

Terms and Conditions

Programme Santander Course | Skills for work - Coursera

Coursera, Inc. (hereinafter "Coursera"), with the financial support of **Banco Santander, S.A.** has developed the programme "Santander Course | Skills for Work – Coursera", which will enable and encourage participants over 18 years of age residing in Argentina, Brazil, Chile, Colombia, Germany, Mexico, Peru, Poland, Portugal, Spain, the United Kingdom, the United States and Uruguay to strengthen their employability and professional development skills and abilities.

I. Objectives

The programme "**Santander Course | Skills for Work – Coursera**" (hereinafter the "**Programme**"), 50,000 places will be provided and promoted. Participants can take any of the 80 courses of their choice from the following categories: Adaptability; Critical Thinking; Data Analysis; Collaboration; Communication Skills; and AI Proficiency.

II. Recipients

Any person over 18 years of age on the date of publication of this call for applications for the Programme and who is a resident of Argentina, Brazil, Chile, Colombia, Germany, Mexico, Spain, Peru, Poland, Portugal, the United Kingdom, the United States or Uruguay and who also meets the admission requirements and selection criteria set forth below (hereinafter, the "Participant/s") may become a participant of the Programme.

Obtaining a place to take one of the training courses in the Programme will be compatible with obtaining other types of assistance that are different from the purpose of this Programme, regardless of public or private origin, to which the Participant may have access. However, the Participant is required to comply with the rules of said institutions to ensure they do not become subject to any incompatibility issues.

This call for applications promotes equal opportunities for people with disabilities. Therefore, up to a maximum of 5,000 spots will be available for applicants who have declared on the Programme registration form that they have a legally recognised disability, provided that they also meet the admission requirements and selection criteria described in these Terms and Conditions.

III. Features of the Programme and spots available

The programme will have 50,000 spots available for the courses described above.

The Course will be held asynchronously, remotely and part-time between 17 September 2025 and 16 September 2026, both dates included, by registering in advance on the Banco

Santander platform www.santanderopenacademy.com (hereinafter, the "Platform") and applying for the programme following the steps established therein.

The Course will be carried out on the Coursera platform at <https://www.coursera.org/> once the usage licences are activated, with each term and its associated licences having a duration of one (1) year. The Course will allow Participants to access the selected course of study without usage limits for the Participants, and from the moment access is activated. Therefore, Participants will be able to access the entire Coursera course catalogue.

a) Eligibility conditions

Participants must meet all of the following admission requirements:

- be over 18 years of age at the time registering for the selected course.
- be a resident in one of the following countries: Argentina, Brazil, Chile, Colombia, Germany, Mexico, Peru, Poland, Portugal, Spain, United Kingdom, United States or Uruguay.
- be registered on the Santander platform www.santanderopenacademy.com (hereinafter, the "**Platform**") and apply to the call for applications by following the steps.
- have completed the assessment on the Platform, which will involve a series of questions to assess the skills and abilities of the candidates to select the Programme participants.
- For those candidates wishing to apply for the 5,000 places reserved for people with disabilities and who have indicated on the Programme registration form that they have a legally recognised disability, this condition will be considered as an additional admission requirement.

b) Selection criteria

Spots will be assigned taking into account the following selection criteria:

- Meet the eligibility criteria (set out in clause III of these Terms and Conditions).
- Results of the evaluation test carried out on the Platform.
- For those candidates wishing to apply for the 5,000 places reserved for people with disabilities, the following additional selection criteria will be taken into account:
 - o The recognised disability, type and degree.

If at any time, Coursera considers that the estimated number of spots will not be assigned, or if there is excessive demand for them, it may decide to apply other admission criteria to allocate spots.

If the aforementioned 5,000 spots are not filled by candidates with disabilities, Coursera may turn to the remaining candidates to ensure the aforementioned spots are not left unfilled.

In the event of reasonable doubt, Coursera, as the grantor, may contact applicants who have declared that they have a disability on the Programme registration form to request an official certificate, medical report or similar document that proves their disability.

IV. Processing

Requirements for obtaining a place include registering to apply for the Programme through the Platform.

Candidates must register between 8 May 2025 and 19 August 2025 at 23:59 GMT+2 (Madrid time zone).

V. Allocation of spots

The participant selection process will take place between 6 August 2025 and 18 August 2025. The selected beneficiaries will be notified on 19 August 2025 using the email address they used to sign up on the Platform.

Once the Participant has been notified of the selection, they will have a period of **7 calendar days** from the date and time of the notification to accept the course, all through the Platform. After this period, Coursera will assign any spots that have not been accepted by the Participants to other applicants who meet the admission requirements or any additional requirements so that no spots are left unfilled.

Once the candidates have accepted their place through the Platform, they will have a period of 16 calendar days from that moment to access and register on the Coursera platform (<https://www.coursera.org/>). If they do not do so, the place will be assigned to another participant following the same criteria detailed in the previous paragraph.

VI. Taxes

The programme will be subject to the applicable tax regulations in force at any given time, which may occasionally result in Coursera making withholdings and the programme participants being required to include the corresponding amounts in their annual income tax return (compliance with the programme participant's tax obligations will be their sole responsibility).

VII. Personal data protection

The data controller for data belonging to users (hereinafter, the "User" or "Users") related to the granting and management of the programme (hereinafter, the "Programme"), which you have enrolled in through the Santander Open Academy platform, is Coursera, Inc. (privacy@coursera.com) (hereinafter, the "Institution"), with U.S. Tax ID 45-3560292 and registered office at 381 East Evelyn Ave, Mountain View, California, USA. Coursera is solely responsible for processing the personal data of its own students.

The data we process and its origin.

The Institution obtains the data of Users who enrol in this Programme via the Platform, whose data controller is Universia Holding, S.L., in relation to participation in this Programme. These data are: name, surname, country of residence, email, date of birth and data related to browsing and use of the Platform (the latter only insofar as it may apply since the process is managed by the Institution through the Santander Open Academy Platform).

The Institution will also include in the call for this Programme the questions and requests for information necessary to certify, assess and manage the User's candidacy. In this regard, it may process: identification data, data relating to personal characteristics, academic and professional data, data relating to employment, health-related data and data relating to personality (the latter in relation to the assessment that the Institution may conduct of Users for the Programme).

Purposes for which personal data will be processed.

User data received as part of this Programme will be processed to manage this invitation to apply, to assess candidates and to grant or reject admission to this Programme. The lawful basis for this processing is the fulfilment of these Specific Terms and Conditions or Legal Terms and Conditions.

The Institution may also process the data of candidates and participants to fulfil the legal obligations imposed on it by prevailing legislation. The legitimate basis for such processing is therefore the fulfilment of a legal obligation.

Personal data recipients.

Users' personal data will only be communicated to public bodies and authorities for the performance of their roles when they have authority to request it. Applicable legislation may sometimes require that information be shared with public bodies or authorities, so that they may perform their functions. For example, tax authorities or courts of justice, which would use Users' data for their own purposes.

For the proper carrying out of the Programme, the personal data of Users will also be shared with Banco Santander, S.A. (hereinafter, the "Sponsor"), which has sponsored, promoted or funded it, solely to ensure its implementation.

Personal data retention criteria.

The data collected as part of this call for applications of the Programme may be retained by the Institution as follows:

- With regard to Users who apply but are not accepted on the Programme, data will be retained during the administration of the call for applications and then for the time it takes to perform the necessary formalities until the call is closed.
- With regard to Users who apply and are accepted on the Programme, data will be retained throughout the period required to administer the call for applications, and may be added to students' records at the Institution and will be retained for the purposes of accrediting and certifying the granting of the scholarship and any other related academic merit.

Users are entitled to access their data, to request that inaccurate data be rectified, object to its processing, request that processing be restricted, that their right to data portability be exercised or, where applicable, that the data be erased when, among other reasons, it is no longer necessary for the purposes for which it was collected, and also in order not to be the subject of automated individual decision-making. Users have the right to withdraw their consent at any time for any purposes to which they previously consented.

Users may exercise their rights by contacting 381 East Evelyn Ave, Mountain View, California, USA, or via email at privacy@coursera.com.

VIII. Modification of the Terms and Conditions of the Programme

Applying for this Programme entails acceptance by Participants of its Terms and Conditions and their enforcement, which cannot be appealed, and a waiver of any kind of claim on any aspect of said Terms of Conditions, including, but not limited to, aspects such as the criteria applied with respect to allocation, selection and admission.

Coursera and Banco Santander reserve the right to modify or amend the Terms and Conditions of the Programme, whether partially or fully, at any time and may even suspend, postpone or cancel the programme, for a valid and justified reason, in order to maintain the social impact that the Parties aim to achieve with this Call for Applications. Candidates will be informed via the Platform of any modifications or corrections made.

These Terms and Conditions will apply to all correspondence received by the candidates via the Platform.