

#### 4.4. LABOUR RELATIONS.

In terms of the organisation of dialogue, the mechanisms or channels that exist in the Group to address the different issues concerning employees with regard to communication, are dealt with at the works council meetings.

##### **GRI 102-41: Collective bargaining agreements.**

In terms of the relationship between organisation and capital in the production process, Real Club Celta de Vigo, S.A.D. has its own collective agreement, negotiated by the Works council and in force until 31 December 2019. It is currently pending negotiation.

##### **GRI 403-1: Occupational health and safety management team (Representation of employees on formal employee-employer health and safety committees).**

With regard to the prevention of occupational risks, there is a prevention Committee, made up of a chairperson, a secretary, seven members and 3 Occupation Risk Prevention Officers, charged with reporting on the company's actions in this area on a regular basis.

##### **GRI 403-4: Worker participation, consultation and communication on health and safety**

The specific issues addressed with the trade unions on health and safety are contained in article 37 of the Real Club Celta de Vigo, S.A.D. Collective Agreement.

#### 4.5. TRAINING.

At the RCCelta Group, training is one of the basic lines and strategies of its personnel management policy and that embodies the Group's commitment to continual improvement of professionalisation and motivation of its workforce.

The Group promotes the ongoing training of its employees as a measure and element of personal and individual progress with a view to striving for excellence at work. Derived from all of this, it provides all workers with training plans for their positions in order to achieve greater effectiveness in the performance of the same. The training plan is designed to determine what training staff receive upon joining the RCCelta Group companies, as well as describing the system for detecting the training needs that will arise in the course of their labour relationship.

Moreover, the Group's employees can propose training to their respective directors where designed to improve their abilities or develop knowledge linked to their position at work.

The RCCelta Group employees have undergone training to meet the following objectives established by Group management:

- Internationalisation,
- Digitalisation,
- Data analysis,
- Vocational training.

The raining received by employees encompasses the following subject-matter:

- Occupational Risk Prevention (ORP) (all employees),
- Compliance (all employees),
- Data Protection Act (LOPD) (all employees),
- Emergency Plan (all employees),
- Continuing professional development courses, and
- Vocational training and preparation for achieving the Group's objectives, ...

In addition, there is specific training on Integrity and betting (mentioned in section 6 of this report) and on environmental awareness (mentioned in section 3 of this report).

#### **GRI 404-I: Average hours of training per year per employee.**

In this area, the number of hours of training per year at the RCCelta Group, **with the exception of players**, by professional category and sex, as well as the average number received per employee, is set out in the following table:

SEASON	NO. HOURS OF TRAINING BY PROFESSIONAL CLASSIFICATION					
	Management (*)		Other Areas (**)		Total	
	Men	Women	Men	Women	Men	Women
2020/2021 S	132	307	962	337	1,094	644
2019/2020 S	1,069	273	2,155	481	3,224	754

SEASON	AVERAGE NO. HOURS OF TRAINING BY PROFESSIONAL CLASSIFICATION					
	Management (*)		Other Areas (**)		Total	
	Men	Women	Men	Women	Men	Women
<b>2020/2021 S</b>	<b>19</b>	<b>154</b>	<b>11</b>	<b>16</b>	<b>12</b>	<b>26</b>
<b>2019/2020 S</b>	<b>153</b>	<b>136</b>	<b>22</b>	<b>19</b>	<b>31</b>	<b>28</b>

(\*): General management and area managers.

(\*\*): Administration, safety and facilities, marketing, commercial, stores, clinic, technical area with the exception of players.

As for hours of training received by players, coaching staff and other personnel, as mentioned, Integrity workshops organised by LaLiga were held in coordination with the Department of Safety and Facilities of RCCelta for the First Team and Celta B.

The valuation of the training activities aimed at the objectives established for each area are assessed by the corresponding manager.

Also in relation to training, personnel in the corporate area of finance, administration and human resources, as well as in the safety and facilities department of Group, in line with ISO 9001:2015, assessed the courses held to be kept on file.

### **GRI 404-3: Percentage of employees receiving regular performance and career development reviews**

Due to the nature of the activity performed, the sporting staff's performance is under permanent scrutiny, linked to individual and team results.

With regard to the rest of personnel, in the case of the corporate area of finance, administration and human resources, as well as the department of safety and facilities, there is a defined performance assessment methodology which is applied annually.