

## 3.6. PROTECTION OF BIODIVERSITY.

The Ciudad Deportiva Afouteza project looks for a place where buildings and nature form a whole in an enriching experience of our wonderful environment. A diversity of atmospheres, ambiences, places for relating and concentrating, open and introverted, interweaved in a landscape that is deserving of where it is located. A landscape project, that takes advantage of the seasonal riches and the biodiversity of what surrounds us, working with native plants and trees.

The landscape project also proposes minimum maintenance, leaving the plants and trees in their natural state, thus reducing irrigation and energy expended on maintenance.

During the construction, we recovered or moved the most suitable “oaks”, ensuring the continuity of the landscape.

This landscape makes it possible to ensure the continuity of the native biodiversity by establishing corridors linking it to neighbouring forests and meadows.

As for water management, all the water consumed in the irrigation of fields and rainwater is recycled in bio-depuration ponds, reducing consumption, energy and offering a place to enjoy and learn about the purification system.

## 4. SOCIAL AND PERSONNEL ISSUES.

### 4.1. EMPLOYMENT.

For the RCCelta Group, the people who comprise it are the main asset, maintaining a firm commitment to quality employment based on equal opportunities, regardless of sex, age or other circumstances. The Group is committed to and works actively to ensure the alignment of its strategy and objectives, with the development and professionalisation of the persons who comprise its human team, via motivation and ongoing training.

The following sections contain a detailed analysis of the data for the different areas of interest, such as: number of employees, remuneration or distribution of contracts of employment.

## NUMBER OF EMPLOYEES BY SEX, AGE AND PROFESSIONAL CLASSIFICATION.

### GRI 405-I: Diversity of governance bodies and employees.

The RCCelta Group's staff data show 165 employees, of which 42% makes up personnel devoted to sporting competitions, players and First Team Coaching staff.

The following table shows the distribution by sex and professional classification:

SEASON	TOTAL NUMBER OF EMPLOYEES	EMPLOYEES BY SEX AND PROFESSIONAL CLASSIFICATION					
		Management (*)		Players and Coaching staff		Other areas (**)	
		Men	Women	Men	Women	Men	Women
2020/2021 S	165	7	2	70	0	63	23
		9		70		86	
2019/2020 S	176	7	2	72	0	70	25
		9		72		95	

(\*): Comprises General Management and heads of area/department.

(\*\*): Comprises employees in the rest of areas/departments such as the finance, administration and HR, safety and facilities marketing, commercial, technical areas and new businesses (store, clinic).

The distribution by age is set out in the following table:

SEASON	EMPLOYEES BY AGE		
	18-30 years	31-50 years	Over 50
2020/2021 S	62	76	27
2019/2020 S	74	76	26

As can be seen from the data analysed, the RCCelta Group has a young staff with more men than women, which can be explained by the significant percentage of the total made up of personnel involved in competitions.

As for the Board of Directors, it currently comprises 2 women and 5 men. In line with the Articles of Association, Board members do not receive remuneration.

## DISTRIBUTION OF CONTRACTS BY SEX, AGE AND PROFESSIONAL CLASSIFICATION.

At the RCCelta Group we promote stable employment in the interest of lasting relationships with employees. In this analysis we have excluded the players due to the special characteristics of their relationships, which are always temporary.

The following tables show the data on personnel involved in management and the rest of areas, with the distribution of their contracts broken down by sex, age and professional classification:

SEASON	CONTRACTS BY SEX						
	Indefinite		Temporary		Part-time		Total
	Men	Women	Men	Women	Men	Women	
2020/2021 S	25	21	30	1	15	3	95
2019/2020 S	28	21	46	4	3	2	104

SEASON	CONTRACTS BY AGE									
	Indefinite			Temporary			Part-time			Total
	18-30	31-50	Over 50	18-30	31-50	Over 50	18-30	31-50	Over 50	
2020/2021 S	2	31	13	10	17	4	8	8	2	95
2019/2020 S	3	32	14	21	24	5	3	1	1	104

SEASON	CONTRACTS BY PROFESSIONAL CLASSIFICATION						
	Management (*)			Other areas (**)			Total
	Indefinite	Temporary	Part-time	Indefinite	Temporary	Part-time	
2020/2021 S	7	2	0	39	29	18	95
2019/2020 S	7	2	0	42	49	4	104

(\*): Comprises General Management and heads of area/department.

(\*\*): Comprises employees in the rest of areas/departments such as the finance, administration and HR, safety and facilities marketing, commercial, technical areas and new businesses (store, clinic).

During 2020/2021 season, there were 10 dismissals, of which 6 corresponding to coaching staff and players and the rest to other areas.

During the 2019/2020 season, there were two dismissals in Other areas in the 31-50 and +50 age brackets.

## REMUNERATION BY SEX, AGE AND PROFESSIONAL CLASSIFICATION.

### GRI 405-2: Ratio of basic salary and remuneration of men to women.

The following table shows the amount of average remuneration by age, sex and professional classification:

SEASON	AVERAGE REMUNERATION BY AGE			AVERAGE REMUNERATION BY SEX AND PROFESSIONAL CLASSIFICATION			
	18-30	31-50	>50	Management (*)		Other Areas (**)	
				Men	Women	Men	Women
2020/2021 S	15,534.72	46,676.06	61,367.98	252,294.64	(***)	21,504.98	28,085.95
2019/2020 S	17,625.86	47,261.59	60,481.05	237,373.52	(***)	23,106.84	26,992.58

(\*): Comprises General Management and heads of area/department.

(\*\*): Comprises employees in the rest of areas/departments such as the finance, administration and HR, safety and facilities marketing, commercial, technical areas and new businesses (store, clinic).

(\*\*\*): No data is supplied on the remuneration of women in the Management classification as it is a segment that contains two people and it would involve disclosing personal information.

The above table does not contain the segment made up of players and coaching staff due to the special characteristics of their remuneration. In the 2020/2021 season, the wages and salaries of the playing staff of the RCCelta Group totalled 50,161,971.74 euros (In the 2019-2020 season, the amount was 44,005,079.36 euros).

## EMPLOYEE BENEFITS.

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At present, the employees of the RCCelta Group have a series of advantages by virtue of belonging to the Group, regardless of the type of contract, such as the following:

- Two tickets to attend games of the first team and B team.
- Discounts in RCCelta Group stores.
- Discount at the Fundación Celta Campus, as well as in the rest of the activities it organises.
- Discount at the RCCelta Group Clinic.
- Discount at the Silabario A Sede Restaurant.
- Discount at Café A Sede-El Trigal..
- Discount at other collaborator companies such as Sanitas, ....
- Salary advances (0% rate),
- Life and accident insurance, in line with the collective bargaining agreement, and
- Training activities 50% subsidised by the Group.

## EXTERNALISATION OF RETIREMENT AWARD COMMITMENT.

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The company took the decision to externalise the commitments given to employees.