

TERMS AND CONDITIONS

“Curso Santander | Innovation & AI Experience in Madrid ”

IE Foundation with the financial support of Santander, has developed the “**Curso Santander | Innovation & AI Experience in Madrid**” (hereinafter the “**Programme**”), to promote academic learning and continuous improvement. This Programme will enable participants to acquire skills and abilities to enhance their employability and professional development.

I. Objectives

The aim of the Programme is to develop a growth mindset among participants with IE Foundation, the Programme shall consist of 90 slots for participation in a training course that will take place in person at IE University in Madrid and will be available to participants in both Spanish and English.

The call for applications to the Programme will be published by IE Foundation on the Santander Open Academy platform (hereinafter, the “**Platform**”) and will be open to all registered users.

II. Participants

This Programme will be open to university graduates between the ages of 21 and 35 at the time of the Program call’s publication, who have registered on the Platform (hereinafter the “**Participants**”) and who are citizens or residents of one of the following countries: Germany, Argentina, Brazil, Colombia, Chile, Spain, USA, Mexico, Peru, Poland, Portugal, UK, or Uruguay. Participants must also meet the criteria set out below in section.

Obtaining a place on the training course offered under the Programme will be compatible with holding other scholarships offered by Santander, provided they are of a different nature. This applies regardless of the students’ engagement in work experience under the Programme or whether these scholarships are public or private.

III. Characteristics of the Programme

The Programme shall consist of 90 slots for participation in a training course designed to develop a growth mindset among participants. This will empower them to face challenges, persevere in the face of difficulties, and continuously improve. It will also encourage social innovation, guiding participants in creating solutions that address social challenges and generate sustainable impact. The Program will strengthen critical thinking and creativity, promote structured problem analysis, and support the development of innovative solutions.

The Program will last for **2 weeks, from July 13th to July 24th, 2026**, and will be available to participants in both Spanish and English. It will take place in person at IE University in Madrid.

In particular, the **Programme will include** the following elements:

- Mentoring and Accompaniment of Experts. Each team will have the support of an industry mentor, what it will ensure that the participants receive real-world perspectives and professional guidance during the whole program.
- Experimental and practical learning. The program is based on a methodology practice-based learning, integrating dynamic exercises, workshops and applications in real environments for maximizing the loss experience participants.
- Long-term impact and alumni network. The graduates of the program will be invited to be part of one exclusive alumni network, with access to resources, opportunities for collaboration and innovation challenges to continue with its development and growth professional.
- Flights from a major international airport in the selected Participant's home country to Madrid airport and return flight.
- Accommodation for the duration of the Programme.
- Certificate of attendance at the end of the Programme.
- Basic coverage under IE's corporate travel policy associated with the transport ticket purchased by IE (flight incidents and loss or delay of luggage).

The **Programme will not include** the following:

- Transfers to/from the airport in Madrid or in the participant's home country.
- Visa arrangements and processing
- Fees related to flight document changes.
- Separate medical or accident insurance or policy valid as a visa requirement.

IMPORTANT INFORMATION

- Neither Santander nor the IE FOUNDATION will charge students any type of fee for participating in the Programme.

- All participants in the Programme must have a valid passport until August 2026 and, if their nationality requires an entry visa, must have a visa for entry into Spain. The processing of these documents is the responsibility of the student.
- Classes will include students from different countries and cultural backgrounds.

1. Admission criteria:

Participants must meet, cumulatively, the following admission requirements:

- Be between 21 and 35 years old at the time of application
- Be available to participate in the Programme in person in Madrid.
- Be a citizen or resident of one of the following countries Germany, Argentina, Brazil, Colombia, Chile, Spain, USA, Mexico, Peru, Poland, Portugal, UK, or Uruguay.
- Demonstrate an adequate proficiency in English or Spanish.
- Be a registered user on the Platform and apply to the call, providing all the documents required in the registration form.
- Complete the evaluation test that will be available on the Platform, which will consist of a series of tests aimed at evaluating the competencies and skills of the candidates, for the purpose of selecting the beneficiaries of the Program (hereinafter, the “**Assessment Test**”).

2. Selection criteria:

Places shall be allocated to beneficiaries taking into account the following selection criteria:

Stage 1:

- Meet the admission criteria.
- Assessment test results.

Stage 2:

- Letter of motivation (up to 1,500 characters with spaces, in English or Spanish)
- CV or LinkedIn profile (optional)

In the event that there are assigned places that have not been accepted by the selected participants, IE FOUNDATION will reassign them to other participants who meet the admission requirements mentioned above and in order in the ranking according to the Evaluation Test in order that the places are not deserted.

Likewise, IE FOUNDATION in order to facilitate that the Programme can benefit the largest number of participants, if at any time it considers that the planned places will not be allocated, or there is an excessive demand for them, it may decide to apply other admission requirements for the allocation of places, including extending the deadline for applicants to be eligible for them.

IV. Management

Being a registered user of the Platform and having correctly applied to the call therein will be an essential requirement for obtaining a slot in the Program.

Candidates must apply between the **02nd September 2025 and the 03rd December 2025** at 23:59 GMT+1 (Madrid time zone), and the allocation of places will be notified using the management system provided.

V. Allocation of places among candidates

The selection process will be carried out by IE Foundation between the **13th January 2026** and the **09th February 2026**. Beneficiaries who have been selected will be notified of the **10th February 2026** through the email with which they have been registered on the Platform.

Each Participant, once the allocation is communicated, will have a period of 7 calendar days from the date and time of the communication to process its acceptance through the Platform. After said term, in the event that there are allocated places that have not been accepted by the Participants, IE FOUNDATION will allocate the places to other Participants who meet the admission requirements mentioned above or other additional ones in order that the places will not be deserted.

Ultimately, if it has not been possible to reassign the places offered by IE FOUNDATION, Santander reserves the right to use the vacant places for successive calls or, failing that, to claim a refund of the amount corresponding to the vacant places, when it considers it.

VI. Data protection

Data Controller

The data controller of the users' (hereinafter, the "User" or the "Users") data for the granting and management of the program (hereinafter, the "Program") to which you have registered through the Santander Open Academy platform is **IE**

FOUNDATION with with tax ID no. G81711459 and registered address at Calle de Maria de Molina, 13 (Madrid), and INSTITUTO DE EMPRESA, S.L. with ID no. B-82334319 and registered address at Paseo de la Castellana, 259 E, 28046, (hereinafter jointly, the "Institution"), which will only be responsible for processing the personal data of its own students.

Data We Process and Their Source

The Institution obtains Users' data from the Santander Open Academy platform when Users register for the Program. The controller of that platform is Universia Holding, S.L., solely for the purposes of participation in this Program. The data collected includes: first name, last name, country of residence, email, date of birth, and data related to browsing and use of the Portal (the latter only when applicable, since the process is managed by the Institution through the Santander Open Academy platform).

Additionally, the Institution will include in this Program's application form the questions and requests for information necessary to validate, assess, and manage the User's application. In this regard, it may process: identifying data, data on personal characteristics, academic and professional data, employment-related data, and personality-related data (the latter in relation to any evaluation the Institution may conduct on Users for the Program).

Purposes for Which Personal Data Will Be Processed

The Users' data collected for this Program will be processed to manage the current call for applications, evaluate candidates, and, where appropriate, grant or deny access to the Program. The lawful basis that permits this processing is the execution of these Specific Terms or Legal Bases.

Additionally, the Institution may also process candidates' and beneficiaries' data to comply with legal obligations under current legislation, in which case the legal basis for processing is compliance with a legal obligation.

Recipients of Personal Data

Users' personal data will only be communicated to competent authorities and public bodies when required for the performance of their functions. In some cases, applicable regulations require sharing information with authorities or public bodies so they can perform their duties. For example, tax authorities or courts, which would use Users' data for their own purposes.

Furthermore, for the proper execution of the Program, Users' personal data will be shared with Fundación Banco Santander (hereinafter, the "Sponsor"), which has sponsored, promoted, or funded the Program, solely to allow its execution.

Data Retention Criteria

The data collected during the Program's application process may be retained by the Institution as follows:

- For Users who are not admitted into the Program, their data will be retained during the application management period and afterward for the time required to complete all necessary administrative steps until the closure of the call.
- For Users who are admitted into the Program, their data will be retained throughout the management period of the call, will be included in the student's record at the Institution (if applicable), and kept for accreditation and certification purposes and any other related academic merit.

User Rights

Users have the right to access their data, request the rectification of inaccurate data, object to the processing of their data, request the limitation of processing, data portability, or, where appropriate, the deletion of data when, among other reasons, the data are no longer necessary for the purposes for which they were collected. They also have the right not to be subject to automated individual decisions. Likewise, Users may withdraw their consent at any time for purposes where it was previously granted.

Users can exercise their rights by contacting the Institution at soportededatos@ie.edu. Without prejudice to the foregoing, they may also contact the Data Protection Officer at DataPrivacyOffice@ie.edu.

VII. Taxation of the Program

The current tax regulations in force at any given time will apply, specifically those regarding Personal Income Tax, which may sometimes result in withholdings on account of said tax by IE FOUNDATION and the beneficiary's obligation to include the corresponding amounts in their annual income declaration (the fulfillment of the beneficiary's tax obligations will be their sole responsibility).

VIII. Modification of Terms and Conditions of the Programme

Participating in this call for applications for the Programme implies the acceptance by the Participants of its terms and conditions and its resolution, which will be final, as well as the waiver of any kind of claim regarding any aspect provided for therein, without intending to be exhaustive, aspects such as the allocation, selection, and admission criteria.

IE FOUNDATION and Santander reserve the right to modify the terms and conditions of the Programme call, in whole or in part, at any time in order to

preserve the social impact that IE FOUNDATION and Santander pursue with this call, informing candidates of the modifications introduced through the Platform.

These terms and conditions shall prevail over any form of communication that candidates may receive from www.santanderopenacademy.com.