

EXHIBIT A

TERMS AND CONDITIONS

Santander Course | SW50 Leadership Programme 2024 – LSE The London School of Economics and Political Science (hereinafter, “LSE”) with the financial support of Banco Santander, S.A. (hereinafter, “Santander”), has developed the Santander Programme “Santander Course | SW50 Leadership Programme 2024 – LSE”, which will facilitate and promote that the next generation of female leaders around the world will be equipped with training, tools and leadership skills required to advance and succeed in leadership positions.

I. Objectives

The “**Santander Courses | SW50 Leadership Programme 2024 - LSE**” programme (“the Programme”) will assist women in upper management, executive, or c-suite roles, who are looking to move to a c-suite or board level leadership. The aim of the Programme is to consider their own leadership characteristics and techniques in the context of robust analytic frameworks, in particular:

- To emphasise the critical study of leadership and its implications for global leadership.
- To introduce selected theoretical frameworks.
- To apply leadership theories to practice.
- To develop personal leadership skills and style.

II. Recipients

This Programme will be open to women in upper management, executive, or c-suite roles, who are:

- 1) full time employees of any industry
- 2) looking to move to a c-suite or board-level leadership role and
- 3) residents in Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK or Uruguay
- 4) meet the basic selection criteria set out below.

III. Characteristics of the Programme

This Programme will have 50 places available, which provide an enriching learning experience, outstanding learning content from the LSE, individual and group leadership coaching, and networking opportunities with other participants.

The total number of places of the Programme will have a quota of up to a maximum of 10% that will be reserved for female employees of Santander and / or its subsidiaries (hereinafter, the "Santander Group"). These places will be assigned among the candidates who meet the requirements of the selection criteria of this call and are employees of the Santander Group.

The Programme offers a 5 days course on LSE's campus in central London. The course will be taught in English.

Subjects to be Taught

This Programme is designed for women in upper management level roles or higher who aspire to take on c-suite or board leadership positions in their organisation and are seeking to reflect on and further develop their own leadership style.

Key benefits of the Programme:

- Enhance the understanding of the current paradigm for leadership and apply the knowledge and skills to a team and organisation.
- Gain a clear and confident grasp of one's leadership style and formulate a personal development plan designed to accelerate your career.
- Learn with world-leading academics at The London School of Economics and Political Science
- Gain a truly global perspective and extend the professional network by learning with an international peer group.

Course Objectives

By the end of the Course, candidates will have an understanding of how to apply leadership theories to practice and develop personal leadership skills.

Course Activities and Class Schedule

The Course Activities and Class Schedule are attached as Exhibit B.

Upon completion, participants will receive a **Certificate of Completion from The London School of Economics and Political Science.**

The participants will have access to Local Bank or Santander's Human Resources selection processes, if they consent to the transfer of their personal data at the time of sign into the Programme to the Local Bank and to Santander (Spain) to enable them to contact data subjects for potential selection processes.

Admission requirements:

- To be older than 18 years old at the time of application
- Gender Criteria: "female" and "other".
- To be resident of Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK or Uruguay.
- To have not participated on a previous edition of "Santander W50" or "Santander W30".
- To be fluent in English and have a C1 level as minimum
- Either have a full-time employment position in any industry that can be considered C-suite level, or senior management with ambition to move to C-Suite level or board level leadership.
- To be registered user in Santander Platform www.santanderopenacademy.com (hereinafter, the "Website") and sign into Santander Course | SW50 Leadership Programme 2024 – LSE Edition.
- Must be willing to travel to London from the 23-06-2024 to the 28-06-2024.

Selection criteria

- Fulfilment of the admission requirements.
- Motivational statement on "What are your motivations for applying to the SW50 Leadership programme and how will this programme help you achieve your goals?" (maximum 300 words).
- The candidates' biography or CV.

In order for places on the Programme to be allocated to participants, the LSE will confirm compliance with the selection criteria that are to be met by candidates. The LSE may also assess

any other selection criteria that it deems appropriate in the event that demand for places from candidates exceeds the number available.

With a view to ensuring that the Programme will benefit from the greatest possible number of candidates, if the LSE believes at any time that the planned number of places is not going to be filled, it may decide to apply other criteria for obtaining a place on the Programme, and it may even extend the deadline by which candidates may apply.

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements or additionally requirements that the LSE will consider with the aim that the places will not be deserted.

IV. Management

Registration via the website created to this end at [the Website](#) is an essential requirement for anyone wishing to obtain a place, and the allocation of places will be notified using the management system provided.

Applications for the Programme are open from 10-01-2024 to 13-03-2024 at 23:00 GMT+1 (Madrid time zone).

V. Allocation of places among candidates

LSE will carry out the selection process from 04-04-2024 to 21-04-2024. **LSE** will allocate the places to the candidates on **22-04-2024**, and it will not be possible to extend this deadline under any circumstances. Candidates who are notified that a place has been assigned will have **7 calendar days** to indicate their acceptance through [the Website](#).

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements or additionally requirements that the LSE will consider with the aim that the places will not be deserted.

In addition, once the participants have completed the Programme, the participants will receive a communication through the Website so that they can transmit their satisfaction with the Programme by means of a short questionnaire in test mode.

VI. Taxation of the Programme

The corresponding tax regulations in force will be applied to the grants and, specifically, the provisions regarding Spanish Personal Income Tax and that on occasions could give rise to the practice of withholdings on account of the aforementioned Tax for part of LSE and the obligation for the beneficiary of the grant to include the corresponding amounts in their annual income statement (compliance with the fiscal obligations of the beneficiary of the grant will be their sole responsibility).

VII. Data protection

The Data Controller is the **London School of Economics and Political Science** (Hereinafter, the "Institution") with company number 2657442, having its registered address in Houghton Street, London, WC2A, 2AE and contact details for the Data Protection Officer: Rachel Maguire R.E.Maguire@lse.ac.uk.

Data that we process and the source of the data.

The Institution obtains the data of the users (hereinafter, the "User" or "Users") who register for this Programme from the Santander platform, whose data controller is Universia Holding, SL, in relation to participation in this Programme. These data are: name, surname, country of residence, e-mail and date of birth.

Likewise, the Institution will include in the announcement of this Programme the questions and requests for information necessary to accredit, evaluate and manage the User's candidacy. In this sense, it may process: identification data, data relating to personal characteristics, academic and professional data, data relating to employment, and data relating to personality (the latter in relation to the assessment that the Institution may make of Users for the Programme).

Purposes for which the personal data will be processed.

The User data collected for this Programme will be processed in order to manage this call for applications, evaluate the candidates and, where appropriate, grant or deny the Programme. The legitimising basis that allows the aforementioned processing is the execution of these Particular Conditions or Legal Bases.

Likewise, the University may additionally process the data of candidates and beneficiaries in order to comply with the legal obligations required by current legislation, the legitimate basis for this processing being, therefore, compliance with a legal obligation.

Recipients of personal data.

Users' personal data will only be communicated to public authorities and bodies for the performance of their functions when they are competent to request them. In some cases, the applicable regulations require information to be shared with public authorities or bodies in order for them to carry out their functions. For example, tax authorities or courts of law, which would use Users' data for their own purposes.

Likewise, for the proper development of the Programme, Users' personal data will be shared with Banco Santander, S.A. (hereinafter, the "Promoter") that has sponsored, promoted or financed it so that the Programme can be carried out.

Criteria for the conservation of personal data.

The data collected as a result of this call for applications may be kept by the Institution in the following manner:

- In the case of Users who are not admitted to the Programme, the data will be kept for the duration of the call for applications and subsequently for the period of time required to carry out the necessary procedures until the closure of the same.
- In the case of Users who are admitted to the Programme, the data will be kept for the entire period linked to the management of the call for applications, and will be included, if applicable, in the student's file at the Institution, and will be kept for the purposes of accreditation and certification of the award and any other related academic merit.

Users have the right to access their data, as well as to request the rectification of inaccurate data, the limitation of its processing, the portability of their data or, where appropriate, to request its

deletion when, among other reasons, the data is no longer necessary for the purposes for which it was collected, as well as to not be subject to automated individual decisions. Users also have the right to withdraw their consent for the purposes for which they gave it at any time.

Users may contact Houghton Street, London, WC2A, 2AE to exercise their rights or, where appropriate, by mail to exec.santander@lse.ac.uk.

VIII. Modification of Terms and Conditions of the Programme

The fact of participation in the Programme implies acceptance by the candidates of its Terms and Conditions, and its resolution, which will be final, as well as the waiver of any type of claim on any aspect stipulated in them, such as allocation, selection, and admission criteria.

LSE and Santander reserve the right to modify or amend any of the Terms and Conditions of the Programme, partially or totally at any time, even suspend, postpone, or cancel the Programme if there's a sufficient, justified, and objective reason with the purpose of preserving the social impact that LSE and Santander pursue with the present Programme. In any case, LSE and Santander shall inform to the Candidates about the modifications, corrections or amendments made through the Website.

These terms and conditions shall prevail over any form of communication that candidates may receive from [the Website](#).

EXHIBIT B

Programme Timetable

Santander Course | SW50 Leadership Programme 2024 – LSE

Participants: 50 women

Dates: Monday, 24th of June to Friday 28th of June, with welcome reception on Sunday 23rd of June.

Location: LSE Campus, Houghton Street, London

Pre-Programme: Opening Session – May 2024

Virtual Opening Session

At the Opening Session, we will introduce participants to the key components of the programme and guide them through the pre-work. Additionally, they will have the opportunity to meet their Coach and Peer Coaching Cluster, and network with other participants. Then, participants will have one month to complete the pre-work and prepare for the programme.

Santander Course | SW50 Leadership Programme 2024 – LSE – Sunday 23rd of June to Friday 28th of June, 2024 in London

Time	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
09:30 – 11:00		What is Leadership? <i>C. Locke</i>	Developing Your Leadership Style <i>E. Soane</i>	Leading Change <i>R. Newton</i>	The Multicultural Workplace <i>C. Locke</i>	Leading Diverse Teams <i>E. Soane</i>
11:00 – 11:30		Refreshment Break				
11:30 – 13:00		What is Leadership? <i>C. Locke</i>	Developing Your Leadership Style <i>E. Soane</i>	Leading Change <i>R. Newton</i>	The Multicultural Workplace <i>C. Locke</i>	11:30 – 12:30 Fireside Chat with Pamela Ann Walkden <i>E. Soane</i>
13:00 – 14:00		Lunch				
14:00 – 15:30		Personality and Leadership <i>E. Soane</i>	Power and Influence <i>C. Locke</i>	Coaching or Communicating with Impact <i>R. Newton</i>	Coaching or Communicating with Impact <i>R. Newton</i>	12:30 – 13:00 Break
15:30 – 16:00		Refreshment Break				
16:00 – 17:30		Personality and Leadership <i>E. Soane</i>	Power and Influence <i>C. Locke</i>	Coaching or Communicating with Impact <i>R. Newton</i>	Coaching or Communicating with Impact <i>R. Newton</i>	13:00-14:00 Closing Ceremony With Santander Guest Speaker
Evening	Welcome Reception at Hotel <i>Santander</i>		Networking drinks at LSE		Closing Dinner	

Post-Programme:

During this time, participants can come together to network with each other and reflect on their learning experience.

Final Coaching Cluster Meeting (1hr) – Date TBC

During this session, participants will reconvene with their coaching cluster for 60 minutes to check-in post programme. Meeting times will be agreed by coaching clusters.

Closing Session (1hr) – July/August 2024

The programme will conclude with a virtual celebration taking place in September 2024 as we welcome participants into the Santander SW50 alumni network.