

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.

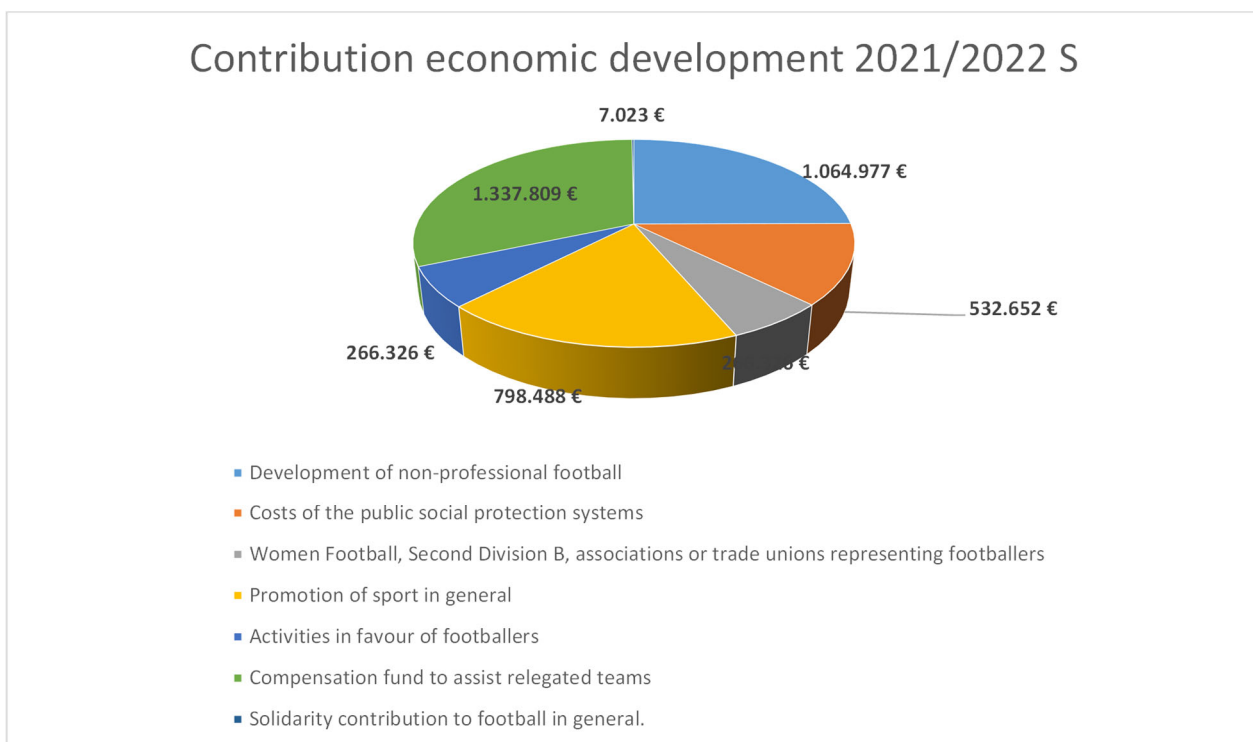
The income obtained from the marketing of audio-visual rights, regulated by Royal Decree Act 5/2015 of 30 April on urgent measures regarding the marketing of audio-visual content use rights, is subject to the following deductions applied by LaLiga:

- 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.**
- 2.5% corresponding to the LaLiga Fund, for the **compensation fund to assist relegated teams.**

The Spanish Football Federation deducts the following amounts from the income obtained from the marketing of Primera RFEF broadcast rights:

- 3% going to the Spanish Football Federation, for the **solidarity contribution to football in general**.
- 2.5% going to the Spanish Football Federation, for the compensation fund **to aid relegated clubs**.

The contribution to economic development in the 2021/2022 season totalled 4,273,601.52 euros, with the following breakdown:



The contribution to economic development in the 2020/2021 season totalled 4,255,680 euros, with the following breakdown:

Contribution economic development 2020/2021 S



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 RC Celta 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 RC Celta is the leading representative of Sport in Vigo and one of the most important in Galicia.
- Because RC Celta, 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 RC Celta represents the aspirations of lots of children who get involved in sport by playing football and the enthusiasm for sports of many adults.

- Because RC Celta 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 RC Celta 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.

To celebrate the 25th anniversary of Fundación Celta de Vigo this season, a series of acts was held designed to highlight the service the Foundation has provided to Galician society through the development and promotion of sport and its values in all spheres, strengthening and enhancing equality, integration and solidary initiatives with young and old and promoting public participation in activities of a social nature by promoting solidarity campaigns such as “Batas solidarias”, “Celta Integra” or “Sangre celeste”.

The following series of events was held:

- Presentation to the media consisting of a historical review of the social and sporting impact it has had in the last quarter of a century.
- To ensure visibility of the anniversary, the academy and summer Campus kit included a special logo. The new logo also began to be included in all event media, whether in virtual or a physical context.
- A tribute with many of the institutions with which the Foundation has collaborated over the years.

Meanwhile, the Foundation continued to carry out its usual activities in the 2021/2022 season, reaching the figure of 2,378 individual beneficiaries, as well as 19 legal entities. Moreover, a total of 1,923 members took part in these actions, including honorary members, protectors and collaborators.

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.

In economic terms in the 2021/2022 season, through its Foundation, the RC Celta Group granted monetary aid worth 817,605.59 euros, of which 737,209.22 euros corresponded to the youth levels and 80,396.37 euros to sports schools. In the 2020/2021 season, it 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.

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. All of this has been gradually recovered in the course of the 2021/2022 season.

The actions with the greatest impact are described below:

YOUTH LEVELS.

The activity in the youth levels consists of managing and coordinating the youth levels of Real Club Celta de Vigo. Taking care of the youth levels requires comprehensive attention to all of their needs in order to ensure a proper development of the activity and the people involved.

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.

The youth levels comprise RC Celta's grassroots football and its job is to educate them in ethical and sporting values and provide players for the RC Celta first team and B team and as a result the work carried out in this activity is very demanding. Moreover, we educate the children in healthy and sustainable habits such as:

- Giving talks on nutrition to all youth levels in the Academy with a view to raising awareness of the importance of a healthy diet to prevent future health problems and improve performance.
- "One goal, one tree" initiative, discussed in block 3.
- Waste collection activities for the different youth level teams such as: Benjamin A and Cadete B collected waste in the vicinity of the Ciudad Deportiva A Madroa, in the "O Vixiador" area; Infantil B in the Monte da Guía and Cadete A and Juvenil B on the Olmos and Arealonga beaches in Chapela, respectively. Moreover, Infantil A spent a day collaborating with Fundación CaixaProInfancia de Vigo, which promotes social and educational development for families with children in a situation of poverty and social exclusion. The main aim of these activities was to raise awareness of conservation of the environment, the importance of recycling and the responsibility of leaving green spaces and/or any other areas free of waste in order to maintain our ecosystems.

This activity is mainly carried out at the A Madroa sports facilities and the number of beneficiaries of the activity totals 194.

As a result of the situation created by COVID-19 in the previous season, we 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 normal situation that existed prior to the pandemic has been progressively recovered this season.

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.

Following the mandatory stoppage during the 2020/2021 season due to the health situation worldwide, the 2021/2022 season saw the VI Edition of the Celta Denominación de Origen Course. In this case, the format of the course changed and instead of being held in an intensive format over four days like in previous years, it took place over a quarter, with one talk a week. Moreover, not all participants were present in the Salón Regio; thanks to technological advances and above all because it has become normal nowadays, some of the talks were given via videoconference.

Those attending this course are the coaches of the youth levels of the club, while all the coaches of the guest clubs are also invited to attend, with 300 beneficiaries of the same this season.

INTERNATIONAL CAMPUSES.

The aim of the International Campuses is to spread the sports culture and philosophy of the RC Celta 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.

The activity of the Fundación Celta de Vigo’s international campuses is one of the activities that has seen the greatest growth in recent years, despite the setback of Covid. Last season several countries were added to the list of those that had already existed in previous years, and it is worth noting that the first campus held in Africa took place in Tanzania.

Each campus lasts for an average of a week, between 5 or 6 days, during which training sessions are held aimed at enhancing footballing abilities while also educating in the positive values that sport represents. The coaches leading the activity are the same as those who train the academy players at RC Celta, carrying out specific and professional work with children, while also focusing on training in sporting values.

SUMMER CAMPUSES.

The Fundación Celta Campuses by Cabreiroá are held in the summer months, looking to offer Galician boys and girls an activity for their free time based on football. It combines fun and sport that uses football as the main theme to meet a series of objectives:

- Practice physical activity in the open air enabling us to interact with other kids.
- Improve football skills using the RC Celta training methodology.
- Coming into contact with and/or enhancing the sense of belonging to RC Celta.
- Enhancing basic integrated training that helps us to develop as people (with regard to values, healthy habits, behaviour, ...)

The number of beneficiaries was 1,264 kids this season (in the 2020/2021 season the number of beneficiaries was 528).

INTERNATIONAL FOOTBALL SCHOOLS (CELTA ACADEMY).

The international football schools activity seeks to enjoy the more fun side of sport through play, transmitting the RC Celta methodology outside of our borders and gaining Celta fans around the world. In addition to physical training and methodology, we look to transmit habits that shape athletes with values such as teamwork, social integration, coexistence or civic responsibility. In addition to training kids, we also provide training for coaches and advice for clubs with problems of internal organisation.

In the 2021/2022 season, these activities were carried out via a series of collaboration agreements in the following locations: Mexico (2), Romania, USA, Colombia, Peru, Portugal and Libya. In the 2021/2022 season the number of bases was expanded, with new football schools in Mexico City (Mexico), Tripoli (Libya) and Braga (Portugal).

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 2021/2022 season, had 995 beneficiaries and were held at the following venues: A Madroa, Coia and Colegio Marcote (Vigo) Colegio O Castro Internacional (Mos), Colegio Los Sauces (Pontevedra), Club Cidade de Ribeira (A Coruña), Cambados (Pontevedra), Moaña (Pontevedra), Praiña-Teo (Pontevedra), Xinzo de Limia (Ourense). (In the 2020/2021 season these activities had 1,090 beneficiaries).

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 2021/2022 season had 387 beneficiaries. In the 2020/2021 season, there were 298 beneficiaries.

7.2. DIALOGUE WITH LOCAL COMMUNITIES.

The RC Celta 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 RC Celta Group closer to its local population. In the 2021/2022 season, the activities of the 2020/2021 season were maintained and others were recovered, having been suspended due to the restrictions imposed by the health authorities regarding the holding of activities due to COVID-19.

CELESTE EUROREGION

This is an initiative that seeks to promote the integration, inclusion and *celtismo* in Galicia and Northern Portugal. Town Councils and their football teams are invited to attend games in the Abanca Balaídos Stadium and are shown the facilities, meaning that 330 people (from 8 towns) visited the Abanca Balaídos Stadium during the 2021/2022 season, helping us to learn about the concerns and needs of these sporting entities and promote a sense of community.

This initiative was not possible in the 2020/2021 season due to COVID-19

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

RC Celta 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. RC Celta collaborated with 25 organisations on different campaigns and acts in the 2021/2022 season (in the 2020/2021 season we collaborated with 14 organisations and in the 2019/2020 season with 22 organisations).

SOLIDARITY ACTIVITIES

During the 2021/2022 season, the kids in the Academy took part in various solidarity activities:

- The Benjamín B squad played a solidary match against the women's team Lóstrego CF in order to raise funds for the "Educo" NGO, accumulating a total of 603 euros. The objectives of this activity were:
 - For the children to understand the purpose of the activity and the reality of the forced emigration resulting from the war in Ukraine.
 - To promote equality in the sport of football
 - Socialisation in a fun solidarity day.
- The solidarity activity of the kids in Alevín B consisted of taking food, clothes and toys to families in Vigo fleeing the war in their countries and took place at the church of Santa Marta in Vigo. The main aim was to raise awareness about the situation of these families by listening to their personal experiences directly.

- Finally, Juvenil A took part in an activity with Bicos de Papel (an association that helps children with cancer at the Hospital Álvaro Cunqueiro), designed to enhance the visibility of the work carried out by the association and organise a sporting activity in which the children from Bicos de Papel could take part in games and fun tests with the players with the aim of having fun and generating an emotional bond between the two parties.

LALIGA CHARITY AUCTION

In the LaLiga Santander and LaLiga SmartBank gameweeks between 15 October and 3 November 2021 (20 days) LaLiga held an online charity auction of the shirts that all clubs would be wearing on the following gameweek, with the collaboration of UD Las Palmas and CD Tenerife, designed to raise funds for those affected by the volcanic eruption on La Palma. 42 clubs in the two divisions took part and the profits obtained were given to El Cabildo de La Palma to meet the needs of the people affected in the medium and long term.

The RC Celta Group collaborated with a donation of 14 shirts signed by the Club's players from its Foundation.

SOLIDARITY COLLECTION POINT

The Group joined the Abanca and Afundación movement to send all kinds of aid, in the form of basic necessities, to the victims of the war in Ukraine in recent months.

Abanca Balaídos was the collection point for non-perishable foodstuffs, hygiene products and basic necessities that were sent directly as aid for the humanitarian crisis affecting the population of the country.

7.3. COLLABORATIONS, ASSOCIATION AND SPONSORSHIP.

The RC Celta 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 Santander.

LaLiga, through its Foundation, has organised LaLiga Genuine Santander, 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. It currently comprises 42 teams and the winners include Celta Integra, champions in the 2018/2019 season.

- The Galician Adapted Sport Federation.

Celta Integra currently participates in three competitions organised by the Galician Adapted Sport Federation, the Galician 8-a-side Football League, the Galician Futsal League and the Galician Basketball 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 and retreats with other teams, associations and schools, or the participation of Celta Integra players in training sessions with RC Celta youth levels.

In the 2021/2022 season virtually all of the activities carried out the previous season were maintained

- The progression in terms of the number of players comprising the Celta Integra squad has been exponential. From an initial 16 players and 2 coaches, at present, in the 2021/2022 season, we have a total of 28 players and 4 coaches (with a licence for either the Galician Adapted Sports Federation or the LaLiga Genuine Santander). Moreover, it is a mixed team with one female player.
- Following a thorough assessment of the sporting spaces devoted to persons with learning disabilities and the major interest in participating in Celta Integra, Fundación Celta created the Escuela Fundación Celta Genuine, based at the A Madroa sports facilities. This sports school is for boys and girls of between 8 and 16 years of age with learning disabilities.
- In the 2021/2022 season, the Escuela Fundación Celta Genuine had a total of 22 boys and girls who were given a chance to form part of the Celta family, facilitating their inclusion and integration using football as the main tool, increasing the number of sporting spaces in the city and becoming the “Academy” for Celta Integra.

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

- Gradual return to training with the usual days, times and venues,
- Virtual training using online tools (Zoom),
- Resumption of external activities with the participation in and organisation of tournaments with the Galician Adapted Sports Federation,
- Fifth anniversary celebration of Celta Integra and the “odd socks” Initiative
- Virtual LaLiga Genuine Santander competition,
- Creation of the 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 first team and reserve games when playing at home, 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 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 2021/2022 season around 300 kg of food and around 195 toys were collected. 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.

ZERO CHILD POVERTY COUNTRY ALLIANCE

In October 2021, the Celta Foundation signed an agreement joining the Zero Child Poverty Country Alliance created by the High Commissioner against child poverty. The aims of the Alliance are:

- Align efforts and facilitate coordination of all actors involved in order to face these challenges and measure the results.
- Promote innovation in the fight against child poverty.
- Mobilise new resources for the fight against child poverty and consolidate the commitment of the members of the Alliance in the fight against child poverty.
- Provide visibility for the fight against child poverty.

In order to contribute to achieving these aims, the Celta Foundation undertakes to:

- Place at the disposal of the Alliance the social resources, programmes or initiatives (observatories, etc.) promoted in order to search for new allies and generate synergies.
- Support strategic social investments within the framework of the Alliance.
- Promote the initiatives generated within the framework of the Alliance with technical knowledge and own resources in the areas of action.
- Support and promote awareness, dissemination and communication actions.
- Work individually or in coordination with other actors on one or more of the challenges contained in the following tables:

GOAL 1: GUARANTEE INCLUSIVE, QUALITY EDUCATION

Challenge 1: Promote educational achievement

Challenge 2: Enhance talent

Challenge 3: Bridge the digital gap

GOAL 2: GENERATE HEALTHY, POSITIVE AND SAFE ENVIRONMENTS

Challenge 1: Guarantee healthy and balanced nutrition

Challenge 2: Promote a safe and protective environment

Challenge 3: Promote fair participation
