

7. INFORMATION ON THE COMPANY.

The professional football industry generates economic activity consisting of:

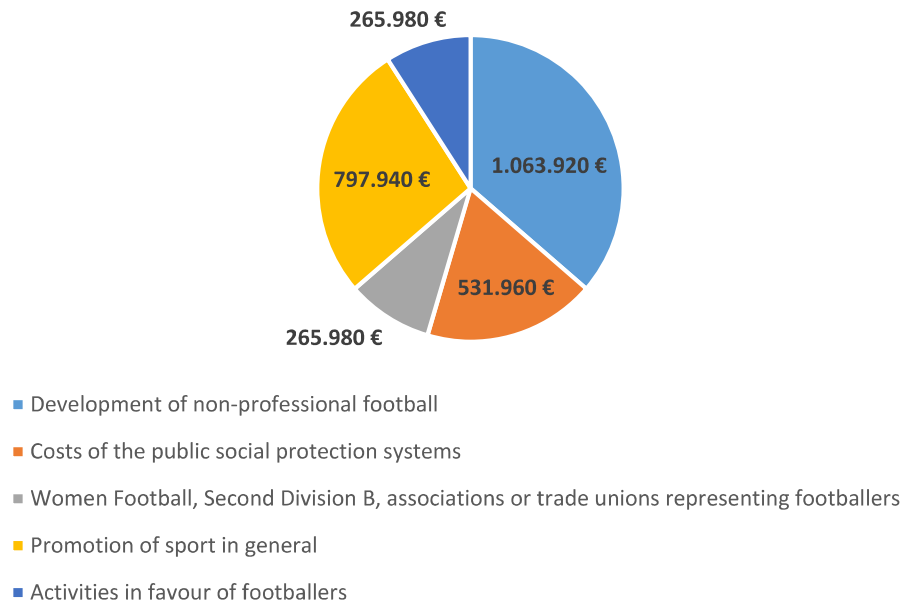
- Consumption around the stadiums,
- Travel to the stadium and accommodation,
- Sports bets,
- Sale of sports videogames and TV packages,
- Press and advertising, and
- Interaction on social media and digital platforms.

The income obtained from the marketing of audio-visual rights, regulated by Royal Decree Act 5/2015 of 30 April on urgent measures regarding the marketing of audio-visual content use rights, is subject to the following deductions applied by LaLiga:

- 2% corresponding to the Spanish Football Federation, as a **solidarity contribution to the development of non-professional football** (1% the previous season),
- 1% corresponding to the High Council for Sports, used to finance the **costs of the public social protection systems for workers who are elite-level sportspeople and for whom sport is their main activity**.
- 0.5% corresponding to the High Council for Sports, used for Aid for **entities taking part in the Women's First Division Football Championship, aid for entities participating in the Second Division B of the National League Championship, aid for associations or trade unions representing footballers, referees, coaches and fitness coaches**,
- 1.5% corresponding to the High Council for Sports, used for Aid for **the promotion of sport in general, federated, Olympic and Paralympic sport and the dissemination and internationalisation of sport**.
- 0.5% corresponding to the Spanish Footballers' Association, used for **training footballers for insertion into the labour market, maintaining the professional promotion, effective employment and other labour rights of professional footballers, creation of an Emergency Fund to cater for footballers in need and other activities designed to improve the situation of professional footballers at the end of their sporting careers**.

The contribution to economic development in the 2020/2021 season totalled 2,925,780.00 euros, with the following breakdown:

Contribution economic development: 2,925,780€



The contribution to economic development in the 2019/2020 season totalled 1,674,000 euros, with the following breakdown:

Contribution economic development: 1,674,000 €



7.1. COMMITMENT TO EMPLOYMENT AND LOCAL DEVELOPMENT.

GRI 413-1: Operations with local community engagement, impact assessments and development programmes.

As discussed in earlier points, one of the activities of the RCCelta Group, is the promotion of grassroots sports, among other activities. In general, all actions of a social nature carried out by the Group, by means of the contribution of resources for local and social development are channelled through the Fundación Celta de Vigo.

The Fundación Celta de Vigo was born in 17 July 1996 as a major work focusing on serving Galician society by means of the development and promotion of sport in all spheres. Specifically, the activity of the Foundation centres on young people and disadvantaged collectives, providing education on values and sport, committed to society and the environment.

The mission of the Foundation is to “**Bring sport and its values and society together**”, based on a variety of factors:

- Because RCCelta is the leading representative of Sport in Vigo and one of the most important in Galicia.
- Because RCCelta, as the football team of the city and its environs, has a major social following, which is an important asset the Foundation can use.
- Because RCCelta represents the aspirations of lots of children who get involved in sport by playing football and the enthusiasm for sports of many adults.
- Because RCCelta has historically been driving force in sports culture in Galician society and its Foundation must contribute to enhancing that legacy.

This approach to society implies:

- Researching, promoting and disseminating the importance of sport in the personal development of boys and girls and the achievement of their sporting aims, in line with the RCCelta Academy project.
- Encouraging adults to get involved in sport as an instrument for creating and strengthening key values for personal development, with a strong social component which can be used to promote equality, integration, solidarity and development.

During the 2020/2021 season, the activities performed by the Foundation benefitted 1,006 natural persons and 10 legal persons. Moreover, a total of 1,978 members participated in the actions, including honorary members, patrons and collaborators.

During the 2019/2020 season, the activities performed by the Foundation benefitted 4,893 natural persons and 95 legal persons. Moreover, a total of 2,258 members participated in the actions, including honorary members, patrons and collaborators.

In economic terms in the 2020/2021 season, through its Foundation, the RCCelta Group granted monetary aid worth 728,945.84 euros, of which 649,111.30 euros corresponded to the youth levels and 79,834.54 euros to sports schools. In the 2019/2020 season, it granted monetary aid worth 1,051,517.87 euros, of which 842,961.52 euros corresponded to the youth levels and 208,556.35 euros to sports schools.

As a result of the situation created by COVID-19 in the course of the 2020/2021 season, the number of locations of the sports schools and campuses was reduced, as well as the number of participants due to the introduction of the measures necessary to maintain safe distances and limit personal interaction.

The actions with the greatest impact are described below:

YOUTH LEVELS.

From a social and training perspective, the work done on a day-to-day basis in the youth levels represents the Group's greatest effort in this sphere. Specifically, the task consists of educating children about healthy habits, in ethical and sporting values and providing players for the RCCelta first team and B team. This activity is mainly carried out at the A Madroa sports facilities and the number of beneficiaries of the activity totals 192.

As a result of the situation created by COVID-19 this season saw the introduction of the measures necessary to maintain safe distances and limit personal interaction, with the different youth level teams returning on a staggered basis and with the creation of bubbles.

The Fundación Celta offers grants to youngsters belonging to the youth levels, showing that we are still committed to training in the academy.

“CELTA DESIGNATION OF ORIGIN”.

This is one of the Foundation's most important and recognised initiatives, as the Group's Methodology Department considers it essential for the creation of solid, stable bases. This experience could be exportable to all schools, clubs or federations interested in learning about it whether nationally or internationally.

Normally, four days a year, the Salón Regio hosts the D.O. Celta training courses, which consists of talks by different personalities from the world of sport for the coaching staff from A Canteira, partner clubs, AFAVI and the Foundation's schools, reflecting on the values that govern this project, on the guidelines to be followed in fitness training in each category, on ethical principles and the playing style and model.

This season, due to the situation caused by COVID-19, holding the initiative was considered inadvisable.

WANDA TRAINING PROGRAMME.

The aim of this programme is for children chosen by WANDA to learn about the culture of the RCCelta Group, with a view to ensuring successful development in terms of teaching and training. The aim is to achieve integration into Spanish culture, and more specifically into Galician culture, for the Chinese children selected. They are given the opportunity to learn the language, customs and culture, go on excursions/visits and take part in the physical activity involved in football.

Beyond this objective, the programme promotes respect for people, coexistence, cooperation and solidarity for both the children in the WANDA programme and the young people belonging to the RCCelta youth levels. Moreover, in the 2020/2021 season, children from the WANDA programme formed part of the Juvenil A team. In the 2020/2021 season, we had 9 Chinese pupils and in the 2019/2020 season there were 17, the fall in number being caused by the pandemic.

Both in the three months from December to February 2020/2021 and in the 2019/2020 season, coaches from the RCCelta Group travelled to Dalian, to train children of different ages in 3 schools in Dalian, in order to teach the players in the grassroots level of the city's team, Dalian Pro, about values.

INTERNATIONAL CAMPUSES.

The aim of the International Campuses is to spread the sports culture and philosophy of the RCCelta Group, sharing its values and offering methodology and knowledge, although in the 2020/2021 season they were not held as the global pandemic prevented the coaches who were to carry out the training from travelling.

SUMMER CAMPUSES.

The Fundación Celta Campuses by Cabreiroá are held mainly in the summer months, looking to offer Galician boys and girls an activity for their free time based on sport, football in particular. It offers fun and quality training which helps promote physical activity and sporting values among children and adolescents.

In these campuses, children and adolescents participate in the practice of regulated sports, that is, subject to timetables and programmes set out in sports technical training. The number of beneficiaries was 528 this season (in the 2019/2020 season the number of beneficiaries was 2,193).

The effects of COVID-19 on the summer campuses affect the planning for the summer campuses in the 2020/21 season, due to the safety protocols to be applied.

FOOTBALL SCHOOLS.

The football schools activity takes place as an “extracurricular activity” and is designed to enable children to enjoy the fun side of sports through games. Apart from physical and methodological training, the aim is to teach habits that educate the sportsperson about values such as teamwork, social integration, coexistence or civic values. In addition to training for children, training is also offered for coaches, as well as advice for clubs with problems of internal organisation.

These activities, in the 2020/2021 season, had 1,090 beneficiaries and were held at the following venues: A Madroa, Colegio O Castro Internacional, Colegio Los Sauces (Pontevedra), Concello Riveira (A Coruña), Coia Campo Federativo (Vigo), Club Apóstol Santiago, Cambados, Moaña and Praiña (Teo). In the 2020/2021 season the number of venues was increased, with new football training and advisory schools (Praiña, Moaña, Riveira).

These activities, in the 2019/2020 season, had 2,018 beneficiaries and were held at the following venues: A Madroa, Colegio O Castro Internacional, Colegio Los Sauces (Pontevedra), Club Louro Tameiga (Mos), UD Mos, At Riveira (A Coruña), Juventud Cambados (Pontevedra), Dodro (A Coruña), Coia Campo Federativo (Vigo), Muros (Coruña), Pabellon (Ourense), Goian (Pontevedra).

TRAINING CLINICS AND EVENTS.

This activity is similar to the Campuses, but is held during the Christmas and Easter holidays. The aim of the activity is to develop and improve specific football skills (technique, tactics, conditional and collective) and to enhance individual and collective ability, promote team work and the social and sporting development of boys and girls. The activity takes place in the course of a morning in which the participants learn about football and train in a fun and entertaining manner.

The activity is held in A Madroa and other venues around the region and in the 2020/2021 season had 298 beneficiaries. In the 2019/2020 season, there were 153 beneficiaries.

7.2. DIALOGUE WITH LOCAL COMMUNITIES.

The RCCelta Group, conscious of its role in the community, interacts with it in numerous ways, placing different communication mechanisms, direct and indirect, at the disposal of its stakeholders, mentioned in point 2 of this report.

With a view to promoting responsibility, integrity, respect for others, sporting values and the will to succeed, a series of activities is organised, designed to bring the RCCelta Group closer to its local population, although in the 2020/2021 season, due to the restrictions imposed by the health authorities regarding the holding of activities due to COVID-19, some could not be held and others involved reduced numbers, such as:

- Visits by schools to the Abanca Balaidos Stadium, Eurorregión Celeste and Carrera Invasión Celeste (not yet held this season),
- Visits to hospitals (this season there were fewer visits to hospitals at Christmas),

RESPONSE TO REQUESTS FOR SIGNED PRODUCTS FROM SOCIAL ENTITIES AND FAN ORGANISATIONS.

RCCelta regularly donates official products to different NGOs, Associations, disadvantaged Collectives, etc., with a view to furthering the social aims of each of these organisations, contributing on occasion to the search for economic resources and on others, to build loyalty to the Club in society. RCCelta collaborated with 14 organisations on different campaigns and acts in the 2020/2021 season (in the 2019/2020 season we collaborated with 22 organisations).

7.3. COLLABORATIONS, ASSOCIATION AND SPONSORSHIP.

The RCCelta Group's commitment to its stakeholders takes the form of different collaboration, association and sponsorship activities that it plans and carries out in the course of the season, in order to promote social cohesion and the inclusion of vulnerable groups such as the following:

FUNDACIÓN CELTA INTEGRAL

The Fundación Celta Integra football school is an activity aimed at young people and adults with learning disabilities. The participants get top-level football coaching, always in a fun way, stressing the importance of values, so that it is another tool to further their development, adaptation and integration, promoting the healthy routines and lifestyles that characterise taking part in sport.

Promoting the variability and diversity in the teaching-learning process, Celta Integra carries out other kinds of activities and tasks designed to help integrated training and inclusion of all players. The discovery of other collective and individual sports, participation as volunteers in acts and events organised by Fundación Celta (tournaments, races, summer campuses, etc.), attending the matches that Celta B play at the Barreiro Stadium as ball boys/girls, excursions, chats and training workshops, are just some of the numerous activities arranged for the boys and girls.

The Group benefitted from the support and advice of associations and experts in these activities, who found the initiative to be very positive.

Tournaments in which Celta Integra regularly participates:

- Liga Genuine, travelling all around Spain.
LaLiga, through its Foundation, has organised LaLiga Genuine, a pioneering initiative in global terms, which aims to normalise the participation of people with learning difficulties in football, promoting the commitment of professional football to this socially responsible project and ensuring that all LaLiga clubs have their own Genuine team, which contributes major social value.
- The Galician Adapted Sport Football League.
- In turn, the number of tournaments aimed at teams comprised of players with learning disabilities is increasing, and Celta Integra is a regular participant and contributor to the organisation of the same. Other activities and formats that make it possible to maintain players active and in movement, such as shared training sessions with other teams, associations and schools, or the participation of Celta Integra players in training sessions with RCCelta youth levels.

Due to the situation caused by COVID-19, the activities carried out in the 2020/2021 season were:

- Return to training as usual,
- Virtual training (Zoom),
- F-8 Tournament, Galician Adapted Sports Federation,
- Fifth anniversary celebration of Celta Integra and the “odd socks” Initiative
- Virtual LaLiga Genuine competition,
- Celta Integra Fan Organisation Fran Díaz,

- One Celta Integra player joined Telepizza, the Group continues to work on the integration of Celta Integra players. Working with the LaLiga Foundation, one Celta Integra player began working in one of the Telepizza restaurants in Vigo.
- Collaboration agreement with R; this involved doing a section of the Camino de Santiago (from Monte do Gozo to Santiago, together with Deportivo de la Coruña,
- Ball boys/girls for Celta B games, and
- Talks using online tools. Among others, we participated in the “Football: a Platform for Inclusion” training programme, which spoke about the experience of the Group with Celta Integra in a LaLiga training programme.

The 2020/2021 season squad is comprised of 25 players and 3 coaches and had 27 players in the 2019/2020 season. There was one female player in both seasons.

AFAVI AGREEMENT.

The fundamental aim of the agreement with AFAVI (Vigo Amateur Football Association) is to strengthen amateur football in Vigo, among both adolescents and children, by means of the exchange of experience and consensus regarding the needs and available resources, as well as training the different representatives of the clubs that belong to AFAVI.

CELESTE SOLIDARIO.

This was a campaign for collecting toys and non-perishable food for helping the neediest families in Vigo through various local associations. All the material collected is donated to the Vigo Food Bank and “La mano que ayuda”.

In the 2020/2021 season, the campaign collected around 322 Kg of food and approximately 200 toys. In the 2019/2020 season, the Federation of Celta Fan Organisations joined, helping to collect around 190 kg of food and approximately 155 toys.

CHEMOBOX MOVEMENT.

The RCCelta Group wants to support the youngest Celta fans who are facing the most serious challenge of their lives. After each match played at the Abanca Balaídos Stadium, the visiting executives are shown the present that will be given to each of the kids in their name, thus involving them directly in this beautiful initiative. They are personalised drip covers with the colours and the crest of the club for the children receiving treatment in the Paediatric care unit of the Hospital Álvaro Cunqueiro in Vigo, with four of them being given to hospital on behalf of each visiting team. Each of these drip covers will bear the word 'Afouteza' (*undying spirit and willingness*).

THE GASOL FOUNDATION COACH+ HEALTH PROGRAMME.

Thanks to this alliance, the children, families and coaching staff belonging to the Denis Suarez Football School, which collaborates with Fundación Celta de Vigo, will receive training and workshops promoting the four pillars of a healthy lifestyle (physical activity and sport, food, sleep and emotional wellbeing) through football.

8. SUPPLIERS AND SUBCONTRACTORS.

8.1. SUBCONTRACTING AND SUPPLIERS.

GRI 102-9: Supply chain.

In its own activity, the RCCelta Group develops and addresses various issues related to sustainability, dealt with in other points of this report, but it also applies measures that affect its stakeholders, specifically its main suppliers.

The RCCelta Group has a Process for the management of those critical purchases and subcontracting that can affect the activities of certain operating areas, as well as for the assessment and monitoring of the suppliers who provide such products and/or services.

The following table contains a descriptive summary of the Group's supply chain, broken down by the area in question and the type of product/service supplied: