

## EXHIBIT A

### TERMS AND CONDITIONS

#### **"SANTANDER COURSE | MBA ESSENTIALS 2024 – LSE" PROGRAMME**

LSE with the financial support of Banco Santander, S.A., has developed the Santander Programme **"SANTANDER COURSE | MBA ESSENTIALS 2024 – LSE"** which will increase the long-term career development potential of the candidates, by empowering participants to make better business decisions as they lead with influence.

#### **I. Objectives**

The **"SANTANDER COURSE | MBA ESSENTIALS 2024 – LSE"** programme ("the Programme") will assist people over 18, who are residents in Argentina, Brazil, Chile, Colombia, Germany, Mexico, Poland, Portugal, Peru, Spain, USA, UK and Uruguay. The aim of the Programme is to give increase the long-term career development potential of the candidates by focusing on three core pillars of business leadership: the strategic environment, the financial toolkit and the human element.

#### **II. Recipients**

This Programme will be open to those adults who meet the selection criteria set out below.

Obtaining a free place on the training course that is offered under the Programme will be compatible with holding other classroom attendance grants or courses of a different kind that may be available to the student engaging in work experience under the Programme, regardless of whether these are public or private in nature.

#### **III. Characteristics of the Programme**

This Programme will be carried out online from the **25<sup>th</sup> of September 2024 to 10<sup>th</sup> December 2024**, and 1,000 places will be made available.

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

The Programme offers a 10-week online certificate course, “**MBA Essentials**” (hereinafter known as the “Course”), which will last for 10 weeks, will be given by LSE and it will be offered in **English, Spanish and Portuguese**, and will take place online at the LSE website: <https://lse.onlinecampus.getsmarter.com/>.

### **Subjects to be Taught**

This Programme empowers participants to improve their MBA-ready skills, not only to set them apart as a working professional or MBA applicant, but also, to increase their long-term career development potential. As the demand for MBA skills continues to soar, and the contemporary business environment becomes increasingly competitive, working professionals need to gain MBA-level skills in a short amount of time to get ahead.

Key MBA Essentials topics include:

- Maximising participants' organization's competitive advantage as they develop an understanding of the strategic environment.
- Influencing decisions using human behaviour insights and leadership frameworks.
- Gaining MBA- focused skills that address the core pillars of business: strategy, finance and people.
- Analysing and optimise the performance fa business using technical business and accounting tools.

The overall goal is to offer the participants with holistic business skills to thrive in any business environment.

### **Course Objectives**

By the end of the Course, students will develop their MBA skills, throughout the following:

### **Module Overview**

#### Orientation module

Module 1: Leading with influence

#### Section 1 - The Strategic Environment

Module 2: Economics for managers

Module 3: Competitive strategy

Module 4: Corporate strategy

## Section 2 - The Financial Toolkit

Module 5: Financial accounting

Module 6: Management accounting

Module 7: Analysing financial statements

## Section 3 - The Human Element

Module 8: In the mind of the manager

Module 9: Nudging behaviour

Module 10: Organisational culture as a leadership tool

Upon completion, participants will earn a co-branded certificate of competition. Participants will receive a digital copy.

The students will have access to Local Bank or Banco Santander, S.A.'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 Banco Santander, S.A. (Spain) to enable them to contact data subjects for potential selection processes.

### **Selection criteria:**

The selection of the Programme will take place in two phases.

The first phase will analyse the completion of the requirements for applying to the Programme, which are:

- To be older than 18 years old at the time of application.
- To be resident in Argentina, Brazil, Chile, Colombia, Germany, Mexico, Peru, Poland, Portugal, Spain, USA, UK and Uruguay.
- To be registered user in Santander Open Academy Platform ([www.santanderopenacademy.com](http://www.santanderopenacademy.com)) or any other domain that may replace it in the future), hereinafter the "Santander Open Academy Platform".
- To have completed the assessment test available in the Santander Open Academy Platform, which consists of a set of test to evaluate the competencies, skills and knowledge of the candidates.

In the second phase LSE will carry out the selection following the criteria for assigning places, which are:

- Compliance with eligibility criteria
- Assessment test results
- Motivational statement- What is your motivation and commitment to learning in this programme? (max 300 words)
- LinkedIn profile

The enrolment for the first phase of the process will be carried out between 22<sup>nd</sup> May 2024 and 30<sup>th</sup> July 2024. LSE will have until the 11<sup>th</sup> August 2024 to upload their evaluation applications, the enrolment for the second phase will take place from 12<sup>th</sup> August 2024 to 19<sup>th</sup> of August 2024, and LSE will have until 28<sup>th</sup> of August 2024 to notify the final candidate selection.

#### **IV. Management**

Registration via the website created to this end at Santander Open Academy is an essential requirement for anyone wishing to obtain a place, 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 throughout 01<sup>st</sup> August 2024 and 11<sup>th</sup> August 2024 for the first phase and 20<sup>th</sup> August 2024 to 27<sup>th</sup> August 2024 for the second phase.

Places will be allocated to students on 28<sup>th</sup> August 2024, and it will not be possible to extend this deadline under any circumstances unless otherwise decided. Students who are notified that they have been allocated a place will have 7 days to indicate their acceptance via Santander Open Academy Platform.

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

#### **VI. Taxation of the Programme**

The corresponding tax regulations in force will be applied to the places 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: Rachael 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 Open Academy 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](mailto:exec.santander@lse.ac.uk).

## **VIII. Modification of Terms and Conditions of the Programme**

The fact of participate this Call for the Programme implies acceptance by the students 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.

Santander and LSE jointly reserve the right to modify or amend any of the Terms and Conditions of the Call (containing details of the learning content, format and duration of delivery) of the Programme, partially or totally at any time, even suspend, postpone or cancel the Call if there's

a sufficient, justified and objective reason with the purpose of preserving the social impact that Santander and LSE pursue with the present Call. In any case, Santander and LSE shall inform to the Candidates about the modifications, corrections or amendments made through the Santander Open Academy Platform.