

4.5. TRAINING.

At the RC Celta 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 staff 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 RC Celta Group companies, as well as describing the system for detecting the training needs that will arise in the course of their labour relationship.

Moreover, each of the Group's staff members can propose training to their respective directors were designed to improve their abilities or develop knowledge linked to their position at work.

The RC Celta Group staff have undergone training to meet the following objectives established by Group management:

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

The raining received by staff 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 RC Celta 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
2021/2022 S	383	91	704	426	1,087	517
2020/2021 S	132	307	962	337	1,094	644

SEASON	AVERAGE NO. HOURS OF TRAINING BY PROFESSIONAL CLASSIFICATION					
	Management (*)		Other Areas (**)		Total	
	Men	Women	Men	Women	Men	Women
2021/2022 S	55	46	8	18	12	20
2020/2021 S	19	154	11	16	12	26

(*): General management and area managers.

(**): Administration, safety and facilities, marketing, commercial, stores, clinic, technical area.

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 RC Celta 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 respect to the rest of the staff, in the case of the corporate area of finance, administration and human resources, as well as the department of security and facilities, there is a performance evaluation methodology defined in the respective quality manuals.