

EXHIBIT A

TERMS AND CONDITIONS

“BECAS SANTANDER | SKILLS FOR THE GREEN TRANSITION PROGRAMME 2023”

- Second Call -

JBS Executive Education Limited, (hereinafter “**JBSEEL**”) -a wholly owned subsidiary of the University of Cambridge-, with the financial support of Banco Santander, S.A., has developed the online ad hoc programme “**Becas Santander | Skills for the Green Transition Programme 2023**”, which will be oriented to adults who are interested to gain a general understanding of sustainability issues, their impact on markets and organisations and how they can develop themselves and others to lead the ‘green transition’.

I. Objectives

The “**Becas Santander | Skills for the Green Transition 2023**” Programme (“the Programme”) will be provided to adults who are residents in Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK and Uruguay.

II. Participants

The Programme will be open to those adults who meet the admission requirements and selection criteria set out in section IV below.

Obtaining a free place on the Programme will be compatible with holding other classroom attendance grants of a different kind that may be available to the participant under the Programme, regardless of whether these are public or private in nature.

III. Characteristics of the Programme

This online Programme, taking place from **Tuesday 17th October 2023 – Tuesday 28th November 2023**, has been designed for early to mid-career professionals from any sector who recognise the importance of the ‘green transition’ for both themselves and their organisations, but do not yet have sufficient knowledge or experience to make the difference they aspire to.

The number of places that will be offered are **1000** and will be offered to adults who are residents in Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK and Uruguay. Participants who are successful in their applications will receive a full scholarship to participate which includes waiver of fees for the Programme.

The Programme has been developed by faculty of Cambridge Judge Business School and will be delivered in English with translation provided in Spanish and Portuguese. Participants will study this online Programme **over 6 weeks** and are expected to commit **4-5 hours** per week. The Programme contains videos, online exercises and activities as well as live webinars. Participants will be expected to attend all live faculty sessions and complete the online Programme. Upon completion, participants will receive a digital **Certificate of Completion**.

The Programme is composed of 4 units:

Unit One: The Burning Platform for Change: What are the Grand Environmental & Sustainability Challenges

Unit One aims at providing participants with an up-to-date understanding of environmental and sustainability issues around the world. It will provide definitional clarity around the key issues such as climate change, biodiversity loss, deforestation, renewables and energy transition, natural capital, green finance, sustainable urban development. This will give participants the opportunity to weigh-up for themselves their relevance and significance given their particular priorities and context.

Unit Two: The Impact of Sustainability and Environment Concerns for Markets and Organisations

Unit Two will explore how environmental concerns are affecting business. We will show how financial markets are responding to environmental and societal pressures and how companies are incorporating Environmental, Social and Governance (ESG) issues into the way they do business. In addition, we will explore how new rules and regulations are encouraging organisations to balance profitability with sustainability.

Unit Three: Leading Organisational Change: Strategic Ambidexterity and Systems Change

Unit Three focuses on Leading Organisational Change: strategy and change management. It aims to provide tools that will help you lead change in your organisation and help make the "Green Transition" happen. We will cover issues such as systems thinking, change management and

strategic ambidexterity and explore a range of real-life examples: both successes and failures to help you decide what a successful "Green Transition" looks like.

Unit Four: Personal Transformation and Leadership Skills for the Green Transition

Unit Four will focus on you. We will share Personal Transformation and Leadership Skills for the Green Transition. We will help prepare you to play your part in the Green Transition. You will become more mindful of your ways of seeing, thinking, managing and behaving. We will build on this analysis by suggesting practical tools that you can use in your own personal development as well as making a difference within your current and future organisation.

By the end of the Programme, you will:

- gain a general understanding of current environmental and sustainability issues;
- explore the impact that these issues are having on markets and organisations and how organisations may need to adapt;
- think about how you can develop yourself and those around you to lead the 'green transition';
- produce a personal and work-related action plan.

IV. Selection process

Admission requirements:

- To be older than 18 years old at the time of application.
- To be resident in Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK, Uruguay.
- To be registered user in Santander Grants website (www.santander-grants.com).
- To have completed the assessment test selected by JBSEEL as grantor of the Programme, and made available in the Santander Grants website, which consists of a set of tests to evaluate the competencies and skills of the candidates (hereinafter, the "Assessment Test").

Selection Criteria:

The selection of the candidates to the Programme will take place in two phases:

Phase 1: In this phase, and in order to be eligible for the second phase, candidates will be selected according to the following selection criteria:

Executive Education

- Comply with all the admission requirements.
- Results of the Assessment Test.

Phase 2: JBSEEL will carry out the selection following the criteria for assigning places, which are:

- Motivational statement to undertake this Programme.
- The Curriculum Vitae up to date.

In the event that successful candidates withdraw from the Programme between 12th September and 26th of September, JBSEEL will allocate these places under identical conditions to other candidates on the waiting list with the aim that all places will be taken.

Of the 1000 places that will be offered for the Programme up to a maximum of 10% (100 places) 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 candidates who meet the requirements of the selection criteria for this call and are also employees of the Santander Group.

V. Management

Registration via the website created to this end at www.santander-grants.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 Grants 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 the event they change the e-mail address used for registration to the Programme during the time the scholarship is open for enrolment at www.santander-grants.com, they will be required to notify this change in order to update data on the Assessment Test completed.

The candidates must be registered for applying for the Programme between the 18th of May of 2023 and the 22nd of July of 2023 at 23:59 GMT+2 (Madrid time zone). In addition, candidates

must upload the documents (motivational statement and CV) between 27th of July of 2023 to 17th of August of 2023 at 23:59 GMT+2 (Madrid time zone). JBSEEL may modify these deadlines.

VI. Allocation of places among candidates

JBSEEL will notify the successful candidates of Phase 1 on 27 July 2023.

Successful candidates of Phase 2 will be notified by JBSEEL on 12 September 2023 that they have been allocated a place and they will have 7 calendar days to indicate their acceptance via the website www.santander-grants.com

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

To ensure that all places are filled, once candidates have their login details for the JBSEEL online learning platform on or before 14 October 2023, they will have until 17 October 2023 to login to the online platform to show their commitment to the Programme. Those candidates that do not login to the platform by 17 October will have their place on the scholarship retracted and it will automatically go to a wait list candidate.

VII. Taxation of the Programme

The corresponding tax regulations in force will be applied to the scholarships and, on occasions, they could give rise to the practice of withholdings on the part of JBSEEL and the obligation for the beneficiary of the scholarship to include the corresponding amounts in their annual income statement (compliance with the fiscal obligations of the beneficiary of the scholarship will be their sole responsibility).

VIII. Data protection

Regulation of personal data applicable to the Programme is set in the Privacy Policy of Becas Santander available at www.becas-santander.com/en/legal/privacy.html and for those candidates that are selected by JBSEEL in the Privacy Policy of JBSEEL available at <https://www.jbs.cam.ac.uk/about-this-site/privacy-policy/executive-education-data-protection/privacy-notice-for-jbseel/>. Please note that JBSEEL may share the personal data of

candidates with its third-party collaborator(s) solely for the purpose of administering and delivering the Programme.

The following is the basic information of the Privacy Policy applicable to the Programme available on Santander Grant platform www.becas-santander.com/en/legal/privacy.html:

The Data Controller is Universia Holding S.L ("Universia"), with postal address Ciudad Grupo Santander. Avda de Cantabria s/n, 28660, Boadilla del Monte (Madrid), España and contact details of data protection officer: dpo@universia.net.

As a consequence of the registration of the participants to the present Programme the basic purposes that affect them of the Privacy Policy are the following:

Purpose of processing	Legal basis
<u>Management of the User's registration on the platform and enjoyment of the Service</u>	<u>The performance of a contract put in place through acceptance of the General Conditions of Use of the platform.</u>
<u>Transfer of data to Institutions and Promoters for proper implementation of the Programme: Universia transfers the personal data provided by users at the time of registration to this Programme to:</u> <ul style="list-style-type: none"> ▪ <u>The Institution that has granted or must grant it the Programme: JBS Executive Education Limited</u> ▪ <u>The Promoter that has sponsored, promoted or financed it: Banco Santander S.A</u> 	<u>The performance of a contract put in place through acceptance of the General Conditions of Use of the platform and the terms and conditions of the Programme</u>
<u>Fulfilment of legal obligations</u>	<u>Compliance with the obligations imposed by law.</u>

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

Users may contact dpo@universia.net to exercise their rights or, where appropriate, by mail to Avda de Cantabria s/n, Santander Universidades, 28660 Boadilla del Monte (Madrid), Spain, providing proof of identity.

However, we recommend reading the Privacy Policy available on the Santander Grants platform (www.becas-santander.com/en/legal/privacy.html) for a better understanding.

IX. 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, including the final selection of candidates by JBSEEL, 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 JBSEEL reserve the right to modify or amend any of the Terms and Conditions for participation in the call, 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 Santander and JBSEEL pursue with the present call. Santander and JBSEEL shall inform the candidates about any modifications, corrections or amendments made through the website www.santander-grants.com.