



## TERMS AND CONDITIONS

### "Santander Courses | Business for All 2026 – Harvard Business Impact" PROGRAMME 2026

Harvard Business Impact with the financial support of Santander, has developed the "Santander Courses | Business for All 2026 – Harvard Business Impact" (hereinafter the "Programme"), which will facilitate and promote that adults develop their soft skills, in two areas: (i) Business Fundamentals, (ii) Management of their selves, in order to increase their employability opportunities.

#### I. Objectives

The Programme will assist adults who are residents of Argentina, Brazil, Chile, Germany, Mexico, Portugal, Spain, UK, US and Uruguay at the time of the publication of the Programme call.

The aim of the online Programme is to implement and develop soft skills with Harvard Business Impact, the Programme will be composed of 5,000 scholarships divided into two courses: (i) "Business Fundamentals", (ii) "Managing Yourself". All of them will be imparted in three languages (Spanish, English and Portuguese).

#### II. Participants

This Programme will be open to adults who also meet the selection criteria set out below in section V.

Obtaining a free place on the training course that is offered under the Programme will be compatible with holding other classroom attendance scholarships offered by Santander 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 online Programme will take place on the dates mutually agreed (via email) by Parties. Exact dates will be notified to Participants by Harvard Business Impact as soon as they are scheduled. 5,000 places will be made available for one of the two courses offered: (i) "Business Fundamentals", (ii) "Managing Yourself". Candidates can choose the language of the course within Spanish, English or Portuguese.

The Programme offers two courses (hereinafter known as the "Courses" or individually as the "Course"), which will last for around 9 weeks, and it will be offered in English, Spanish and Portuguese.

The Courses will be taught by means of the following learning platform: Harvard ManageMentor



#### IV. Subjects to be taught

The Programme will be carried out mainly online and will be estimated 9 weeks in length. Participants will include, but will not be restricted, to adults who comply with the selection criteria mentioned below.

The two Courses will have the following content:

##### **Course 1: “Business Fundamentals” includes the modules:**

- Finance Essentials
- Business Case Development
- Marketing Essentials
- Performance Measurement
- Negotiation
- Customer Focus

During the Course, participants will:

- Learn the fundamentals in core areas such as finance and marketing to make decisions, communicate with other units, and align their work in meaningful ways that are consistent with shared business practices across organizations.
- Learn to set targets, collect and analyse data, and use measurement to better understand and manage individual and team performance.
- Better understand their customers to meet their changing needs and improve their experience.
- Learn how to effectively prepare and conduct a negotiation and balance competing interests.

##### **Course 2: “Managing Yourself” includes the modules:**

- Career Management
- Decision Making
- Difficult Interactions
- Persuading Others
- Stress Management
- Time Management

During the Course, participants will:

- Learn how to manage a fulfilling career by getting to know themselves, finding opportunities in career setbacks, and making learning a habit.
- Learn to make smarter, more purposeful choices and evaluate alternatives that create the best outcomes, use their time most effectively, and mitigate harmful stress from their day.
- Understand how to build trust and establish their expertise with those they need to influence.

Upon completion of each module, participants who earn an average grade of 70% or higher will receive a **Certificate** that states number of equivalent coursework hours.



#### **V. Admission requirements:**

The requirements for applying to the Programme are:

- Being over 18 years old at the time of application.
- Having a sufficient level of fluency in any of the three languages (Spanish, English or Portuguese).
- Being resident of Argentina, Brazil, Colombia, Chile, Germany, Mexico, Peru, Portugal, Spain, UK, US or Uruguay.
- To be registered user in Santander Open Academy Platform ([www.santanderopenacademy.com](http://www.santanderopenacademy.com)).
- Are not subject to applicable sanctions.
- To have completed the assessment test selected by Harvard Business Impact as grantor of the Programme, and made available in the Santander Open Academy website, which consists of a set of tests to evaluate the competencies and skills of the candidates.

#### **VI. Selection criteria:**

The selection criteria for assigning places will be

- Answers to the application form in [www.santanderopenacademy.com](http://www.santanderopenacademy.com)
- The results of the assessment test.

With a view to ensuring that the Programme will benefit from the greatest possible number of participants, if Harvard Business Impact 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 participants may apply.

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

#### **VII. Management**

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

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



Candidates should note that, in case of changing the e-mail account used for registration in the Programme, during the time the call is open for enrolment at [www.santanderopenacademy.com](http://www.santanderopenacademy.com), the candidate will have to fulfill a new completion of the assessment test.

#### **VIII. Allocation of places among candidates**

Places will be allocated by Harvard Business Impact to participants from 06 July 2026 to 14 July 2026 and it will not be possible to extend this deadline under any circumstances unless otherwise decided by Harvard Business Impact. Participants who are notified that they have been allocated a place will have 7 calendar days to indicate their acceptance via the website [www.santanderopenacademy.com](http://www.santanderopenacademy.com)

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

#### **IX. Data protection**

The Data Controller of the personal data of the users (hereinafter, the "User" or the "Users") for the granting and management of the programme (hereinafter, the "Programme") to which they have applied through the Santander Open Academy platform is **Harvard Business School Publishing Corporation** (hereinafter, the "Institution"), bearing corporate tax number **04-3177990**, with registered address at **20 Guest Street, Suite 400, Brighton, MA 02135, USA**, and contact details of its Data Protection Officer: [privacy@harvardbusiness.org](mailto:privacy@harvardbusiness.org).

The Institution shall be responsible only for the personal data of users enrolled in the Programme.

#### **Data that we process and the source of the data.**

The Institution obtains the personal data of the Users who register for the Programme from the Santander Open Academy platform, whose Data Controller is **Universia Holding, S.L.**, solely in relation to their participation in this Programme. These data are those included in the User's profile on the platform and provided for the purposes of applying to the Programme, namely: identification data, data relating to personal characteristics, employment-related data, and academic and professional data.

Likewise, in the context of the call for applications for this Programme, the Institution will include the questions and requests for information necessary to accredit, evaluate and manage the User's application. In this regard, in addition to the data obtained from Universia Holding, the Institution may



process additional personal data, including identification data, data relating to personal characteristics, academic and professional data, and employment-related data.

#### **Purposes for which the personal data will be processed.**

The personal data of the Users collected for the purposes of this Programme will be processed by the Institution in order to manage the call for applications, evaluate candidates and, where appropriate, grant or deny participation in the Programme. The legal basis for this processing is the performance of the applicable Particular Conditions or Legal Bases governing the Programme.

Additionally, the Institution may process the personal data of applicants and beneficiaries in order to comply with the legal obligations imposed by applicable law. In such cases, the legal basis for the processing shall be compliance with a legal obligation.

#### **Recipients of personal data.**

Users' personal data will only be disclosed to public authorities and bodies when they are legally competent to request such data for the performance of their functions. In certain cases, applicable regulations require the disclosure of personal data to public authorities or bodies, such as tax authorities or courts of law, which will process such data for their own purposes.

Furthermore, for the proper development of the Programme, Users' personal data will be shared with **Fundación Banco Santander** (hereinafter, the "Promoter"), which has sponsored, promoted or financed the Programme, solely for the purpose of enabling the Programme to 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.
- With respect to the applicant Users admitted to the Programme, the data will be kept for the entire period linked to the management of the call, will be incorporated, if applicable, into 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 personal data, to request the rectification of inaccurate data, to object to the processing of their data, to request the erasure of their data when, among other reasons, it is no longer necessary for the purposes for which it was collected, to request the restriction of processing, and to request the portability of their data where legally applicable. Likewise, users have the right to withdraw their consent for the purposes for which they gave it at any time.

Users may exercise their rights by contacting [privacy@harvardbusiness.org](mailto:privacy@harvardbusiness.org), or by writing to **Harvard Business School Publishing Corporation, 20 Guest Street, Suite 400, Brighton, MA 02135, USA**, providing proof of their identity.

Furthermore, Users may lodge a complaint with the **Spanish Data Protection Agency (Agencia Española de Protección de Datos)** if they consider that their data protection rights have been infringed ([www.aepd.es](http://www.aepd.es)).

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

Participation in the call for the Programme implies acceptance by the candidates of its Terms and Conditions, 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.

Harvard Business Impact and Santander reserve the right to modify or amend any of the Terms and Conditions of the Call 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 Harvard Business Publishing and Banco Santander pursue with the present Call. In any case, Harvard Business Impact and Banco Santander shall inform to the Candidates about the modifications, corrections or amendments made through the website [www.santanderopenacademy.com](http://www.santanderopenacademy.com).

These terms and conditions shall prevail over any form of communication that candidates may receive from [www.santanderopenacademy.com](http://www.santanderopenacademy.com).