

General Terms and Conditions

Santander Scholarships | Upskill your Talent 2022 Program 2022 Cohort

Fundación ESADE and Banco Santander have collaborated to create the Santander Scholarships | Upskill your Talent Program to help participants develop the skills they need for personal and professional growth in any sector. This program is available to residents and citizens of Argentina, Brazil, Chile, Mexico, Poland, Portugal, Spain, Uruguay, the USA, and the UK who are 18 years of age or older.

I. Objectives

Fundación ESADE, through the Santander Scholarships | Upskill Your Talent program (hereinafter, “the Program”), encourages and helps candidates who meet the selection criteria (being at least 18 years old on the date of the call for applications; and either a resident or citizen of Argentina, Brazil, Chile, Mexico, Poland, Portugal, Spain, Uruguay, the USA, or the UK) to complete one of the courses in the Program.

The program aims to boost participants' personal and professional development.

II. Recipients

To receive these scholarships, candidates must be at least 18 years old on the day this call is published, and either a resident or citizen of Argentina, Brazil, Chile, Mexico, Poland, Portugal, Spain, Uruguay, the USA, or the UK. They will also have to meet the selection criteria explained later in this document.

Participants who receive a scholarship from the Program are not exempt from receiving other attendance-based scholarships. However, courses taken with other scholarships must be different from the ones taken with the Program scholarship.

Employees of Banco Santander S.A. or any of its affiliates (hereinafter, “Santander Group”) can apply to the program if they meet the selection criteria described below.

To promote equal opportunities for students with disabilities, ten scholarships are reserved for candidates with a legally recognized disability who meet the Program’s selection criteria. If any of these ten reserved scholarships are not awarded, Fundación ESADE will offer it/them to other candidates.

III. Program Specifics and Available Scholarships

This cohort makes **1,000 scholarships available** for online courses (from now on, “Courses”) given by **Fundación ESADE**.

The Courses can be taken in Spanish, English, or Portuguese, depending on the student’s choice.

The Courses use a learning-by-doing methodology which brings together theory and practice with learning tools and techniques focused on real professional situations.

Depending on the Course, participants will learn how to:

- Coordinate and lead teams assertively while engaging members throughout the project
- Identify problem areas in projects and develop creative solutions to these and other problems that may occur in their professional lives
- Develop unique work processes that streamline projects
- Maximize their influence on teams, clients, or other stakeholders in the workplace
- Communicate with different audiences, selecting the optimal medium for every message
- Turn conflict and failure into opportunity, solving problems efficiently and mediating between conflicting groups

Each of the Courses are independent from each other and focus on a specific skill. They take place over two weeks and take between six and eight hours of work per week, combining asynchronous online content and follow-ups with experts.

The Courses must be taken between December 1, 2022, and January 2, 2023.

The Courses available are:

1. Leadership

Learn how to develop and manage your leadership in any situation. By using effective tools and behaviors, you will be able to positively use your influence within organizational structures.

2. Communication and Influence

In this program, we will work on developing social skills, emotional intelligence, influence, negotiation, and leadership skills. Moreover, we will learn about existing communication styles and how to adapt them to be as effective as possible.

3. Personal Branding

In this course, you will learn about concepts like self-leadership with the aim of generating and projecting your own personal brand. This is crucial for you to raise your visibility in an increasingly competitive labor market.

4. Digital Soft Skills

As workplaces become increasingly digitalized, our soft skills will have to follow suit. Learn to identify and strengthen your digital skills in order to build beneficial professional relationships in this new business environment. This course will teach you how to work

more efficiently in a team and to grab the opportunities the current digital environment has to offer.

Fundación ESADE will award participants the Santander Scholarships | Upskill Your Talent 2022 Certificate, containing the name of the Course the participant took. This certificate will only be issued if the participant completes the Course, submitting all of the required work. The Courses use assignments, self-evaluations, and deliverables to give each participant objective and classifiable results.

- The eligibility requirements for this program are the following:
 - i. Candidates must be at least 18 years of age.
 - ii. Candidates must be a citizen or resident of any of the following countries: Argentina, Brazil, Chile, Mexico, Poland, Portugal, Spain, Uruguay, the USA, or the UK.
 - iii. Candidates must be Santander Scholarship users (www.becas-santander.com) and be registered in the Program's call for applications.
 - iv. Sufficient fluency in English, Portuguese, or Spanish, depending on the language of the course chosen.
 - v. Completion of the **Fundación ESADE** skills test, found at www.becas-santander.com. This test (from now on, "Skills Test") consists of a series of activities to evaluate candidates' skills.

For candidates who wish to apply for the ten scholarships reserved for students with disabilities, an additional requirement will be considered:

- vi. Candidates must have a recognized degree of disability of 33% or higher.
- **Fundación ESADE** takes the following into account when selecting scholarship recipients:
 - i. The Santander Scholarship application form (www.becas-santander.com)
 - ii. Fulfillment of admission requirements, previously mentioned in this document, which acts as the Legal Bases
 - iii. Skills Test results

For candidates who wish to apply for one of the ten scholarships reserved for students with disabilities, an additional requirement will be considered:

iv. Proof of qualified disability, including type and degree of disability

- To select recipients for these ten scholarships, **Fundación ESADE** will contact candidates who have stated that they have a disability in the Program application form to ask them for an official document (medical report, disability certificate, etc...) qualifying their disability and showing the type and degree of disability.

Access to said document will only be granted to **Fundación ESADE**. Once the process has been completed, Fundación ESADE will dispose of the document.

IV. Application Process

You must apply for the scholarship through www.becas-santander.com. Confirmation of the scholarship award must be received through the application system created for this purpose.

The applications open on September 8, 2022, and close on November 7, 2022 at 23:59 GMT+2 (Madrid time zone).

Once the Program has been completed, scholarship recipients will receive a message through the platform inviting them to reflect on their experiences by completing a short questionnaire.

Candidates must be aware that if they modify their email address while the call for applications is still ongoing at www.becas-santander.com, they will have to retake the Skills Test.

V. Scholarship Allocation

Candidates selected for one of the 1,000 scholarships will be informed of their selection by November 15, 2022. This date will not be postponed unless **Fundación ESADE** deems it necessary.

Once the candidate is informed, they have seven days to accept the scholarship through www.becas-santander.com. If a candidate does not accept the scholarship in this time frame, **Fundación ESADE** will offer the scholarship to other candidates who meet the eligibility requirements.

If the number of candidates for the scholarships surpasses the number of scholarships offered, **Fundación ESADE** can use other selection criteria it considers relevant.

VI. Program Taxation

The scholarships are subject to the tax regulations in force—in particular, to regulations concerning personal income tax. This could, on occasion, lead to scholarship retentions by **Fundación ESADE** and could oblige the scholarship recipient to include the scholarship amounts in their yearly tax returns. The candidate will be responsible for meeting these obligations.

VII. Protection of Personal Data

Below is basic information on the Privacy Policy available on the Santander Scholarships website

(^(OBJ)HYPERLINK "https://www.becas-santander.com/en/legal/privacy.html" ^(OBJ)[www.becas-santander.com/en/legal/privacy](https://www.becas-santander.com/en/legal/privacy.html)):

The data will be handled by Universia Holding, S.L. (from now on, "Universia"), located at Ciudad Grupo Santander. Avda de Cantabria s/n, 28660, Boadilla del Monte (Madrid), Spain. The data protection officer can be contacted at: dpo@universia.net.

The basic objectives contained within the Privacy Policy that affect candidates are the following:

Data processing objectives	Justification
Managing the users' registration on the platform and their use of said platform.	The contract created by accepting the General Conditions of Use.
<p>Providing data to Institutions and Promoters to help carry out the program.</p> <p>Universia loans personal data that users provide when they register for the Program to:</p> <ul style="list-style-type: none"> ▪ The Institution that has delivered or will deliver the Program: Fundación ESADE. ▪ The Promoter who has sponsored, promoted, or financed it: Santander Group. <p>In addition, Fundación ESADE, as the Institution delivering this program, must receive all personal data regarding participants' disabilities at the time of enrollment. This data will be used for the sole purpose of managing and delivering the Program scholarships.</p>	The contract created by accepting the platform's General Conditions of Use and the Program's Terms and Conditions.
Meeting legal requirements.	Meeting legal requirements.

Users have the right to access their data. They can also ask for corrections of inaccurate data, for limits in their handling, for data portability, and for their data to be suppressed when it is no longer necessary for the purpose it was collected for. In addition, users can ask for their data to not be subject to automated individual decision-making and have the right to withdraw their consent to their originally intended use.

Users can contact dpo@universia.net to exercise these rights, or can write to Avda de Cantabria s/n, Santander Universidades, 28660 Boadilla del Monte (Madrid), Spain. Contact by post must be accompanied by a document proving your identity.

However, we recommend carefully reading the Privacy Policy found on the platform (www.becas-santander.com/en/legal/privacy)

VIII. Modifications to the Program's Terms and Conditions

Upon applying to this Program Cohort, the participant accepts the Terms and Conditions and their ruling as final. The participant also renounces their right to any type of claims on matters included in the Terms and Conditions, such as allocation, selection, and admission.

Fundación ESADE and **Santander Group** reserve the right to totally or partially modify the Terms and Conditions for this cohort at any time. This protects the social impact that Fundación ESADE and Santander Group hope to have with this Program. Candidates will be informed of modifications through www.becas-santander.com.