

4. SOCIAL AND PERSONNEL ISSUES.

4.1. EMPLOYMENT.

For the RC Celta 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 staff, 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 RC Celta Group's staff data show 160 employees, of which 41% (the figure for the previous season was 42%) corresponds to staff 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
2021/2022 S	160	7	2	66	0	61	24
		9		66		85	

2020/2021 S	165	7	2	70	0	63	23
		9		70		86	

(*): *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
2021/2022 S	54	76	30
2020/2021 S	62	76	27

As can be seen from the data analysed, the RC Celta 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 RC Celta Group we promote stable employment in the interest of lasting relationships with the people who make up our human team. In this analysis we have excluded the players and professional coaches 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	
2021/2022 S	27	21	33	2	8	3	94
2020/2021 S	25	21	30	1	15	3	95

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	
2021/2022 S	3	30	15	9	22	4	5	4	2	94
2020/2021 S	2	31	13	10	17	4	8	8	2	95

SEASON	CONTRACTS BY PROFESSIONAL CLASSIFICATION						
	Management (*)			Other areas (**)			Total
	Indefinite	Temporary	Part-time	Indefinite	Temporary	Part-time	
2021/2022 S	7	2	0	42	33	10	94
2020/2021 S	7	2	0	39	29	18	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).

During the 2021/2022 season, there were 4 dismissals, of which 3 corresponded to coaching staff and players and the rest to other areas.

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

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
2021/2022 S	13,463.60	50,308.56	55,356.39	209,747.73	(***)	22,437.74	28,287.70
2020/2021 S	15,534.72	46,676.06	61,367.98	252,294.64	(***)	21,504.98	28,085.95

(*): 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).

(***): 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 2021/2022 season, the wages and salaries of the playing staff of the RC Celta Group totalled 46,443,034.52 euros (in the 2020/2021 season the amount was 50,161,971.74 euros).

EMPLOYEE BENEFITS.

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

- Stable employment, as the Group is committed to lasting relationships with the people who make up its human team.
- Guaranteeing full equal treatment and opportunities for men and women.
- Two tickets to attend games of the first team, Celta B and Celta C.
- Discounts in RC Celta Group stores.
- Discount at the Fundación Celta Campus, as well as in the rest of the activities it organises.
- Discount at the RC Celta 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.

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