identity, mission, and vision.

DELPHINUS CELEBRATES 35 YEARS OF HISTORY IN QUINTANA ROO

In 2025, Delphinus celebrated 35 years of history in Quintana Roo, establishing itself as a pioneering organization in the care, breeding, and understanding of marine mammals in Mexico.

Our story began in 1990, initially on paper, as we sought the necessary authorizations for the collection and training of dolphins. We started operations with only four dolphins. Today, Delphinus is an organization made up of more than 560 team members and cares for a dolphin population in which 70% were born in our own facilities, demonstrating our long-term commitment to animal welfare and professional species management.

Throughout these three and a half decades, Delphinus has helped transform the paradigm of zoological institutions in Mexico, evolving from facilities dedicated solely to dolphin observation into centers where people can interact with dolphins under strict standards of animal welfare, education, and conservation.

MILESTONES IN OUR HISTORY

1990: Via Delphi, the predecessor of Delphinus in Quintana Roo, began operations with four dolphins under professional care and a pioneering vision for developing interaction, education, and animal welfare programs.

1992: **The first successful** dolphin birth in Mexico resulting in a surviving calf, setting a precedent for marine mammal breeding programs in the country.

2004: Delphinus became the **first zoological institution** specializing in marine mammals in Mexico **to receive the Socially Responsible Company (ESR) distinction** awarded by CEMEFI, a recognition it has maintained continuously ever since.

2005: Delphinus became **one of the first organizations in its sector to join the United Nations Global Compact**, strengthening its commitment to human rights, labor standards, environmental stewardship, and corporate transparency.

2009: **Delphinus earned a Guinness World Record** for the highest number of dolphin calves born in a single dolphin habitat in one year, with 11 births recorded during 2008.

2014: **Founding member** of the Mexican Association of Habitats for the Interaction and Protection of Marine Mammals (Asociación Mexicana de Hábitats para la Interacción y Protección de los Mamíferos Marinos, A.C.).

2016: Delphinus became **the first Mexican organization** dedicated to dolphin interaction and one of the first four institutions worldwide **to receive the Humane Conservation™ certification from American Humane**, one of the most important international recognitions in animal welfare.

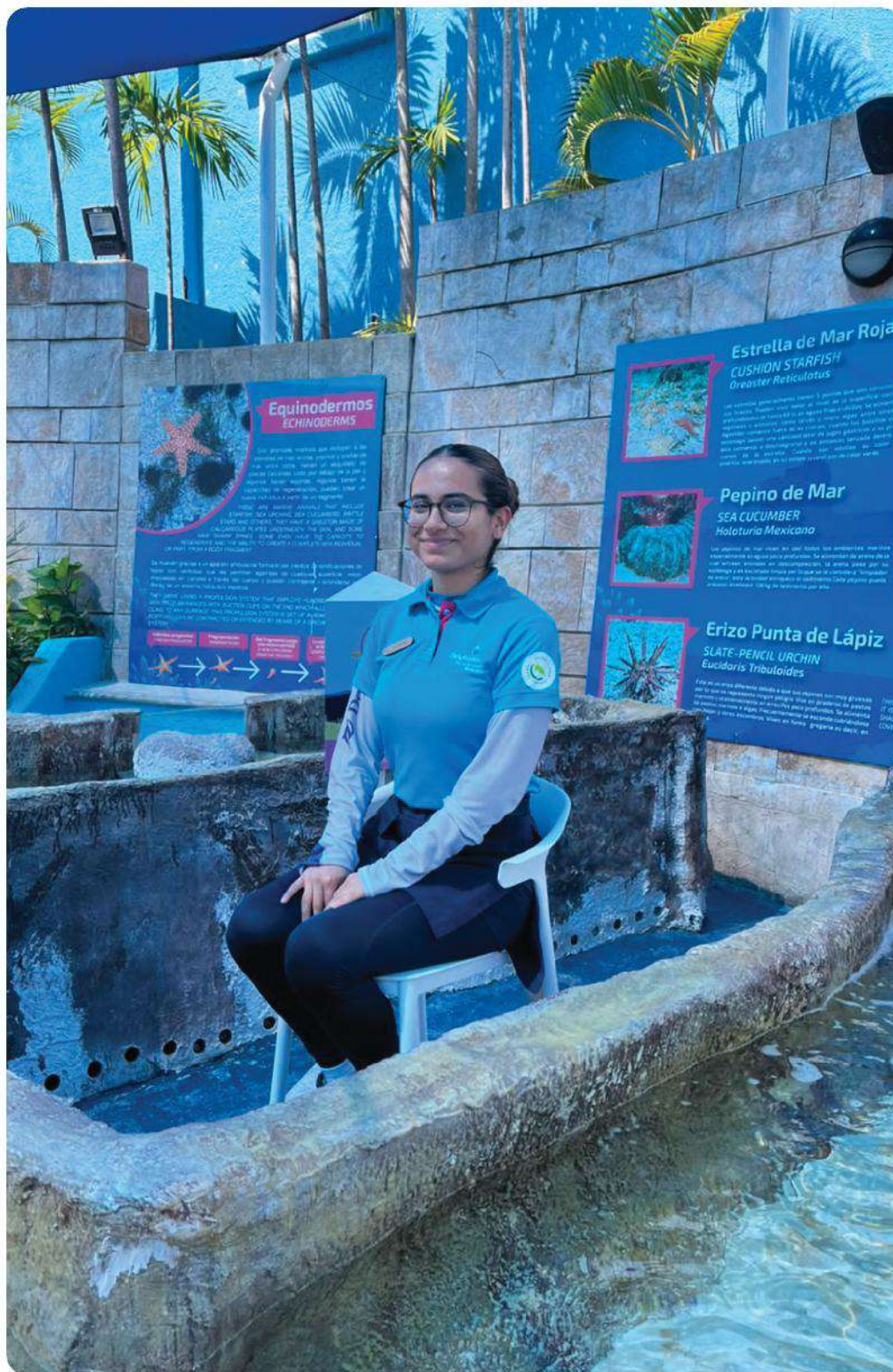


ESR DISTINCTION

Delphinus proudly celebrates **21 consecutive years receiving the ESR® Distinction (Socially Responsible Company)**, an award granted by the Mexican Center for Philanthropy (CEMEFI) to organizations that meet high standards in business ethics, quality of work life, community engagement, and environmental care. Holding onto this distinction for over two decades reflects more than just compliance, it reflects a solid organizational culture built on responsibility, transparency, and an ongoing commitment to continuous improvement.

For Delphinus, holding the ESR® Distinction for 21 consecutive years builds trust and credibility with employees, clients, and strategic partners, while reinforcing its leadership in the sector by making sustainability a core part of its business model. More than just an annual award, this achievement confirms that the company understands economic growth must go hand in hand with strong values, ethics, and a lasting positive impact on society and the environment.





COMPLIANCE WITH THE “CHAIR LAW”

Delphinus reaffirms its commitment to employee wellbeing by adopting and complying with the so-called **“Chair Law”**, an initiative that promotes workers' right to adequate seating for rest breaks during their workday whenever the nature of their job allows it. This action reflects the company's organizational culture, one centered on dignity, health, and quality of life at work.

By implementing this measure, Delphinus strengthens its responsible labor practices, aligning with standards that prioritize fairer, more humane working conditions. Beyond regulatory compliance, the company shows that its commitment to social responsibility is also lived out internally, fostering safer, healthier, and more respectful workplaces for its entire team.

FEATURED ACTIONS 2025

Delphinus took part in National Conservation Week 2025, an initiative led by the National Commission for Natural Protected Areas (CONANP), reaffirming its commitment to protecting marine biodiversity. During this important environmental event, educational and awareness-raising activities were held focused on the **conservation of the vaquita** (*Phocoena sinus*), a currently critically endangered species found only in Mexico.

Through informational talks, interactive activities with visitors, and outreach materials, Delphinus made appearances at the Kay'ok Planetarium and the Cancun Interactive Aquarium, sharing conservation efforts underway in the Upper Gulf of California to protect the vaquita, and highlighting the coordinated work between authorities, organizations, and communities. A key message throughout was that protecting a species starts with understanding it. It's only through understanding a species' value, its situation, and its environment that we can build empathy and commitment within the community, fostering a culture of care and preservation.



Delphinus has given back to the community by donating uniforms it no longer uses to the Salvation Army in Mexico City, sending them outside of the state of Quintana Roo to prevent any misuse of the brand.

This gives these resources a second life and supports those who need it most, while also promoting proper waste management and the responsible reuse of materials.

532 clothing items were donated.

These actions are aligned with SDGs 2,5,10 and 10:



Delphinus took part in the INFOMATRIX event, organized by the Latin American Society of Science and Technology (SOLACYT), serving as a judge evaluating projects submitted by children and young people in the fields of science and technology. This gave Delphinus the opportunity to recognize the talent, creativity, and dedication of the next generation of researchers and innovators.

By serving as a judge, Delphinus helps strengthen spaces that encourage the exchange of ideas and the development of scientific proposals, inspiring students to keep exploring, questioning, and proposing solutions that contribute to sustainable development and the wellbeing of society.

The event was held at **St. John's School in Cancun, Quintana Roo, on March 19th and 20th, 2025.**



ANIEP QUINTANA ROO AND DELPHINUS SIGN AGREEMENT TO PROMOTE ENVIRONMENTAL EDUCATION AND ANIMAL WELFARE

On December 9, 2025, the National Association of Private Educational Institutions of Quintana Roo (ANIEP Quintana Roo) and Delphinus signed a collaboration agreement aimed at strengthening environmental education and promoting knowledge about animal welfare among affiliated educational communities.

The agreement was signed by Aída Flores Covarrubias, President of ANIEP Quintana Roo, and Miguel Canseco, Director of Responsibility and Communications at Delphinus. Both leaders highlighted the importance of building partnerships that contribute to the comprehensive development of children and young people through learning experiences connected to conservation and sustainability.

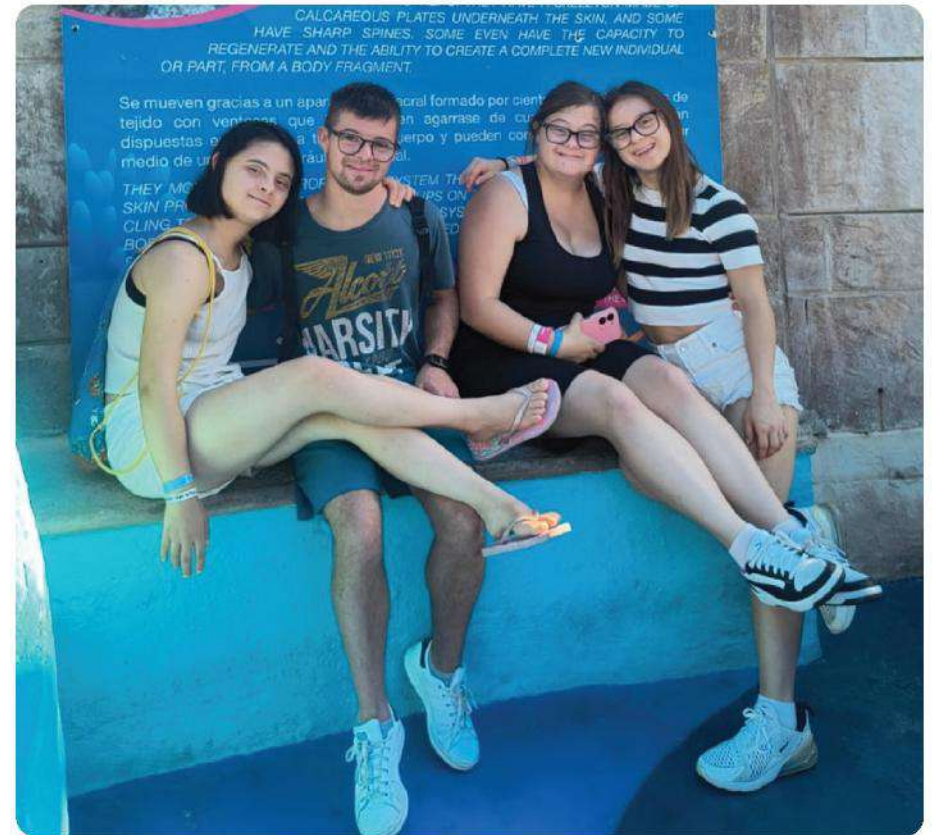
Through this agreement, both institutions will collaborate in the development and dissemination of workshops, lectures, educational materials, learning activities, and training experiences related to environmental education and animal welfare within schools affiliated with ANIEP Quintana Roo. With this alliance, ANIEP and Delphinus reaffirm their commitment to fostering a culture of environmental responsibility by providing students, educators, and families with tools and knowledge that contribute to biodiversity conservation and the development of a more informed, engaged, and environmentally conscious citizenry.



From left to right: Maricela Arriaga, Treasurer of ANIEP Quintana Roo; Miguel Canseco, Director of Responsibility and Communications at Delphinus; Aída Flores Covarrubias, President of ANIEP Quintana Roo; and Luis Gerardo Téllez, Vice President of High Schools and Universities, ANIEP Quintana Roo.



We provided a total of 401 complimentary passes to vulnerable groups, including organizations like **Teletón**, the **Dr. Sonrisas Foundation**, and groups representing people with disabilities, giving them access to the Cancun Interactive Aquarium and dolphin swim experiences. Through these initiatives, we're not only creating more inclusive spaces, but also helping make dreams come true and unforgettable memories for those who need it most. These actions reflect our firm commitment as a socially responsible company, understanding that our impact goes beyond the economic. We believe that contributing to community wellbeing, promoting equal opportunities, and supporting those who need it most doesn't just strengthen the world around us, it also defines our values and the way we build a fairer, more supportive future.



Delphinus is proud to have supported the Quintana Roo Association of Para-athletes with Intellectual Disabilities, Autism, and Down Syndrome, A.C., by hosting a visit for their athletes at the Interactive Aquarium of Cancun during the First Pan American Gymnastics Championship for Athletes with Down Syndrome. This experience gave participants the chance to enjoy an educational and recreational environment, promoting inclusion, learning, and a connection with nature in a safe, joyful space. The visit took place on October 22, 2025.

DELPHINUS' SOCIAL AND CULTURAL CONTRIBUTIONS

Delphinus and its partners support a variety of social, environmental, and cultural causes. A total of **\$1,990,340.87 pesos** was donated to nonprofit organizations in 2025.



TOTAL: \$1,990,340.⁸⁷ MXN
\$103,287.⁰² USD (Aprox.)

RECIPIENTS

Centinelas del Agua, A.C.

Anon-profit civil association focused on preserving and protecting the Yucatán Peninsula's aquifer through participatory promotion of a New Water Culture that is based on two áreas informed by the axis of water governance. In 2025, 364,000.00 MXN were donated to be used for:

- 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 México.

In 2025, 247,000.00 pesos were allocated to this esteemed institution in the State of Mexico.



Source: Facebook Cruz Roja Valle de Bravo

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.

\$201,709.87 pesos were donated towards this cause in 2025.



RECIPIENTS

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.

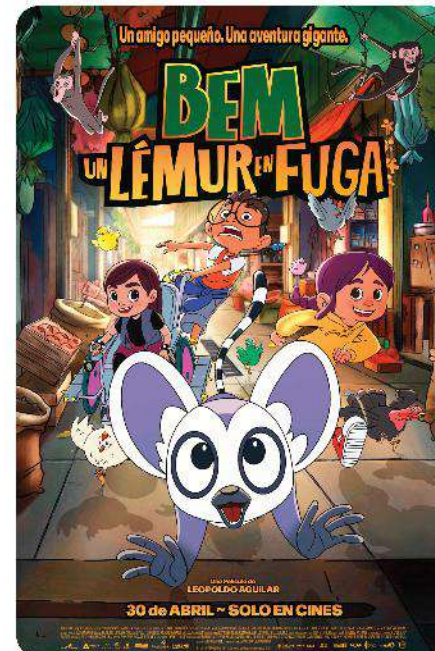
\$1,140,000.00 pesos were contributed to this center in 2025.



Other Institutions and Social and Cultural Investments

Throughout 2025, Delphinus made donations totaling **\$37,550.00** to organizations including Parálisis Cerebral de Cancún, A.C., Vida y Familia, A.C., and the United Nations Global Compact Network Mexico, A.C.

In the area of cultural promotion, Delphinus allocated resources during 2025 through various tax incentive programs: through **EFICINE** (Tax Incentive for Investment Projects in National Film Production and Distribution), it contributed **\$1,800,000.00 pesos** to the project "Bem y yo," while through **EFITEATRO** (Tax Incentive for Investment Projects in National Theatrical Production), it contributed **\$1,368,568.00 pesos** to the project "Réquiem." Together, these contributions total **\$3,168,568.00 pesos**.



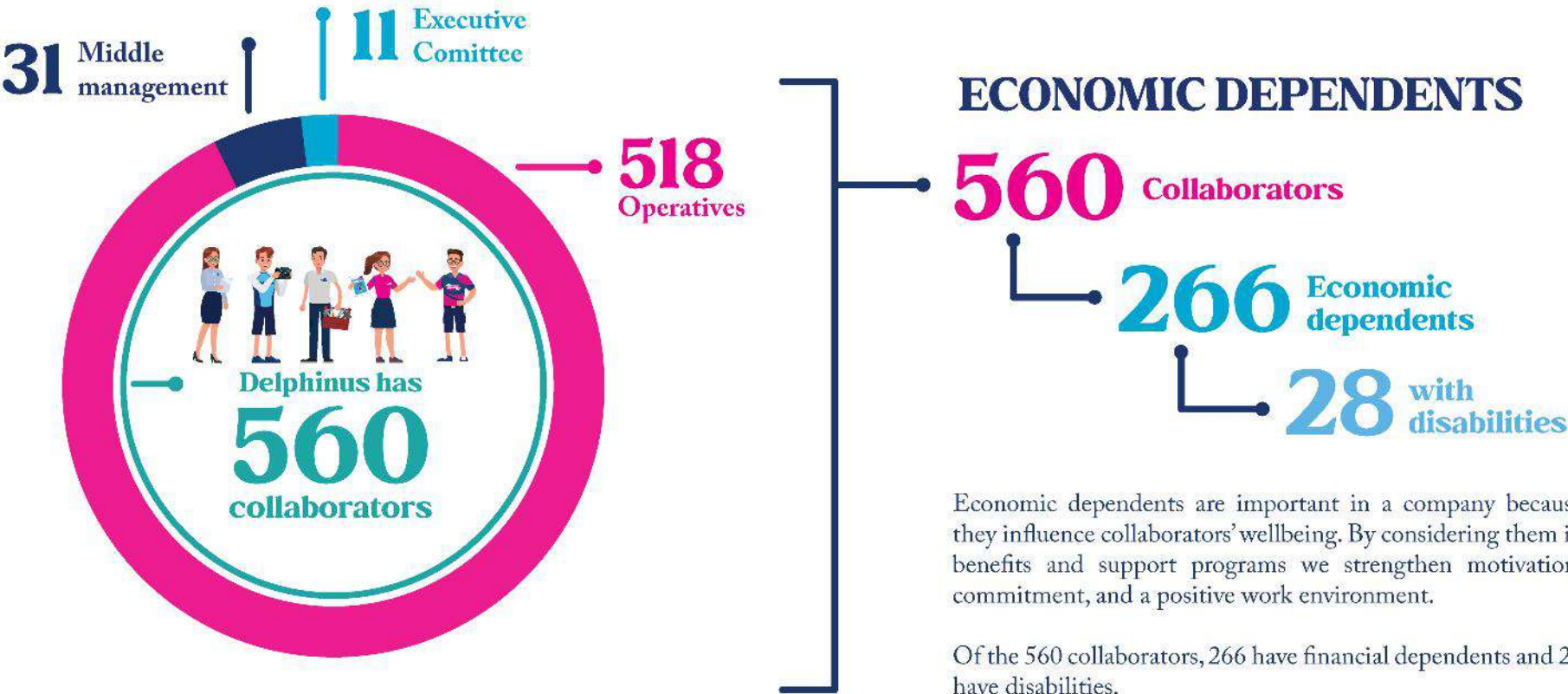


DELPHINUS IN NUMBERS

DELPHINUS IN NUMBERS

(Reporting period from January 1 to December 31, 2025)

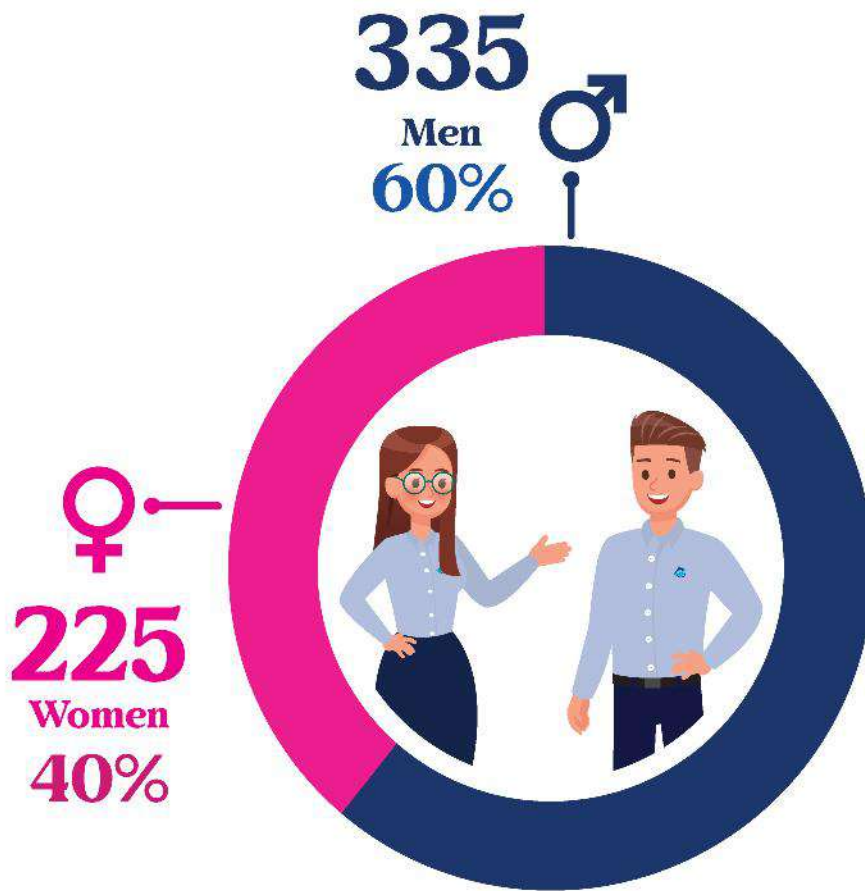
One of the fundamental purposes of any company is to create value and generate benefits for its shareholders and collaborators. Within this framework, Delphinus shares its environmental, economic, and social impact at the local, state, and national levels through a variety of indicators that reflect its performance and contribution.



DELPHINUS IN NUMBERS

(Reporting period from January 1 to December 31, 2025)

Delphinus's workforce is comprised of 60% men and 40% women.



DELPHINUS IN NUMBERS

(Reporting period from January 1 to December 31, 2025)

Women's presence in the workforce is essential, not only as a matter of social justice, but also as a driver of economic development and productivity, since gender equality in access to jobs, job retention, and working conditions makes it possible to tap into the full productive potential of the workforce. Even so, despite progress, significant gaps remain in labor force participation, representation in leadership roles, and pay, showing that policies and practices are still needed to break down structural barriers and promote the full inclusion of women at every level of employment (International Labour Organization, 2025; World Economic Forum, 2024).

At Delphinus, we remain firmly committed to **SDG 5: Gender Equality**. We recognize and value the important contributions our female collaborators make, work that is key to the organization's development and success.

In **2024**, out of a total of **544 collaborators**, **220 positions** were held by women, representing **40%** of the workforce. In **2025**, with **560 collaborators**, **225 positions** are held by women, maintaining women's representation at 40% of the total workforce.



International Labour Organization:

International Labour Organization. (2025). Women in business: how employer and business membership organizations drive gender equality (1st ed.). <https://researchrepository.ilo.org/esploro/outputs/encyclopediaEntry/Women-in-business/995358789102676>

World Economic Forum:

Pal, K., Piaget, K., Zahidi, S., & Baller, S. (2024). Global Gender Gap Report 2024. World Economic Forum. <https://www.weforum.org/reports/global-gender-gap-report-2024>



DELPHINUS IN NUMBERS

(Reporting period from January 1 to December 31, 2025)

The vast majority of collaborators (99.5%) come from Mexico, while the remaining 0.5% are from Argentina (1), the United States (1), and Venezuela (1).

At the state level, Quintana Roo has the highest representation among Mexican collaborators, at 26%, followed by Mexico City at 17%. Together, collaborators from the Yucatan Peninsula make up 44% of Delphinus's total workforce.

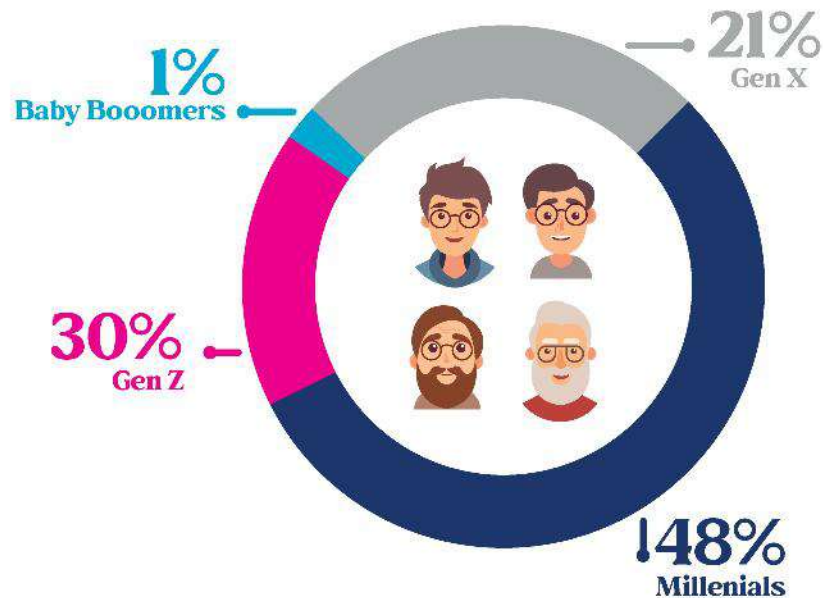


DELPHINUS IN NUMBERS

(Reporting period from January 1 to December 31, 2025)

INTERGENERATIONALITY

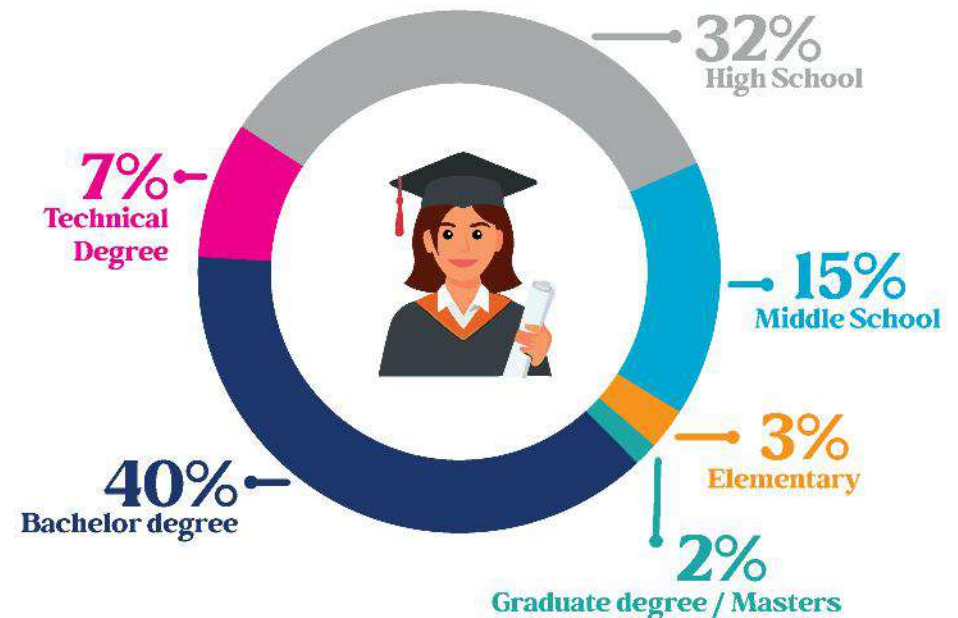
Percentage of Delphinus collaborators by generation:



Between 2024 and 2025, the generational makeup of the workforce shifted gradually, marked mainly by growing participation from Generation Z and a decline among older generations. Generation Z grew from 22% of the workforce in 2024 to 30% in 2025, reflecting a significant influx of younger talent. Millennials remain the largest group within the organization, though their share dipped slightly from 49% to 48%. Together, these changes point to a trend toward a younger workforce, driven mainly by the growing presence of Generation Z collaborators.

EDUCATION

Percentage of Delphinus collaborators by educational level:



Comparing 2024 and 2025, the distribution of collaborators' education levels stayed largely unchanged. A bachelor's degree remains the most common level of education within the organization, representing 41% in 2024 and 40% in 2025, a minimal change. The share of collaborators with graduate degrees held steady at 2% in both years. Overall, these figures show that the organization maintains a solid base of collaborators with higher education, while the other education levels show only slight variation.

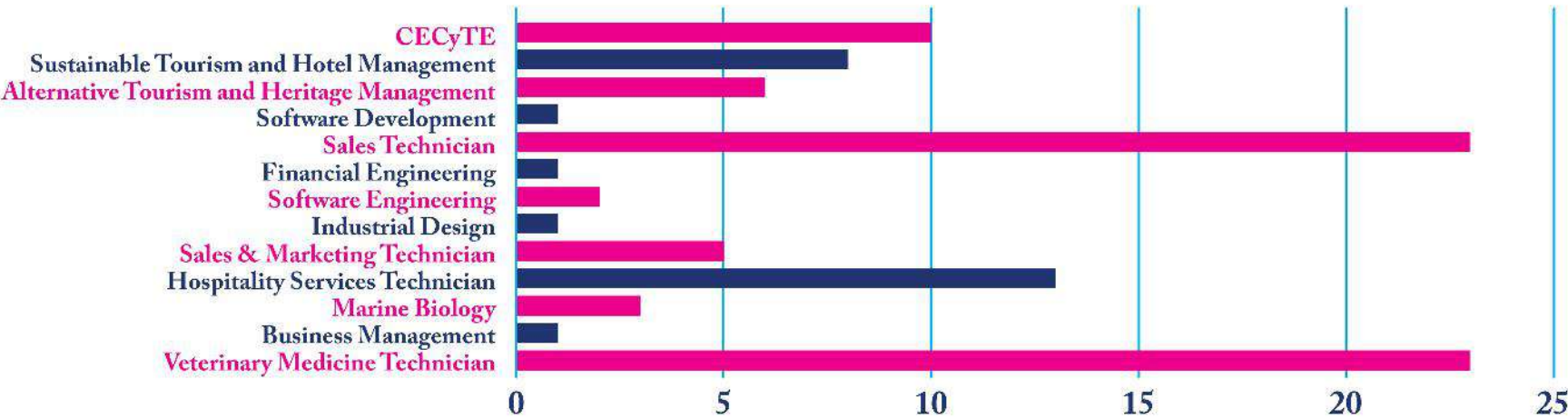
DELPHINUS IN NUMBERS

(Reporting period from January 1 to December 31, 2025)

As part of **Sustainable Development Goal (SDG) 4: Quality Education**, Delphinus offers students from a range of academic programs the opportunity to complete their professional internships or social service in different areas of the organization. During 2024 and 2025, Delphinus welcomed a total of 168 interns, 71 and 97 respectively, marking a **37% increase in 2025**.

These students came from a variety of fields and academic programs, including Sales Technicians, Software Design, Veterinary Medicine, and Marine Biology, among others. Notably, the program included young veterinary medicine students, Sales Technicians, and Hospitality Services Technicians, as well as high school-level students from the College of Scientific and Technological Studies (CECyTE) in Playa del Carmen, Quintana Roo.

These opportunities allow young people to develop and strengthen professional skills while gaining hands-on experience and an early introduction to the working world they'll soon join once they complete their academic training.



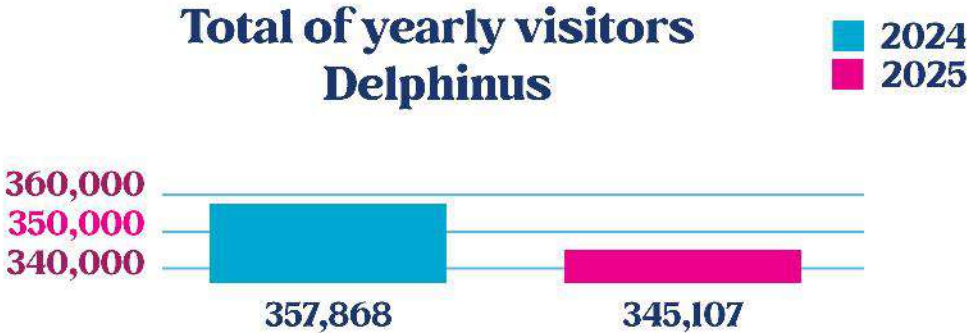


DELPHINUS'S ECONOMIC CONTRIBUTIONS

DELPHINUS'

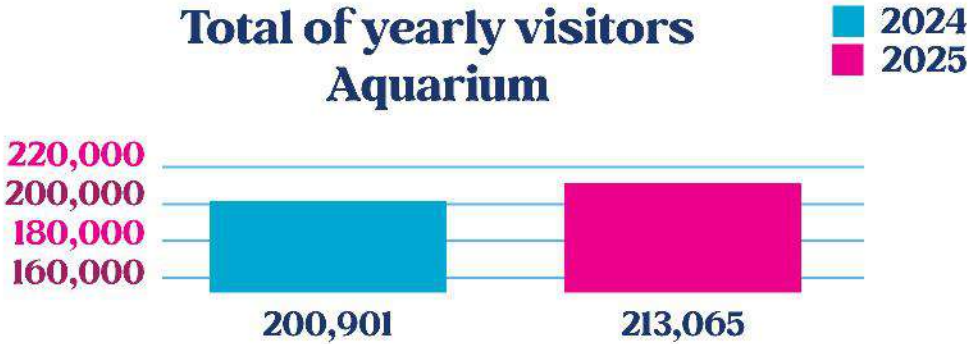
ECONOMIC CONTRIBUTIONS

In line with SDG 8, Delphinus drives economic and social development in Quintana Roo and Mexico by generating formal employment and paying taxes and contributions at all three levels of government.



-3.6% less visitors
in 2025 compared to 2024

This decline is consistent with the 3.6% drop recorded in tourist visits to the Mexican Caribbean, driven by an adjustment stemming from reduced air connectivity and passenger flow, factors that directly affected tourist arrivals to Quintana Roo.



+6.1% more visitors
in 2025 compared to 2024

Despite these conditions, the Cancun Interactive Aquarium maintained a positive trend, cementing its place as an appealing option for visitors to the destination.

DELPHINUS' ECONOMIC CONTRIBUTIONS

TAXES AND CONTRIBUTIONS



2025 **\$216,693,497 MXN** ↓
\$11,254,121.⁸⁰ USD (Aprox.)

2024 **\$222,490,344 MXN**
\$12,197,935.⁵⁶ USD (Aprox.)

Change: -2.6%

Despite a slight decline, Delphinus's tax contribution remained strong, reflecting its ongoing commitment to compliance and value creation for the economic environment.

SOCIAL SECURITY CONTRIBUTIONS



2025 **\$42,257,796 MXN** ↑
\$2,192,931.⁸¹ USD (Aprox.)

2024 **\$40,674,099 MXN**
\$2,229,939.⁶⁷ USD (Aprox.)

Change: +3.9%

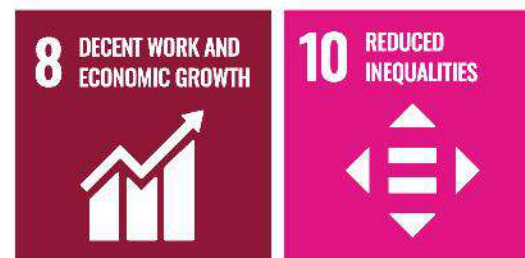
The increase in social security contributions reinforces the protection and wellbeing of collaborators, reflecting the organization's responsible approach.

CONTRIBUTION FOCUS

The figures shown represent the Company's principal tax and social security obligations, including Corporate Income Tax (ISR); income tax withholdings on payments to foreign residents, RESICO taxpayers, individuals receiving payments treated as wages, professional service providers, lessors, dividend recipients, and employees (including ISPT payroll tax withholding); as well as VAT withheld and VAT paid. The figures also include employer social security contributions (IMSS), SAR and INFONAVIT contributions, INFONAVIT loan repayments withheld from employees, State Payroll Tax, and ISEPAAA. These items represent taxes, withholdings, and statutory contributions that the Company is required to calculate, withhold when applicable, and remit in a timely manner to the relevant tax authorities and social security institutions.

Socially responsible companies serve as a **key link** between economic activity and collective development, acting as **extensions of tax collection offices** by channeling resources that strengthen public services, support communities, and contribute to the sustainable growth of communities, states, and the nation.

These actions are aligned with
SDGs 8 and 10:



DELPHINUS' ECONOMIC CONTRIBUTIONS

Delphinus remitted \$11,725,250.00 pesos
in ISEPAAA payments, covering
234,505 participants.

TAX ON EXPENDITURES FOR PARTICIPATING IN ACTIVITIES WITH AQUATIC ANIMALS (ISEPAAA)

ISEPAAA came into effect in Quintana Roo starting in 2025. It is a state tax applied to interactive activities with aquatic animals, such as swimming with dolphins. Broadly speaking, this tax sets a fee of \$50 pesos per participant (with the exception of Quintana Roo residents), which is collected by service providers and remitted to the state authority in accordance with current regulations.

ISEPAAA was added to the state's tax framework effective January 1, 2025; however, its actual application began on May 1, 2025, following a grace period that allowed the authority to establish implementation mechanisms and set up the trust fund for managing the resources generated by this tax. As a result, Delphinus remitted **\$11,725,250.00 pesos** in ISEPAAA payments, covering **234,505 participants**.

True to its commitment to compliance, Delphinus collects and remits this tax in full accordance with current regulations and the spirit of the state legislation, which explicitly states that the funds will go toward financing efforts to protect, conserve, and manage marine species, including partial allocation to specific instruments such as environmental trust funds.

IMPUESTO SOBRE LAS EROGACIONES POR PARTICIPAR EN ACTIVIDADES CON ANIMALES ACUÁTICOS (ISEPAAA)

SI ADQUIERES UN BOLETO PARA PARTICIPAR EN ACTIVIDADES CON ANIMALES ACUÁTICOS DEBES DE PAGAR EL ISEPAAA POR UNA CUOTA FIJA DE \$50.00 PESOS POR PERSONA!

*NO APLICA PARA CIUDADANOS QUINTANAROENSES

¿Quién debe calcular y enterar el impuesto?



Las personas físicas, morales y unidades económicas



que ofrecen actividades con animales acuáticos (nado, interacción, exhibición, etc.).

¿Qué debes de hacer si eres prestador de servicios con animales acuáticos?



1. Presentar aviso de alta de la obligación como **retenedor**.



2. Enterar las retenciones efectuadas mediante la presentación de la **declaración mensual definitiva**, a más tardar el día 10 del mes siguiente a aquel en que se causó.



3. Realizar la **declaración mensual informativa** a más tardar el día 10 del mes posterior al que corresponda dicha información.

¿Qué documentos necesitas para realizar el aviso de alta de la obligación?



Identificación oficial del contribuyente o representante legal (original y copia).
a) Para el caso de las personas de representación legal se deberá presentar original y copia para cotejo del documento que acredite la personalidad del representante legal.



2 originales del Formato Múltiple de Trámites (FMT) firmados.



Constancia de Situación Fiscal con vigencia no mayor a 30 días.

Entrega tu documentación ante la Dirección de Recaudación del SATQ de tu municipio.

SATQ SATQROO @SATQROO







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 provides the benefits stipulated by law and additionally offers the following benefits to its collaborators:

4,920.5 Hrs.

of training



\$423,100.⁰⁰ MXN

Invested in
external trainings

External training programs strengthen our collaborators' skills, improving the quality and efficiency of the service we provide our visitors.

307

Collaborators benefiting
from transportation



54.8%

Percentage of
collaborators benefiting

Up 4% compared to last year
(295 collaborators benefited).

441

Collaborators benefiting
from cafeteria services



78.8%

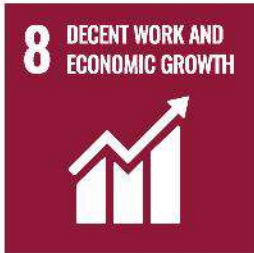
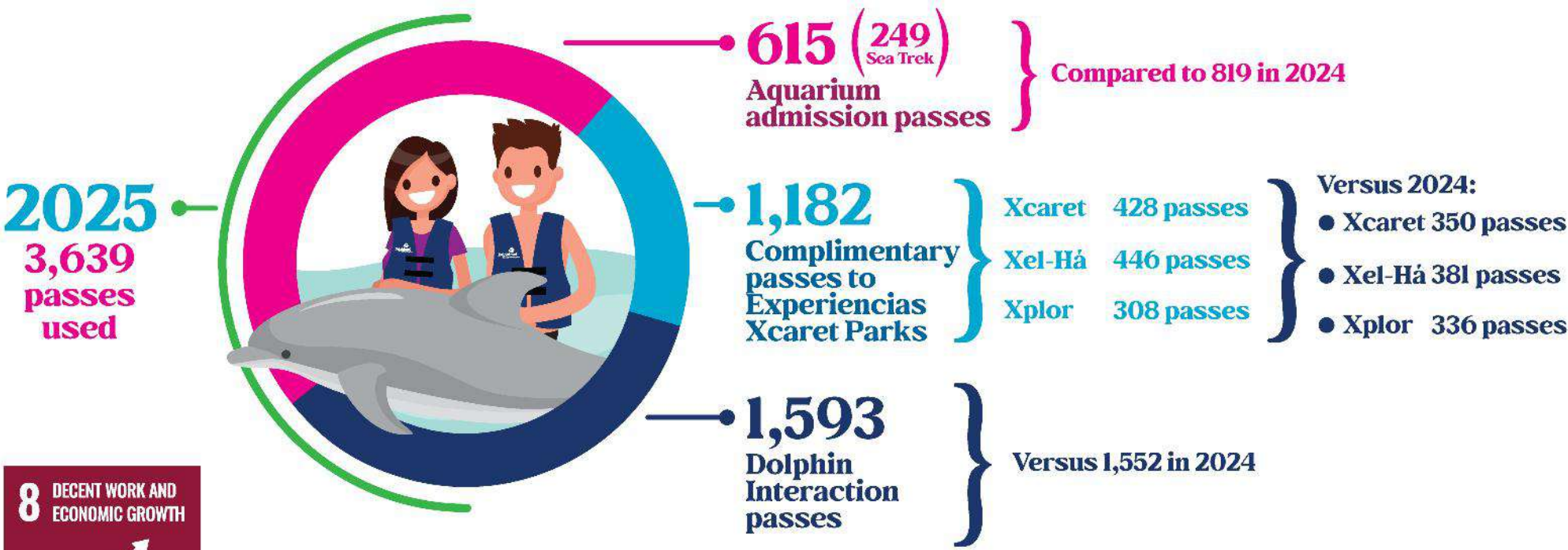
Percentage of
collaborators benefiting

ADDITIONAL BENEFITS FOR DELPHINUS COLLABORATORS

As part of its commitment to collaborator wellbeing, Delphinus offers benefits that include complimentary dolphin interactions at any of its seven habitats, admission to the Cancun Interactive Aquarium, and access to the Xcaret, Xel-Há, and Xplor parks, part of Experiencias Xcaret. **In 2025, a total of 3,639 complimentary passes were given to collaborators.**

The company wants its collaborators to be able to enjoy the same experiences it offers its visitors, promoting inclusion and helping bridge socioeconomic gaps. This way, collaborators not only share in the economic benefits Delphinus generates, but also gain access to the recreational experiences and connection with nature that the organization fosters through its services.

COMPLIMENTARY PASSES GRANTED TO COLLABORATORS



This work is aligned with SDG 8.

PERSONAL PROTECTIVE EQUIPMENT

At Delphinus, the use of personal protective equipment (PPE) is essential to preventing accidents and protecting the safety of both collaborators and visitors during activities. Each piece of PPE is designed to reduce specific risks and must be used correctly, following established procedures. Our commitment to proper PPE use strengthens our safety culture, promotes a responsible work environment, and helps ensure a safe, high-quality experience for everyone.

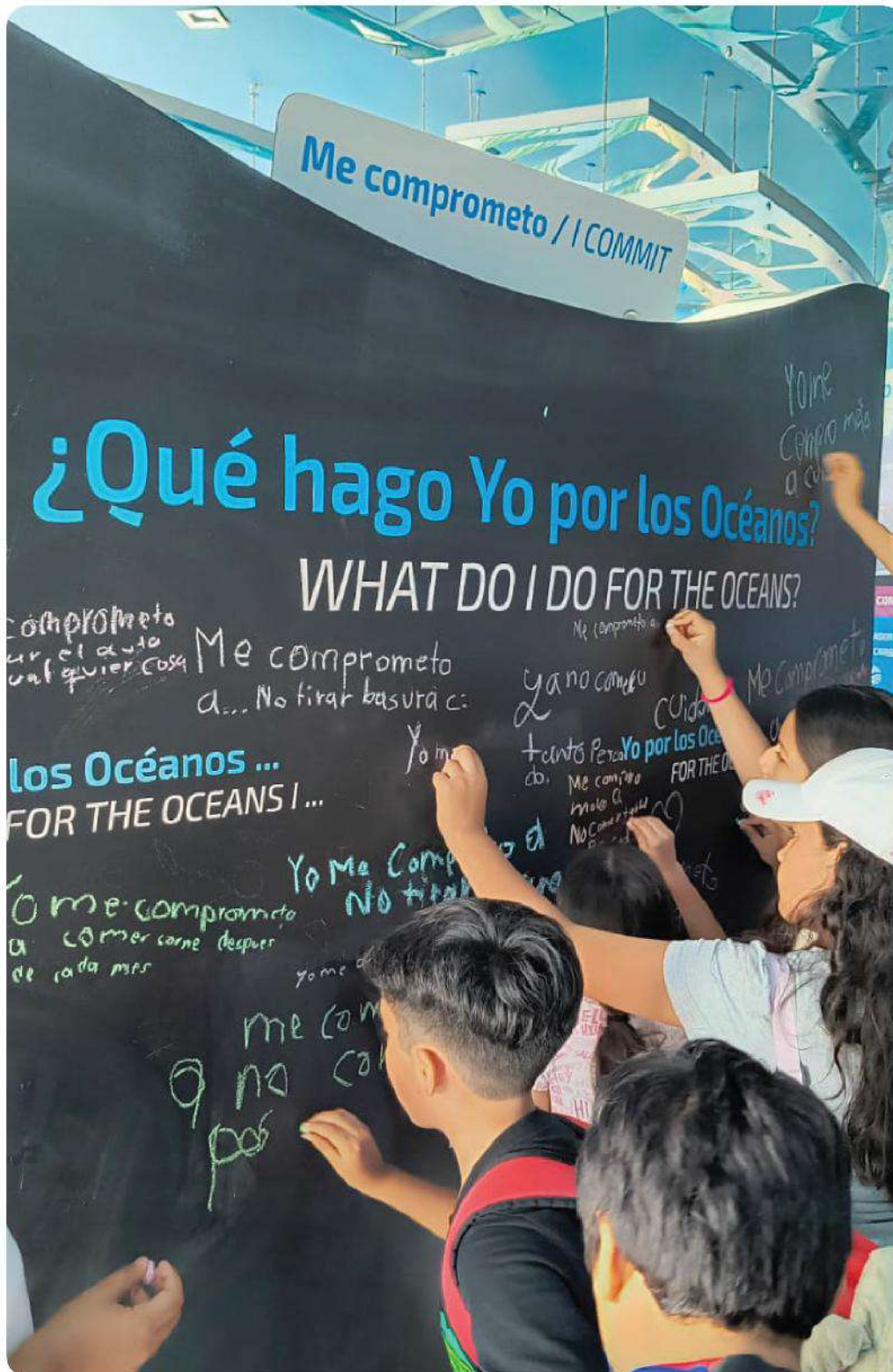


INTERNAL LEADERSHIP TRAINING PROGRAM

In 2025, we launched courses focused on **Internal Leaders Training**, aimed at strengthening our organization's leaders' communication, teaching, and team management skills. Through this training, participants gained the tools to lead courses, share knowledge, and support the development of their teams. This initiative is part of our organizational growth strategy, one that invests in internal talent as a key driver for evolving, innovating, and becoming an ever stronger, more competitive company.







DELPHINUS ENVIRONMENTAL EDUCATION PLAN

IN THIS SECTION

Our Five Causes for a Brilliant Blue Planet	54
Methodology of the Environmental Education Plan	55
Environmental Leadership Program	56
Educational Visits Program	58
Environmental Outreach Program	69
Beach and Mangrove Cleanups	69
Festival of the Oceans of the Mexican Caribbean®	72

OUR CAUSES FOR A BRILLIANT BLUE PLANET

Delphinus is a modern zoological institution dedicated to environmental education and promotes five Causes for a Brilliant Blue Planet, focused on issues that endanger ocean health and the species that inhabit it. The company seeks to reconnect people with nature and the oceans, teaching the importance of taking action to protect the ocean, minimize impacts on it, and correct existing impacts. Delphinus aims to transform people into stewards of environmental care. Additionally, this year we began introducing the topic of animal welfare in our talks with students, sharing knowledge about the five domains so they can observe and understand the model under which we work in our habitats with our ambassadors, the dolphins.

CLIMATE CHANGE



OVERFISHING



PLASTIC POLLUTION



INVASIVE SPECIES



VAQUITA CONSERVATION



ANIMAL WELFARE



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 (DEEP), 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:



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' 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.

TRAINING PROGRAM

At Delphinus, it's very important that our collaborators keep the company's misión and visión present in their daily work, as well as its history, policies, and values, since this is part of our identity and gives us credibility with our visitors. Therefore, we strive to conduct constant training.

As part of our Training Program in 2025, we held 15 induction sessions with the participation of 137 collaborators. Additionally, being a company where one of its main pillars is animal welfare, the environmental education team dedicated space to share topics on animal welfare for our dolphins, as well as addressing the organization's sustainability topics.

137
Collaborators
participated



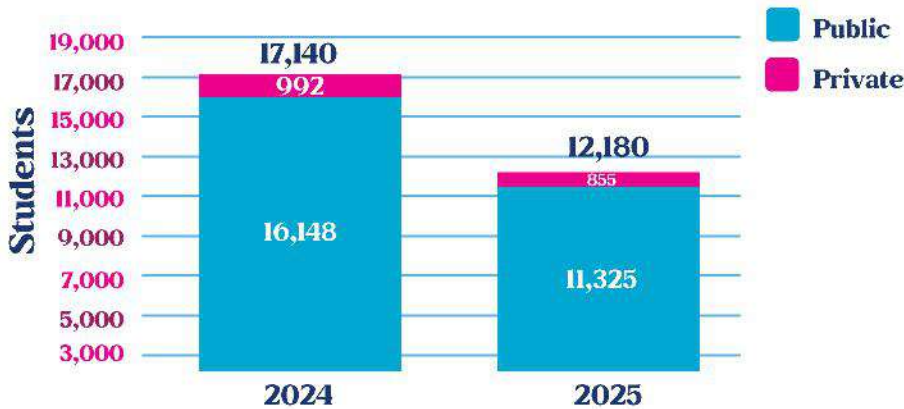


EDUCATIONAL VISITS PROGRAM

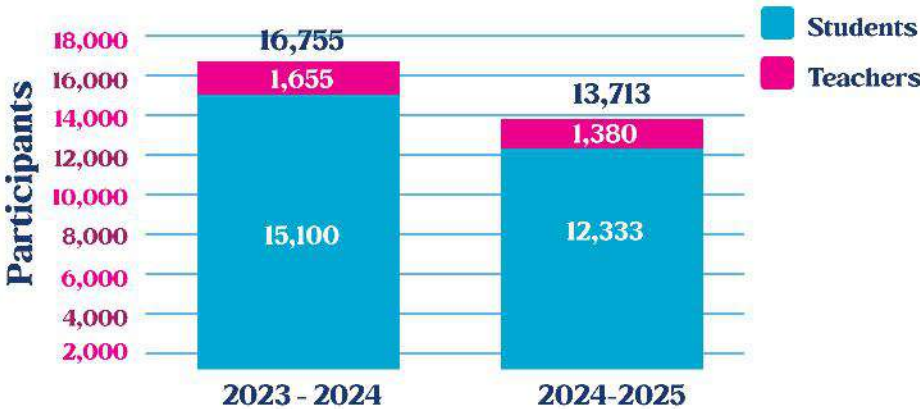
In 2025, we welcomed 12,180 students and teachers (10,941 students and 1,239 teachers). This was 29% lower than the number recorded in 2024 (17,140), due to the various national teacher strikes held from March 18–21 and from May 15 through June 2025.

Private schools also took part, with 855 students and teachers attending, compared to 992 in 2024. Students from these schools pay 399 pesos per person with one complimentary spot for a teacher for every 10 students. The goal is to bring Environmental Education to as many students as possible, so they too can become agents of change. Through these efforts, **Delphinus meets this standard for private schools and exceeds it for public schools**, as outlined in NOM-135-SEMARNAT-2004, section 7.7.7.1, which "...recommends offering educational programs for schools in the surrounding community at preferential rates and pricing."

EDUCATIONAL VISITS PROGRAM



COMPARISON OF SCHOOL YEARS



*Comparison from January to December.

**School Year of September to July.

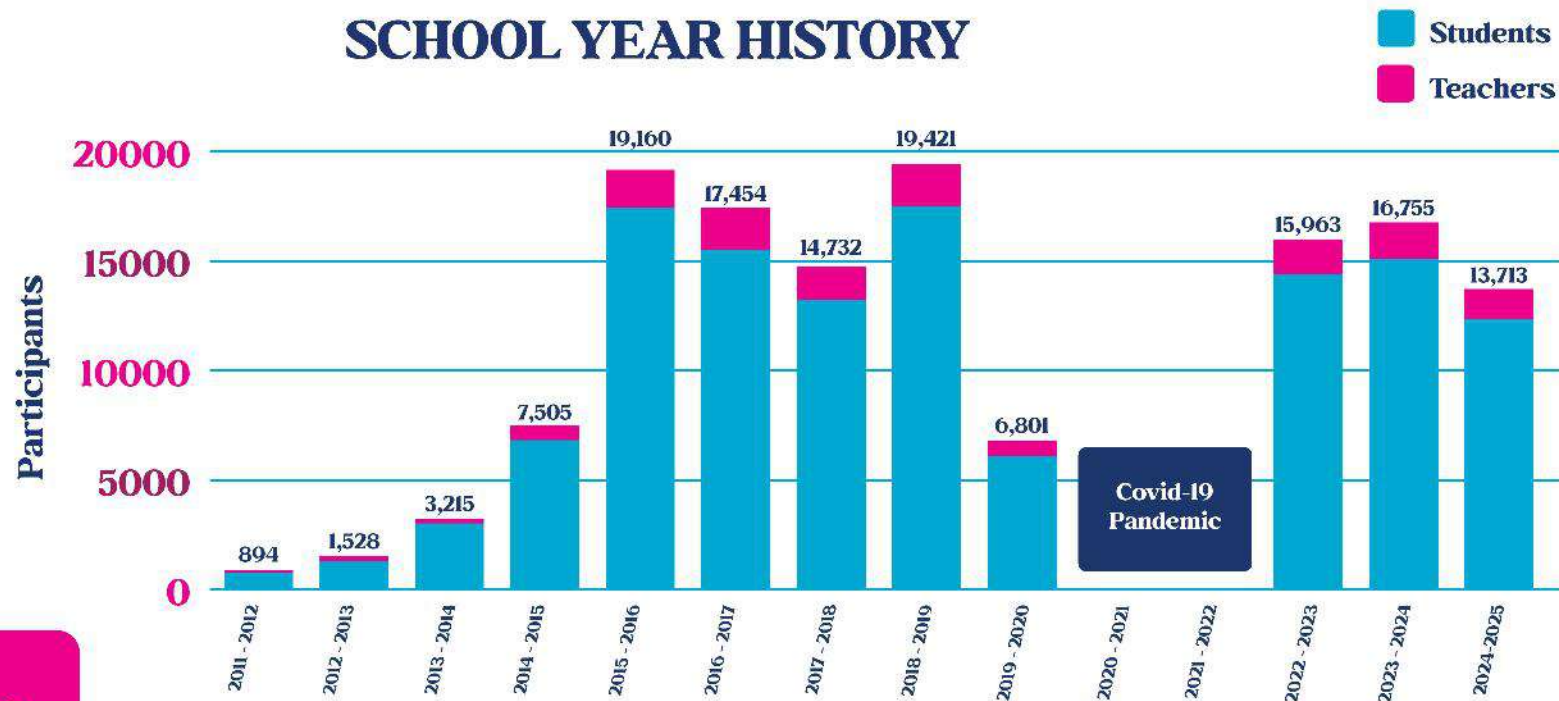
EDUCATIONAL VISITS PROGRAM

Delphinus's Educational Visits Program launched in 2012, and since then we've tracked school participation across our various habitats. While some years have seen a dip in attendance, participation has gradually recovered over time.

In total, from 2012 through the year covered in this report, we've welcomed more than 137,141 students and teachers, promoting environmental education and awareness through hands-on activities and information shared during their visit.



SCHOOL YEAR HISTORY



TOTAL
137,141
students and teachers
(total by complete academic cycles)

EDUCATIONAL VISITS PROGRAM

As part of the continuous improvement process for the Educational Visits Program, we gather feedback at different points to assess the impact of this non-formal environmental education effort on students and teachers. This tracking helps us analyze knowledge gained, as well as shifts in perception and attitudes toward environmental issues such as climate change, ocean plastic pollution, overfishing, invasive species, and biodiversity loss, as exemplified by the extinction risk facing the vaquita. It also seeks to strengthen understanding of animal welfare and the care our dolphins receive.

Below is a summary of the análisis conducted on the results of the Educational Visits at Delphinus hábitats 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.



EDUCATIONAL VISITS PROGRAM

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 \$399.00 MXN per student, depending on the habitat.



140,482
students and teachers
participated since 2012

(Updated through december 2025)

Since the program launched in 2012 through December 2025, we have hosted 140,482 students and teachers. In 2025 alone, 22% came from private schools, while 78% were students and teachers from public schools, who received the program free of charge.

ASSESSMENT

We've designed different assessment strategies depending on the target audience, using either drawings or questionnaires. For elementary school students, before and after the visit they're given a sheet featuring an image of a dolphin, where they draw what they know about these animals and marine ecosystems. For middle school students, we use a multiple-choice questionnaire to gauge their level of knowledge. In both cases, we then analyze the results to identify any changes in their knowledge and attitudes toward marine ecosystems.

INITIAL EVALUATION

Me llamo: Karla, Mayela, Vaneza, Vicky Soy J. 11 tengo 12 años
Mi escuela es: Oceanus fecha: 11/11/2023
Escribe y dibuja lo siguiente: ¿Qué tipo de animales son? ¿Cuáles son sus características? ¿Cómo es el lugar donde viven? ¿A qué animales se parecen?

1-maníferos
2-es azul con gris
3-nada en agua y por
4-ulas depredador

Date coraje
(es delfín)
se mueven en
manada y
no se separan



FINAL EVALUATION

Me llamo: Nicole y Mayela Soy J. 11 tengo 12 años
Mi escuela es: Jose Clemente Orozco fecha: 11 de noviembre
Escribe y dibuja lo siguiente: ¿Qué tipo de animales son? ¿Cuáles son sus características? ¿Cómo es el lugar donde viven? ¿A qué animales se parecen?

1-maníferos y acuáticos
2-son azules, inteligentes, juegan en grs, tienen delfín
3-olito dorsal, son bonitos
4-son depredadores como los tiburones
5- diferentes tipos de delfines

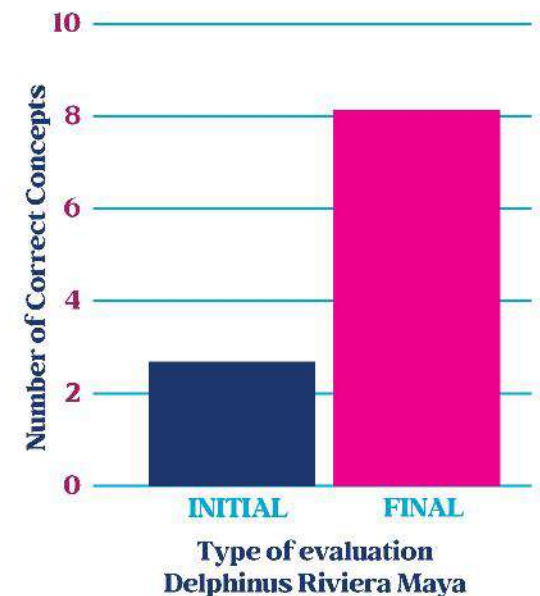
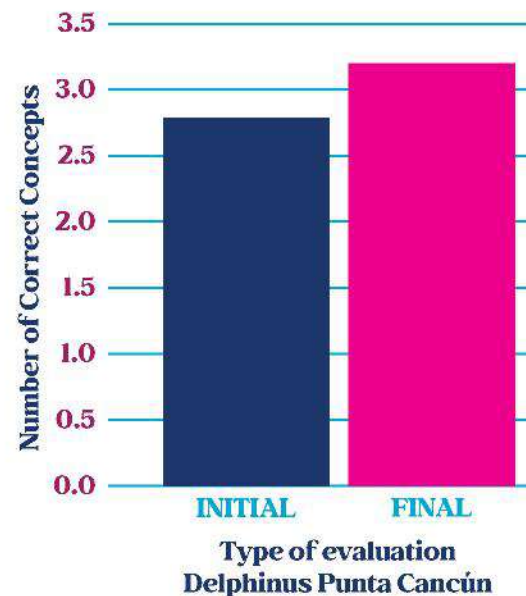
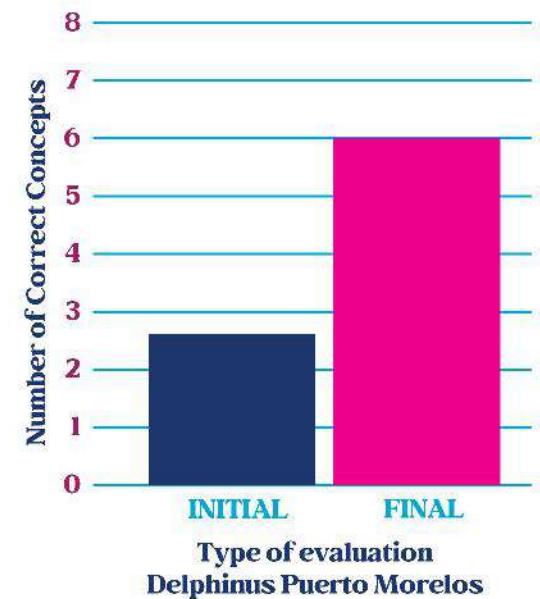
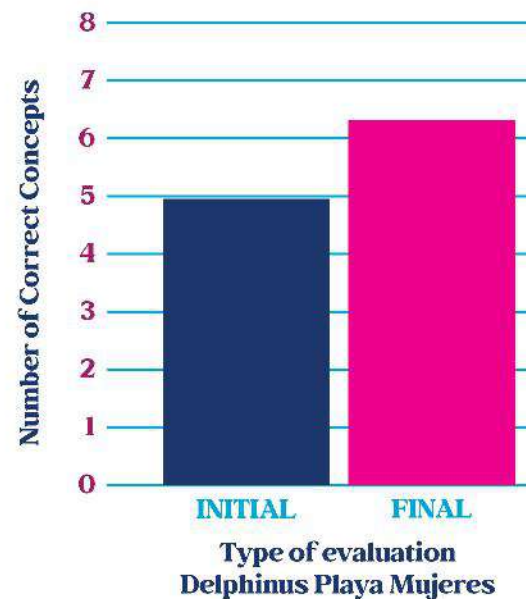


ASSESSMENT

The assessments given to students take several indicators into account to understand shifts in their knowledge and perception of the marine environment. These include: the number of correct and incorrect concepts, the frequency of correct concepts (the ratio of correct concepts to total concepts expressed), identification of environmental issues, correct anatomical components, marine environment components, the presence of anthropomorphism (attributing human traits to animals), recreational activities mentioned, and feelings expressed by students.

These indicators were compared between the initial and final assessments to identify any changes following the program. The Mann-Whitney U test was used for the analysis, since the data didn't meet normality assumptions. In all cases, results showed p-values greater than 0.01, indicating no statistically significant differences between the initial and final assessments across the indicators analyzed.

{ The results showed that the number of correct concepts was significantly higher in the final assessments ($p < 0.01$), suggesting that children gained new knowledge through the program. The Mann-Whitney U test was used for this analysis. }

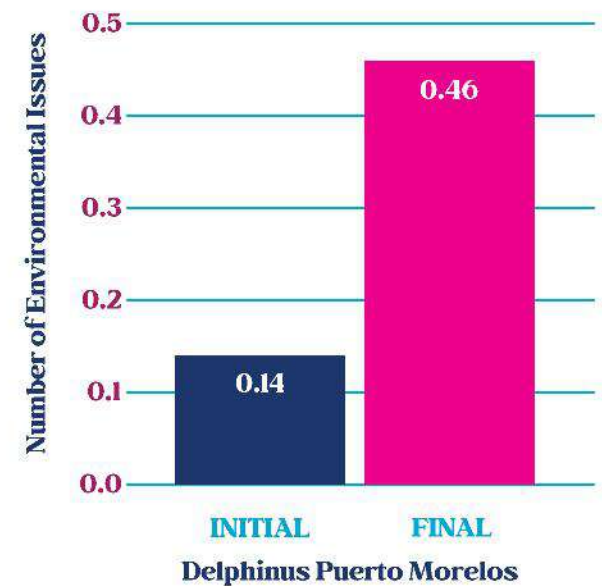
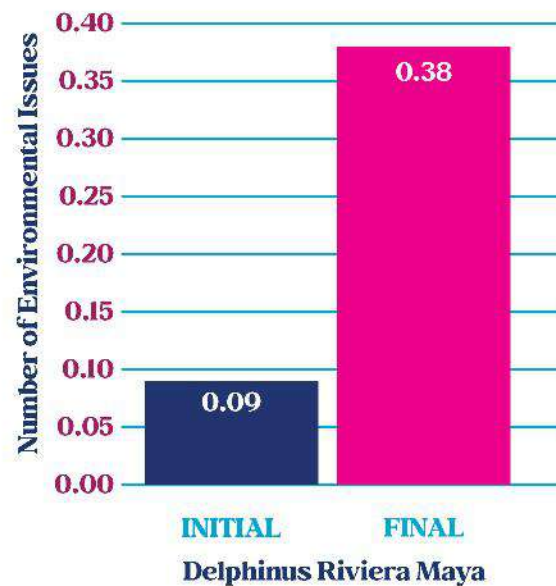
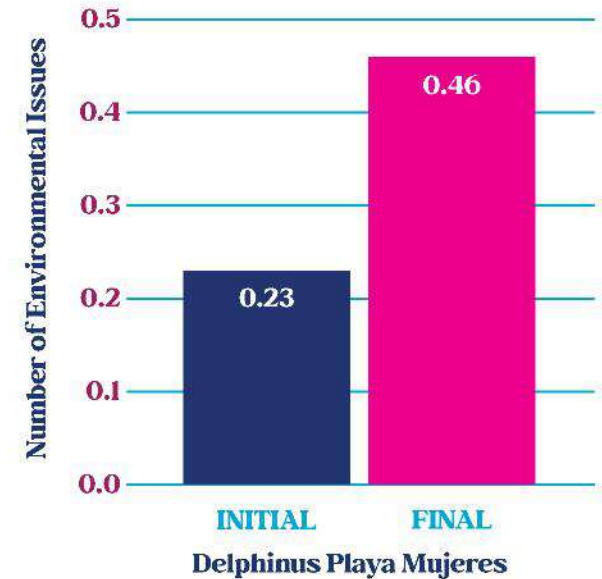
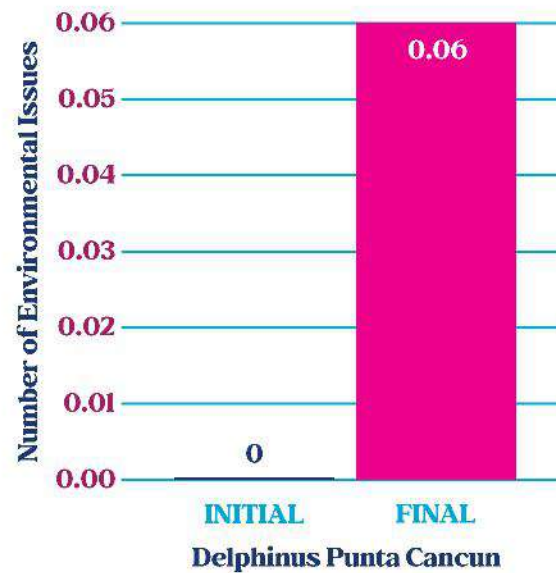


ASSESSMENT

The Educational Visits Program sessions foster a sense of belonging within the ecosystem, taking an approach that avoids anthropocentrism and recognizes that humans aren't at the center of ecological processes. They also emphasize that marine mammals are wild animals and shouldn't be humanized. With that in mind, we analyzed the presence of anthropomorphism in the initial and final assessments to see whether it decreased by the end of the program. Anthropomorphism was identified when human traits were assigned to dolphins in written descriptions or drawings (such as adding happy faces to abiotic elements like the sun, or accessories like glasses and hats to the animals).

What we found was that anthropomorphism was significantly lower in the final assessments than in the initial ones ($p < 0.05$), although overall levels of anthropomorphism were low in both assessments.

The final assessments also showed a greater number of environmental issues mentioned compared to the initial ones, suggesting an increase in knowledge associated with participating in the program. That said, students already had some prior awareness, which is to be expected given how universal and relevant these issues are.



MIDDLE SCHOOL

For middle school students, the assessment format differs from that used in elementary school. Here, students demonstrate their knowledge of marine mammals, dolphins, and environmental issues through open-ended and multiple-choice questions.

As with elementary school, these assessments carry real weight, since they help measure how much students have learned about these topics and, in the case of the final assessments, evaluate the results of our Educational Visits Program.

INITIAL EVALUATION

Delphinus
EVALUACIÓN INICIAL DE PARTICIPANTES

Nombre: [Handwritten Name]
Edad: [Handwritten Age]
Fecha: [Handwritten Date]

1. ¿Qué es un delfín? (Responde en tus propias palabras)

2. ¿Qué partes tiene un delfín? (Responde en tus propias palabras)

3. ¿Qué es la aleta dorsal? (Responde en tus propias palabras)

4. ¿Qué es la aleta pectoral? (Responde en tus propias palabras)

5. ¿Qué es la aleta caudal? (Responde en tus propias palabras)

6. ¿Qué es la aleta ventral? (Responde en tus propias palabras)

7. ¿Qué es la aleta anal? (Responde en tus propias palabras)

8. ¿Qué es la aleta pélvica? (Responde en tus propias palabras)

9. ¿Qué es la aleta tibial? (Responde en tus propias palabras)

10. ¿Qué es la aleta plantar? (Responde en tus propias palabras)

11. ¿Qué es la aleta palmar? (Responde en tus propias palabras)

12. ¿Qué es la aleta digital? (Responde en tus propias palabras)

13. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

14. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

15. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

16. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

17. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

18. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

19. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

20. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

FINAL EVALUATION

Delphinus
EVALUACIÓN FINAL DE PARTICIPANTES

Nombre: [Handwritten Name]
Edad: [Handwritten Age]
Fecha: [Handwritten Date]

1. ¿Qué es un delfín? (Responde en tus propias palabras)

2. ¿Qué partes tiene un delfín? (Responde en tus propias palabras)

3. ¿Qué es la aleta dorsal? (Responde en tus propias palabras)

4. ¿Qué es la aleta pectoral? (Responde en tus propias palabras)

5. ¿Qué es la aleta caudal? (Responde en tus propias palabras)

6. ¿Qué es la aleta ventral? (Responde en tus propias palabras)

7. ¿Qué es la aleta anal? (Responde en tus propias palabras)

8. ¿Qué es la aleta pélvica? (Responde en tus propias palabras)

9. ¿Qué es la aleta tibial? (Responde en tus propias palabras)

10. ¿Qué es la aleta plantar? (Responde en tus propias palabras)

11. ¿Qué es la aleta palmar? (Responde en tus propias palabras)

12. ¿Qué es la aleta digital? (Responde en tus propias palabras)

13. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

14. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

15. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

16. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

17. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

18. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

19. ¿Qué es la aleta unguita? (Responde en tus propias palabras)

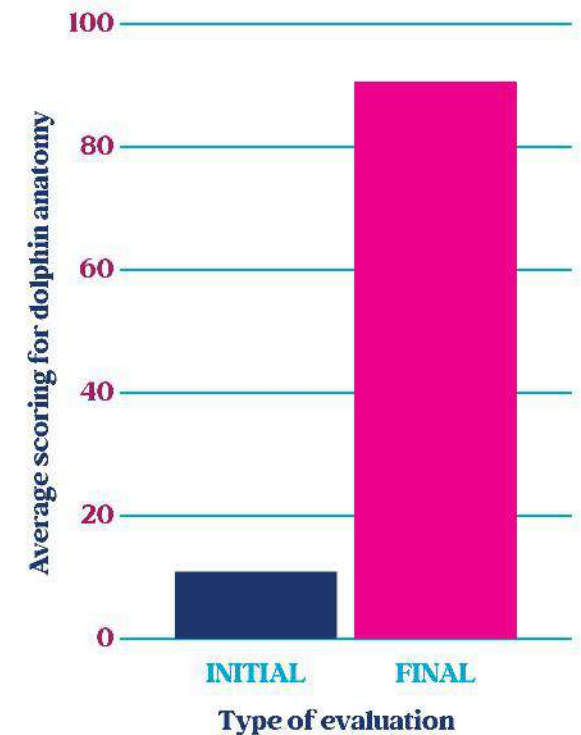
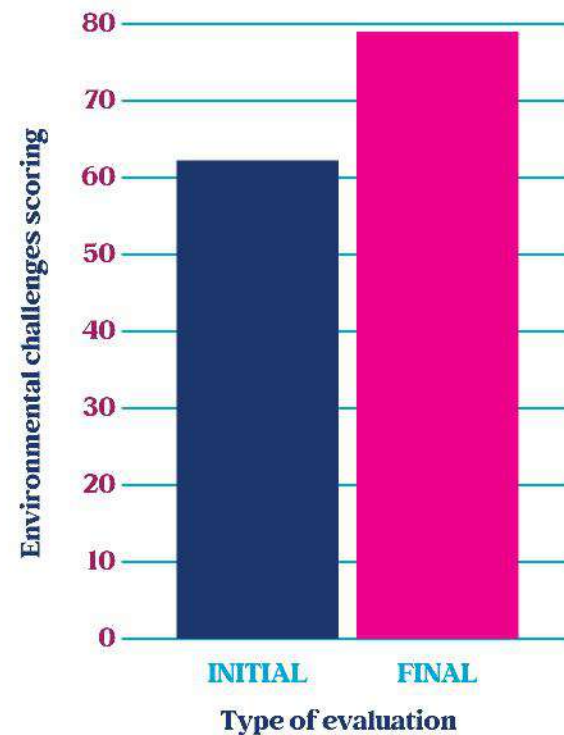
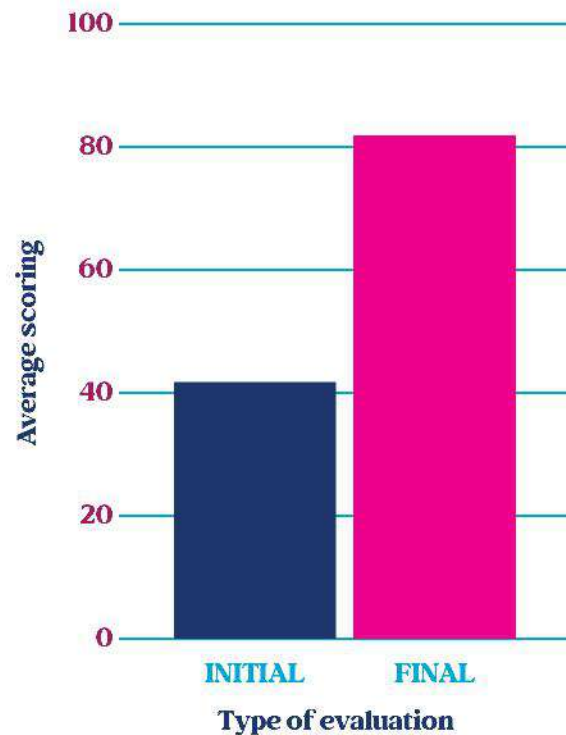
20. ¿Qué es la aleta unguita? (Responde en tus propias palabras)



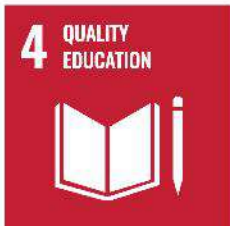
MIDDLE SCHOOL

When we analyzed the student assessments we found significantly higher average scores on the final ones compared to the initial assessments across all categories (overall score, environmental issues, and dolphin anatomy)*.

This kind of statistical analysis is key to better understanding the reach and impact of our program within the educational community. It allows us to identify areas for improvement and keep refining our approach, with the goal of delivering a high-quality program that drives learning and builds greater awareness of, and commitment to, ocean conservation.



**All assessments were conducted using Mann-Whitney U tests, $p < 0.01$*



This program aligns with
SDG 4: Quality Education.



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 taken on the commitment of organizing beach cleanups at various locations along the coast of Quintana Roo. Three of these events took place in 2025.

The first was held in January, as part of **World Environmental Education Day**, at Punta Brava, Puerto Morelos. It brought together 101 volunteers, who collected a total of 222 kg of waste.

The second cleanup took place at Bahía Petempich, also in Puerto Morelos, as part of the **13th Festival of the Oceans of the Mexican Caribbean**. This event had the participation of 26 volunteers, collecting 103 kg of waste.

Finally, as part of **International Coastal Cleanup Day 2025**, an event was organized at Isla Blanca, with 15 volunteers collecting 79 kg of waste.

These activities aim to raise public awareness about the impact human-generated waste has on marine ecosystems, highlighting the importance of protecting and preserving biodiversity. They also promote sustainable tourism practices, helping keep beaches clean and enjoyable for visitors, which in turn supports the state's economic development.



Scan the QR code
to watch the video.



**PUNTA BRAVA,
PUERTO MORELOS**

222 KG OF WASTE

101 VOLUNTEERS



**BAHÍA
PETEMPICH**

103 KG OF WASTE

26 VOLUNTEERS



ISLA BLANCA

79 KG OF WASTE

15 VOLUNTEERS



21,010
kg of waste



5,949
Volunteers



50
Beach cleanup events

Since 2013, when we began holding cleanup events at beaches, mangroves, and other bodies of water, through December 2025 we've collected a total of 21,010 kg of waste. These results have been made possible thanks to 5,949 volunteers who have taken part in 50 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.

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN®

The opening of the Festival of the Oceans® Exhibition took place on June 10th at Cancun International Airport. The event also featured the awards ceremony for the Children's and Youth Drawing Contest.

This edition received a total of 172 drawings across the three categories: Quintana Roo, national, and international. The event was a great success, showcasing the talent and enthusiasm of children and young people.

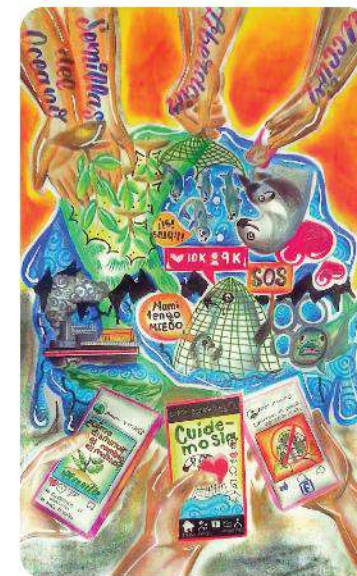


Scan the QR code
to watch the video.



Lucio Mendiola Lara

(Drawing titled: Ponte la capa contra la contaminación de los océanos!)



Nataly Fernández Palma

(Drawing titled: Redes que miran, manos que salvan:
mientras el mar muere, aún podemos sembrar vida y
liberar lo que aún respira)

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN®

We had participation from various states across Mexico, as well as from countries including Bermuda, the United States, Colombia, Peru, Bolivia, Argentina, and the Dominican Republic.



Zoe Fernanda Cruz de la Cruz
(Drawing titled: La igualdad de la importancia de la vaquita marina y los pescadores en los océanos).



Oziel Yamir Molina Huayllani
(Drawing titled: Un juego de vida o muerte).

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN®

The Festival of the Oceans began on June 8, 2025, with a Symphony Orchestra and Choir of the Secretariat of National Defense, who played ocean-themed pieces. The event also included the awards ceremony for the 4th Ocean Short Film Contest, featuring an environmental short film created by university students.



Scan the QR code
to watch the video.



Scan the QR code
to watch the video.

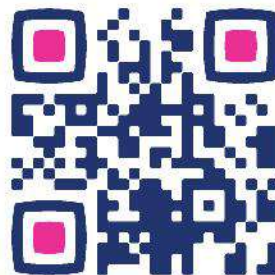
On June 10, 2025 the opening and award ceremony of the Children's and Youth Drawing Contest was held at Cancún International Airport, where drawings from participants across Quintana Roo, Mexico, and other countries were put on display. The winners of the trip to Cancun were also announced during the event.

FESTIVAL OF THE OCEANS OF THE MEXICAN CARIBBEAN®

The first Sustainable Fishing Workshop (June 11, 2025) was held at Universidad del Caribe, emphasizing the responsibility of future culinary professionals to work exclusively with seafood suppliers who comply with current regulations, ensuring the legal sourcing of products and promoting practices that support the sustainability of marine species.



Scan the QR code
to watch the video.



Scan the QR code
to watch the video.

Finally, the festival wrapped up (June 14, 2025) with a beach cleanup at Punta Brava, Puerto Morelos, with members of the public taking part, helping build environmental awareness and a shared commitment to the sustainability of marine ecosystems.





DELPHINUS ENVIRONMENTAL MANAGEMENT SYSTEM

IN THIS SECTION

Water Consumption	79
Electricity Consumption	80
Electricity Generation	81
Waste Generation	83
Greenhouse Gas Emissions	88
Fuel Consumption	90
Biological Control of Opportunistic Wildlife	91

WATER CONSUMPTION



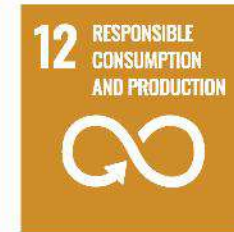
In 2025, we saw a decline in the number of visitors compared to the previous year, which had a direct impact on water consumption. As a result, total water usage dropped by 1% in 2025. This reflects reduced pressure on this resource and progress in sustainable water management.



Liters of water consumed per visitor across Delphinus's seven habitats also **decreased by 1%**.

-1%

ENERGY CONSUMPTION

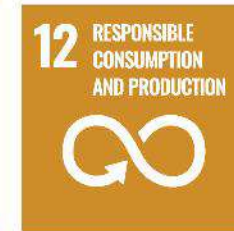


Energy consumption (kWh) across Delphinus's seven habitats saw a slight 1.6% increase compared to last year. Although visitor numbers were slightly lower than the previous year, energy consumption increased due to maintenance work such as dredging and pumping to remove algae like sargassum, a process linked to global warming.



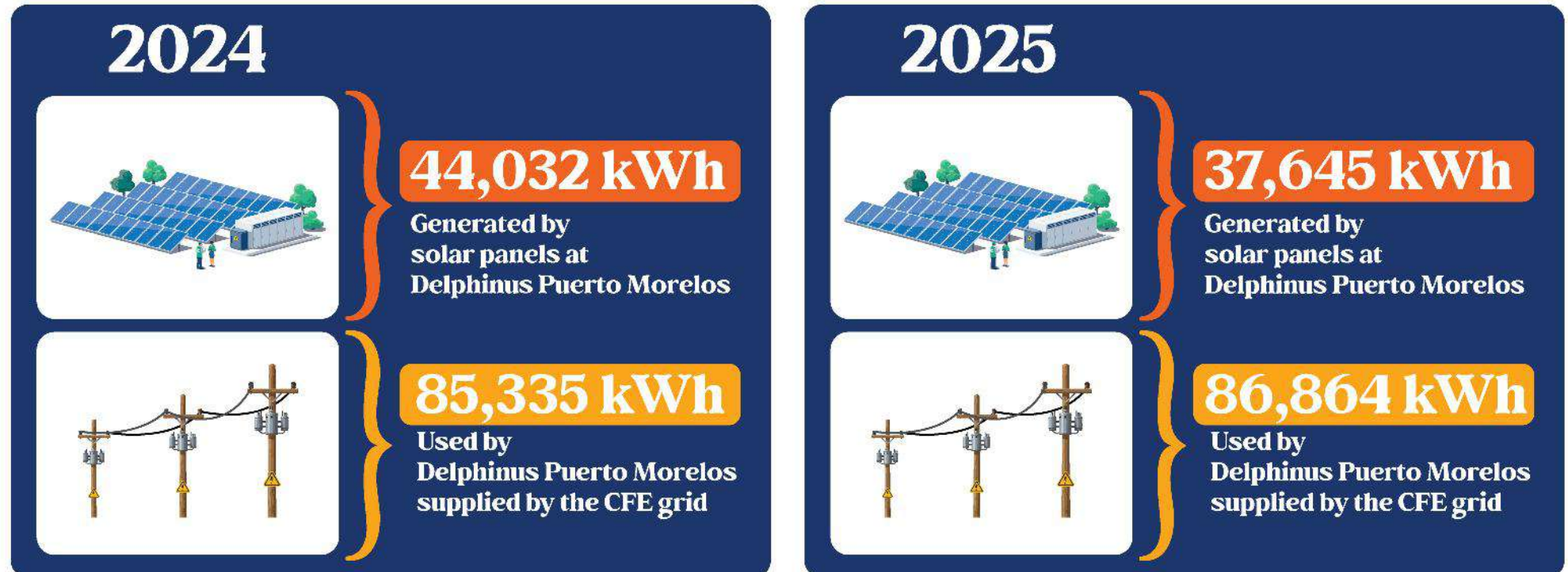
Due to this increase in overall kWh consumption, during 2025 each visitor consumed 6.6 kWh, which represented an increase of 1.5% compared to 2024.

CLEAN ENERGY GENERATION



In keeping with its environmental commitment, Delphinus has installed a solar panel system at the Puerto Morelos habitat to reduce its reliance on fossil-fuel-generated energy. In 2025, this system covered approximately 30% of the facility's electricity needs.

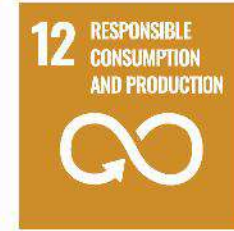
Solar energy use was lower than in previous years due to cloudier, rainier weather conditions in Cancun throughout 2025, with extended periods of overcast skies and storms that reduced the solar radiation available for photovoltaic generation (Historical weather data for summer 2025 in Cancun City, n.d.).



We avoided the emission of 16 .71 tCO₂e into the atmosphere.

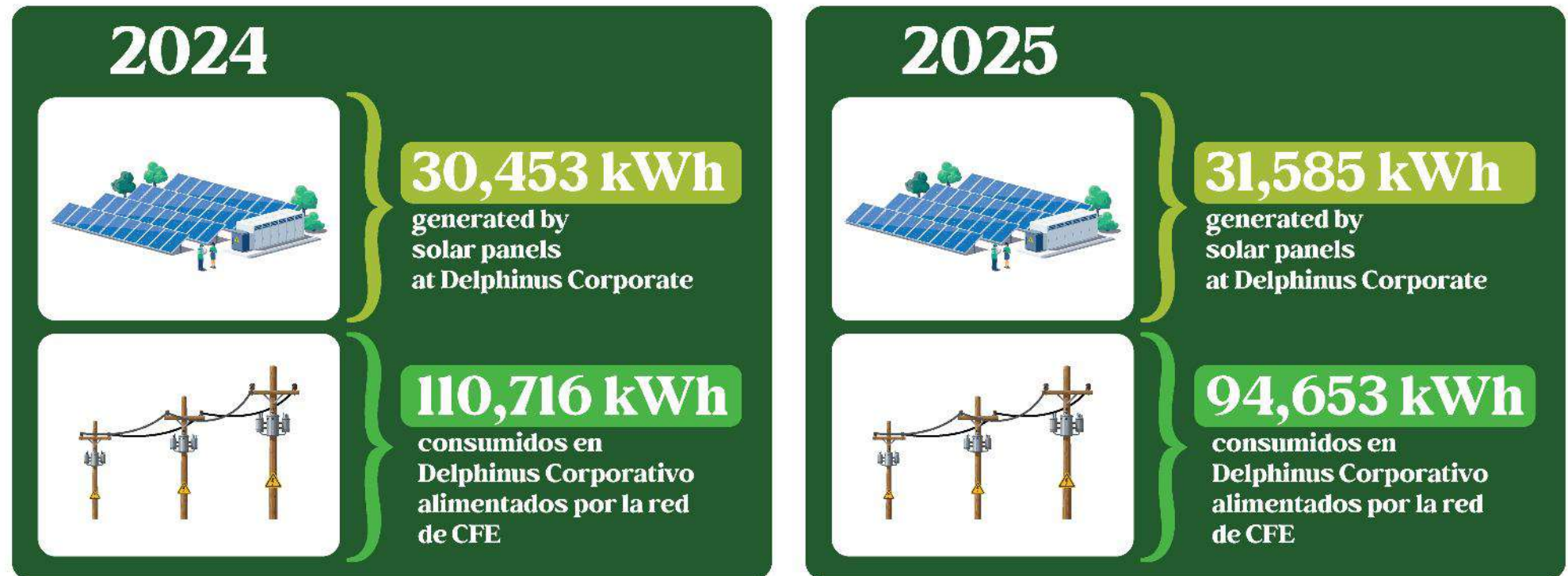
Historical weather data for summer 2025 in Cancun City. (n.d.). Weatherspark.com.
<https://weatherspark.com/h/s/14484/2025/1/Historical-Weather-Summer-2025-in-Canc%C3%BAAn-Mexico#Figures-CloudCover>

CLEAN ENERGY GENERATION



In 2022, Delphinus Corporate installed solar panels at its offices, providing clean energy for the company's administrative and operational activities. In 2025, these panels covered approximately 25% of the offices' total electricity needs.

In total, the solar panels generated **31,585 kWh**, while **94,653 kWh** were drawn from the public electrical grid (CFE). This represents a **14%** reduction in grid energy consumption compared to 2024.



We prevented 14 tons CO₂e from reaching the atmosphere.

In total, with the CO₂ avoided from Delphinus Puerto Morelos and Delphinus Corporate, 30.71 tCO₂e were prevented from being released into the atmosphere.

WASTE GENERATION



In 2025, waste generation across Delphinus's seven habitats saw only a slight 0.4% increase compared to 2024.

The waste-generated-per-visitor indicator rose 2.9% in 2025 compared to 2024, a result of remodeling work carried out at the various habitats.



WASTE MANAGEMENT

Delphinus has a comprehensive waste management system in place across all of its habitats, covering guidelines for proper sorting, storage, and final disposal. It also works with partners such as Experiencias Xcaret, hotels, and authorized suppliers to ensure recyclable and non-standard waste is properly collected, transported, and treated.

Each of the seven habitats has source-separation stations, which help maximize the recovery of recyclable materials and reduce the amount of waste sent to landfills.

{ In 2025, across all 7 habitats, 7,333 kg of recyclable waste, including PET, metal, glass, and paper and cardboard, was sent for recycling. }

7,333 kg
of recyclable waste



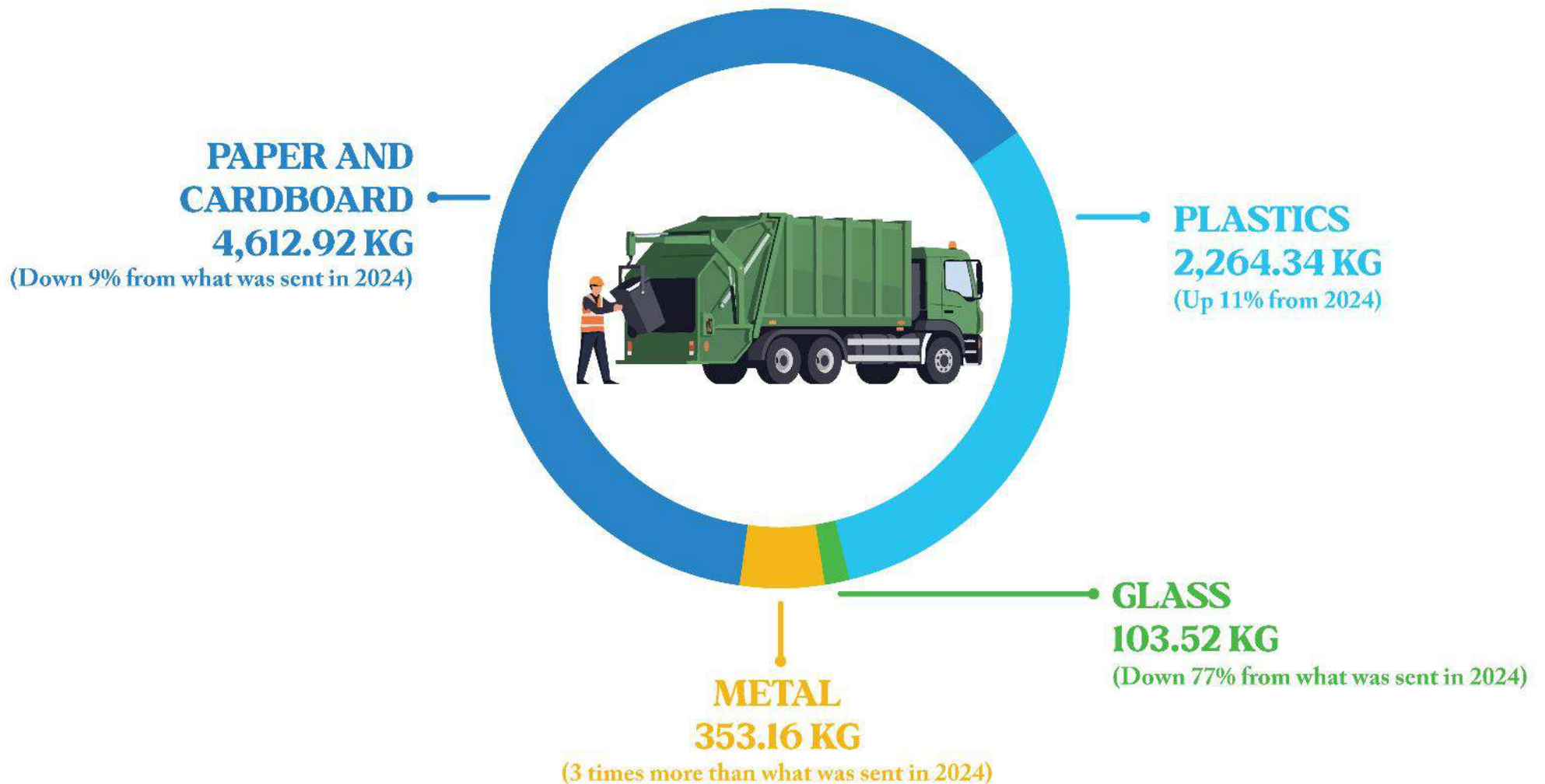
TYPES OF WASTE GENERATED AT DELPHINUS



Special Handling Waste: The General Law for the Prevention and Integrated Management of Waste (Ley General para la Prevención y Gestión Integral de los Residuos, LGPGIR) defines Special Handling Waste (SHW) as waste generated during production processes that does not meet the criteria to be classified as hazardous waste or municipal solid waste, or that is generated by large producers of municipal solid waste.

Ministry of Environment and Natural Resources (SEMARNAT). (January 10, 2017). Special Handling Waste and Its Management Plans. Special Handling Waste (SHW). Retrieved from <https://www.gob.mx/semarnat/acciones-y-programas/residuos-de-manejo-especial-rme>

TYPES OF WASTE SENT FOR RECYCLING



WASTE

Since 2024, Delphinus has maintained two fixed collection points for PET bottles and bottle caps at its corporate offices, part of its ongoing commitment to protecting the oceans and promoting a culture of responsible waste separation.

This initiative helps raise awareness of the global problem of plastic pollution, given that millions of tons of plastic end up in aquatic ecosystems every year. In 2025, 115.39 kg of PET and 29.17 kg of bottle caps were collected and sent for recycling, reflecting the active participation of our community.

The offices also properly manage other waste generated through daily activities, such as cardboard, paper, mixed plastics, and aluminum.

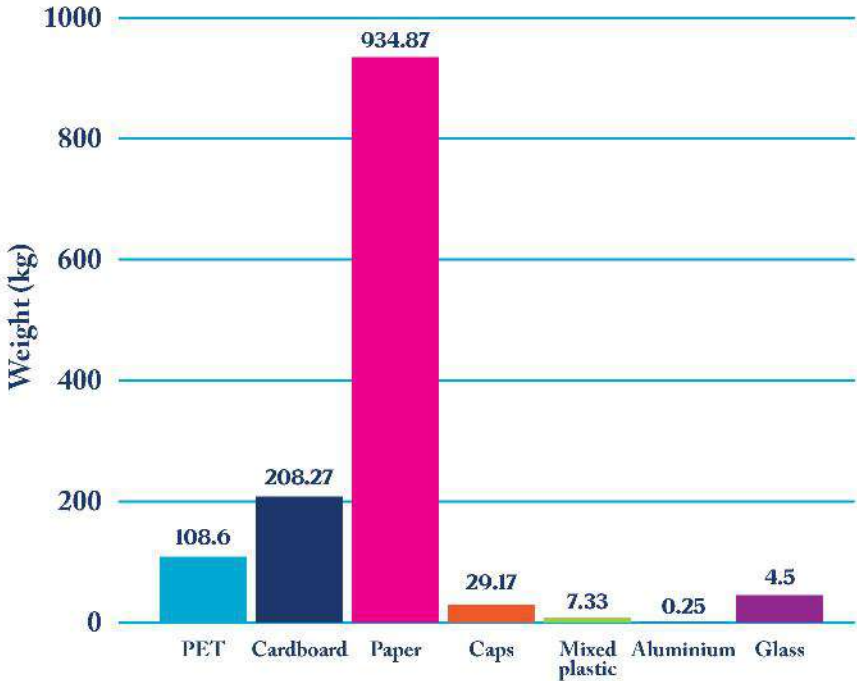


{ We helped the community ensure that 144.56 kg of plastics }
reached the municipal recycling center

COLLECTION MODULES



WASTE OF CORPORATE OFFICES

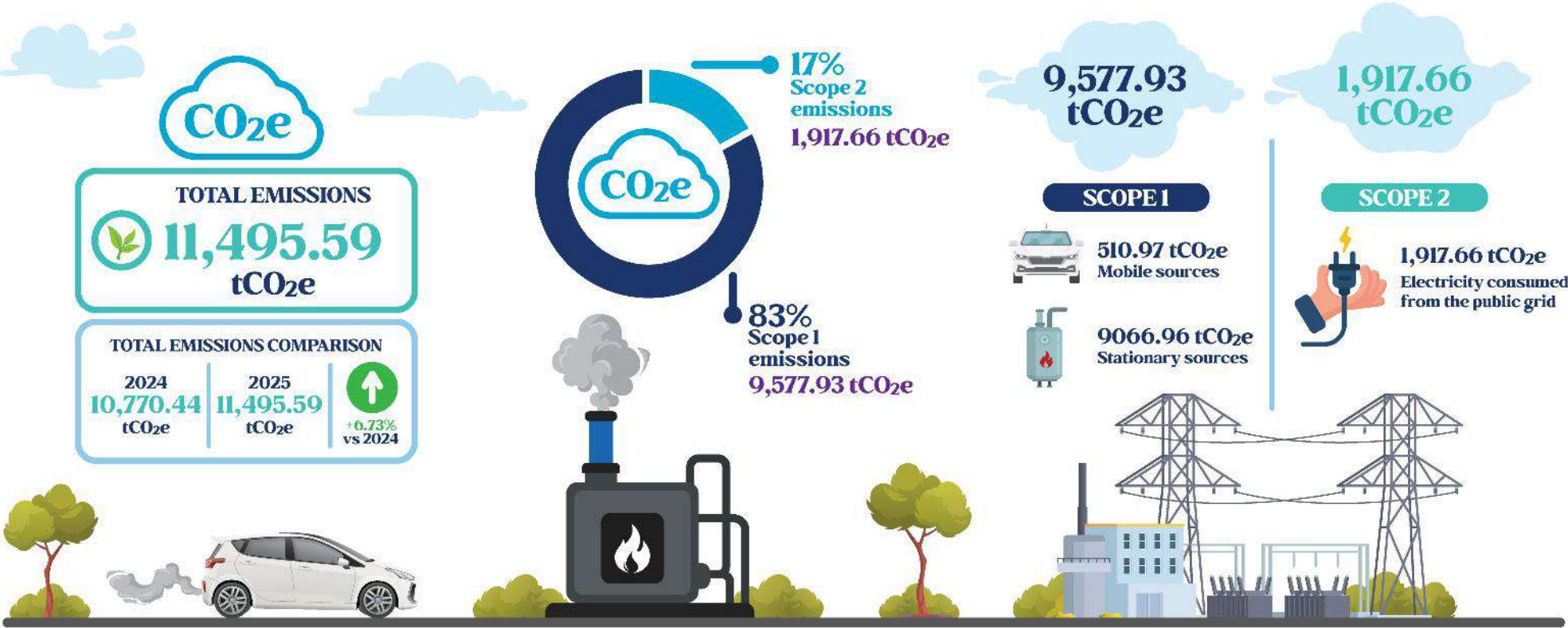


GREENHOUSE GAS EMISSIONS

As part of its commitment to sustainability, Delphinus measures its greenhouse gas (GHG) emissions equivalents to assess the environmental impact of its operations and business activities. This data provides an objective basis for decision-making, helps prioritize improvement efforts, and supports clear emissions reduction targets.

Systematically tracking these indicators also strengthens resource efficiency, ensures compliance with current environmental regulations, and reaffirms the organization's commitment to transparent, responsible environmental management.

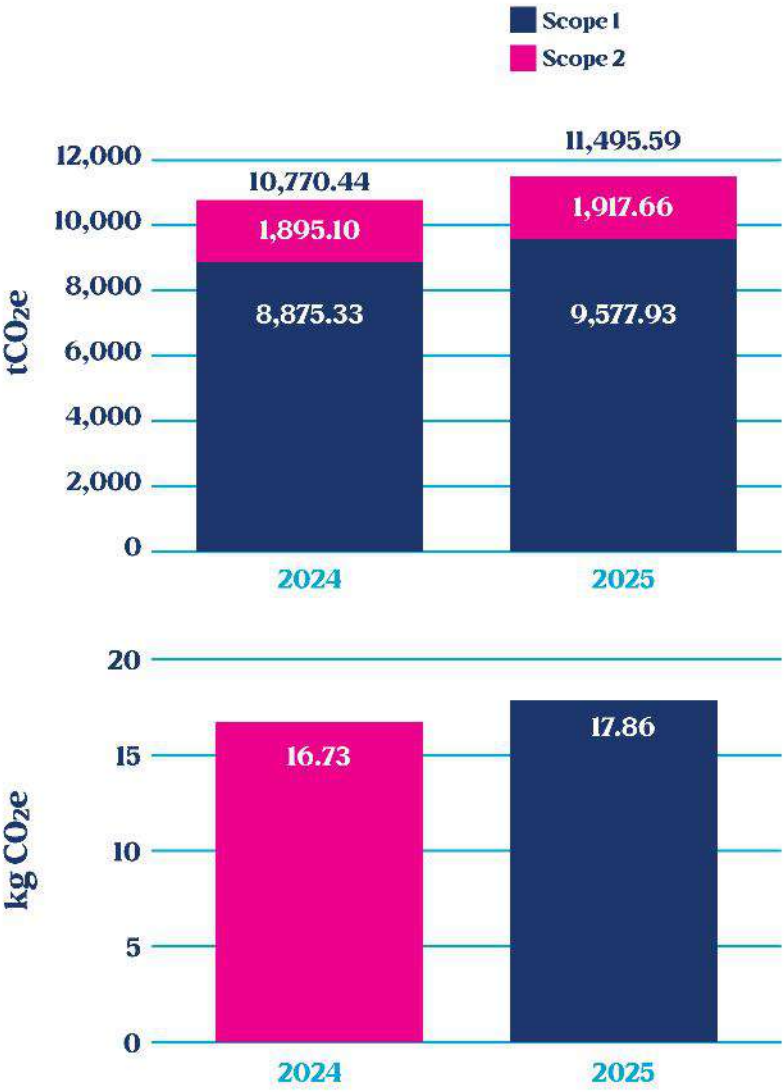
Emissions recorded in 2025 rose 7% compared to the previous year (10,770 tCO₂e). This increase is mainly attributed to growth in the transportation fleet and a higher number of trips made during the period.



*All figures are expressed in tonnes of CO₂ equivalent (tCO₂e).

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

GREENHOUSE GAS EMISSIONS

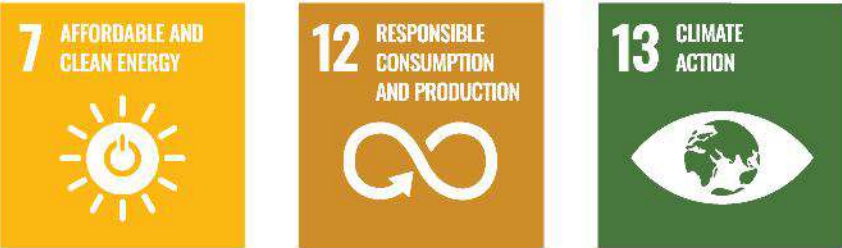


In 2025, a slight increase in total greenhouse gas emissions was observed, reaching a total of 11,495.59 tCO₂e compared to 2024. Regarding emissions generated by visitors, a comparison between the two years shows an increase in the kilograms of CO₂e emitted per visitor, rising from 16.73 kgCO₂e per visitor in 2024 to 17.86 kgCO₂e per visitor in 2025, representing a slight increase of 7%.

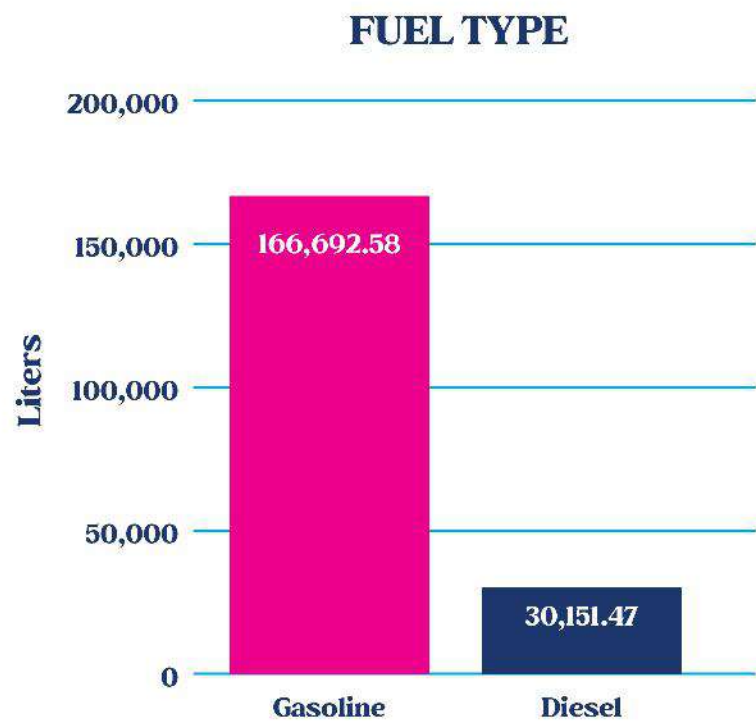
This can be explained by the maintenance activities carried out during the year in the habitats, as well as by the increased operating hours of emergency power generators due to the frequent electricity outages experienced across the Yucatán Peninsula during 2025. This resulted in higher energy consumption and additional use of equipment and transportation.

These operational activities may have increased total emissions which, when distributed across a lower number of visitors, resulted in a rise in the average emissions per visitor.

These actions are aligned with SDGs 7, 12, and 13.



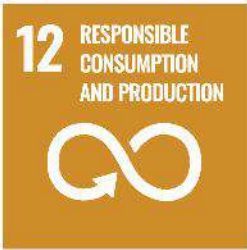
FUEL CONSUMPTION



During 2025, Delphinus consumed a total of 196,844.05 liters of fuel to operate its vehicle fleet and equipment, of which 166,692.58 liters were gasoline and 30,151.47 liters were diesel.

These fuels are a source of direct greenhouse gas emissions (Scope 1), and tracking their use is part of the organization's energy and environmental management. Systematically monitoring this consumption helps identify opportunities to improve operational efficiency, optimize fuel use, and strengthen strategies aimed at reducing the company's carbon footprint.

These actions are aligned with SDGs 7, 12, and 13:



BIOLOGICAL CONTROL OF OPPORTUNISTIC WILDLIFE



Delphinus implements a **biological management and control program for opportunistic wildlife**, such as seagulls, frigatebirds, and pelicans. This control is carried out with the support of falconry, using trained birds of prey, such as the **Harris's hawk** (*Parabuteo unicinctus*), to deter opportunistic birds from areas where the possibility of accessing food from the dolphins' diet may pose a risk of zoonotic disease transmission and potential incidents involving dolphins, visitors, and staff members. In this way, a safer environment is promoted for both the animals and the personnel and visitors, while maintaining responsible coexistence with wildlife.

This action is aligned with SDG 15:



GRI INDEX

DECLARATION OF USE

Delphinus reports according to GRI Standards for the period from January 1 to December 31, 2025.

GRI Used: GRI 1: Fundamentos 2021

GRI STANDARD		CONTENT	PAGE, REPLY, OR REASON FOR OMISSION
GRI 2: General Disclosures 2022	2-1	Organizational details.	Page 03.
	2-2	Entities included in the organization's sustainability reporting.	Page 12.
	2-3	Reporting period, frequency and contact point.	Page 01, 02.
	2-4	Restatements of information.	Page 10, 12, 21, 22, 23, 25, 49, 50, 51, 90, 91.
	2-5	External assurance.	There was no external verification available.
	2-6	Activities, value chain and other business relationships.	Page 28, 31, 41.
	2-7	Employees.	Page 34, 46.
	2-8	Workers who are not employees.	There are no workers that are not employees.
	2-9	Governance and structure composition.	Page 02, 12, 21, 46.
	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 STANDARD		CONTENT	PAGE, REPLY, OR REASON FOR OMISSION
GRI 2: General Disclosures 2022	2-22	Statement on sustainable development strategy.	Page 06.
	2-23, 2-24	Policy commitments.	Page 06 y 09.
	2-25	Process to remediate negative impacts.	Page 78.
	2-26	Mechanisms for seeking advice and raising concerns.	There is an internal system for collaborators to assuage their concerns through a channel.
	2-27	Compliance with laws and regulations.	Delphinus complies with all applicable regulations.
	2-28	Membership associations.	Page 21.
	2-29	Approach to stakeholder engagement.	Page 23, 24, 28, 31, 53.
	2-30	Collective bargaining agreements.	There are no collective bargaining agreements in place.

GRI INDEX

GRI STANDARD		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.	Page 80, 81, 88, 90.
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.	Page 88, 89.
GRI 306 Waste 2020	306-2	Management of significant waste-related impacts.	Page 69, 70, 83, 84, 85, 86, 87.
	306-3	Waste generated.	Page 70, 83, 84, 85, 86, 87.

GRI INDEX

GRI STANDARD		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.	Page 46, 48, 49.
	401-3	Parental leave.	Not reported.
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee.	Page 48, 51, 57.
	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 2025.
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 STANDARD		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.	Page 53, 55, 56, 59, 60, 61, 62, 63, 66, 69, 70, 72.
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.





Delphinus[®]
for a brilliant blue planet



DelphinusWorld



@delphinus



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