

SANTANDER COURSE | SW50 2025 – UK

TERMS AND CONDITIONS

I. Aim

The "**SANTANDER COURSE | SW50 UK 2025**" ("SW50-UK") is aimed at women residing in the UK and will be promoted Banco Santander SA and awarded by Santander Universities.

SW50-UK is associated with the SANTANDER COURSE | GLOBAL SW50 - 2025 ("SW50 GLOBAL") offered by The London School of Economics ("LSE") with the financial support of Banco Santander, S.A., which aims to increase the long-term professional development potential of women candidates, who will be selected to receive training on the skills needed to make the best strategic decisions and/or influence through leadership. SW50 GLOBAL will offer 50 places and will run for 5 days from 22 to 27 June 2025, at LSE in London. The course will be taught in English.

The aim of SW50-UK is to select 50 female leaders from the UK, who will: (i) participate in a national event: (ii) receive exclusive training from LSE, which will be available on the www.santanderopenacademy.com platform (the "Platform"), (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to apply for the SW50 GLOBAL programme.

The 50 winners of SW50-UK will compete in the SW50 GLOBAL programme with another 500 winners of SW50s held by Santander Group subsidiaries in Germany, Argentina, Brazil, Chile, Mexico, Poland, Portugal, Spain, Uruguay and USA.

II. Recipients:

SW50-UK is offered to professional women in senior management or c-suite roles who meet the eligibility criteria detailed below (the "Candidate/s"):

- 1) Be a resident of the UK.
- 2) Be over 18 years of age at the time of application.
- 3) Have a full-time job in any industry in a senior management position and have more than 10 years of professional experience.
- 4) Speak English fluently (usually equivalent to level C1 or higher).
- 5) Be a registered user on the Santander Open Academy Platform (the Platform) and sign up for SW50-UK call.

Signing up for SW50-UK will require the Candidate to provide the following information: first and last name, country of residence, industry, name of employer, and position held. In addition, the Candidate choose to provide a recent photograph, as well as the link to their LinkedIn profile. The Candidate will also need to write a short statement describing their professional experience, achievements, personal and professional values and contributions to society, etc.

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All of this information (the "Public Profile(s)") will be available to the general public, as described in the following sections. The Public Profile will allow Candidates to increase their visibility to potential voters and will be used in the manner described in the section on Selection Criteria below, when voting.

At the time of signing up the Candidate may choose not to make their first and last name public in this case an alias will be assigned by default by using the first two initials of the first name and last name. If after signing up the Candidate does not want their name to be disclosed or to have their photographed removed, please email dpo@universia.net.

The Candidate will need to complete profile details providing the following information: telephone number, home address, education, level of English, whether you have participated in previous editions of SW50 Global, date of birth, years of professional experience and number of people reporting to you and whether you an employee of the Santander Group and the Santander Group you work for.

The candidate will also be required to write a statement describing your motivation for wanting to take part in the programme. This will be used as described in the Selection Criteria below. Candidates can sign up for SW50-UK from 4 November 2024 to 7 January 2025.

Up to 10% of places will be reserved for employees of Banco Santander, S.A. and/or its subsidiaries (the "Santander Group") to participate in SW50-UK. These places will be given to women who meet the selection criteria described below and who are also employees of the Santander Group.

III. Selection criteria and process:

After signing up for SW50-UK, Candidates who meet the eligibility criteria will proceed to the selection process.

The selection process will be made up of different stages, as explained below. At the end of the competition, fifty (50) winners will be selected, who will: (i) participate in a national event in the UK; (ii) receive exclusive training from LSE, available on the Platform, (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to apply for the SW50 GLOBAL programme.

First Stage – Pre-selection by the Santander Universities

The process will begin with the selection by the Grantor of the Candidates who meet the eligibility criteria and show the greatest potential for winning SW50-UK.

To make decisions related to this selection stage, Santander Universities may use an automated system as a support and consultation tool to analyse the information provided by Candidates and compare them.

This will produce a ranking of the suitability of Candidates based on three parameters:

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- (i) professional career;
- (ii) quality of the Candidate's Motivational Letter; and
- (iii) impact of their performance and leadership.

The preliminary system results will solely be used for information purposes and will not be a determining factor in the Grantor's decision to choose a specific Candidate. The final decision regarding the selection of the Candidates by the Grantor will always be taken by the person or team in charge of managing SW50-UK, the system mentioned above being only a support tool.

This first stage of the selection process will end on 15 January 2025. The Grantor will select the Candidates who will proceed to the next stage of the selection process.

Second Stage – Public Voting

The Public Profile of the selected Candidates will be published on 16 January 2025 in the corresponding section of the Platform, which will be visible to both registered and unregistered users of the Platform. The aim is to open a voting period to strengthen the visibility of selected Candidates.

After the Public Profiles of Candidates are published, Candidates will be able to encourage potential voters to vote for them i.e., on social media. Candidates will be able to see the number of votes they have received throughout the entire voting period. Candidates will also be able to vote and also vote for themselves.

The Grantor will have real-time access to the results of the Voting process in their region.

Voters

To qualify as a voter, you must be registered as a user of the Platform. Therefore, the Grantor will be able to establish the controls that best suit the Voting process. A voter may cast a maximum of one vote per Candidate and can cast one vote for as many Candidates they like. Voting will not be limited to the voter's region. The same voter may cast one vote for as many Candidates as they deem appropriate in any of the participating geographies. Voters will not be able to view the votes received by the Candidates.

This part of the selection process will take place simultaneously in all 11 SW50 locations in the afore mentioned geographies: Germany, Argentina, Brazil, Chile, Spain, Mexico, Poland, Portugal, UK, Uruguay and USA.

Third Stage – Panel of Experts

The Candidates selected by the Grantor to participate in the Voting process will be evaluated by a Panel of Experts, who will be selected by the Grantor. An individual ranking will be compiled by the Panel of Experts with the selection of the top 20 Candidates as per the criteria reported by the Grantor.

The Panel of Experts will be comprised of at least 5 members, with no maximum limit, depending on the number of Candidates who have passed the previous phase of the SW50-UK selection process. The Panel of Experts may be employees of the Grantor, winners of previous SW50 programmes and/or independent professionals specialising in management and/or leadership areas as deemed appropriate by the Grantor.

The Voting processes and subsequent assessment by the Panel of Experts will begin on 16 January 2025 and end on 16 February 2025.

Final stage - Selection

The Grantor will be responsible for selecting the final Candidates.

In selecting the 50 winners of SW50-UK the Grantor will consider the votes received for the Candidate as well as the score from the Panel of Experts. The amount of votes the Candidate receives is not the only factor taken into consideration when the Grantor selects the 50 winners.

On 24 February 2025, the Grantor will communicate via the Platform the 50 winners of SW50-UK, and will also communicate through the Platform the relevant information to:

- (i) participate in a national event
- (ii) receive exclusive training from LSE, available on the Platform,
- (iii) become a member of the SW50 Global community, and
- (iv) receive a private invitation to apply for the SW50 GLOBAL programme.

In addition to the winners, the Grantor will draw up a list of 10 reserve Candidates in cases where the winning candidate does not accept the award. The criteria and methods for selecting the reserve Candidates by the Grantor will be identical to those used to select winning Candidates.

IV. Data Protection Statement

The Data controller of SW50-UK is Banco Santander Local or the Grantor.

Data we process and its source.

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Banco Santander Local obtains the data of the Candidates who sign up for SW50-UK through the Santander Open Academy platform, whose data controller is Universia Holding, S.L., in relation to signing up for this course.

The data includes: first and last name, country of residence, e-mail address, date of birth, curriculum vitae, education or qualifications and data relating to the navigation and use of the SOA portal (the latter only insofar as applicable since the process is managed by Banco Santander Local through the Santander Open Academy platform).

Likewise, Banco Santander Local will include in the SW50-UK call for applications the questions and requests for data and information necessary to certify, assess and manage the Candidate selection process. In this regard, Banco Santander Local may process Candidates' personal data or information in accordance with the purposes set out below.

Purposes for which personal data will be processed.

The data of the Candidates collected on the basis of SW50-UK will be processed for:

1. Managing the SW50-UK call for applications and, where appropriate, selecting the 50 winning Candidates. The legitimate basis for such processing is the execution of these Terms and Conditions.

With regard to the publication of the Candidates' Public Profile on the Platform during the voting period, the legitimising basis will be the express consent of the Candidates who may choose, in any case, not to publish their personal data (first and last name and image) or to revoke at any time the consent, if any, granted.

2. Assessment of the suitability of Candidates. Through the aforementioned system, the data and information of the Candidates included in (a) the description of their professional experience and (b) their Motivation Letter will be processed automatically. The system will provide as a result a ranking of the most suitable Candidates according to the three parameters indicated above: (i) Candidate's professional career; (ii) Candidate's motivation and attitude; and (iii) impact of their performance and leadership.

Although the system used in SW50-UK automatically generates results, the final decision to select the Candidates will in any case be taken by Santander Universities for the selection process. Santander Universities, at its own discretion, may select the Candidates based on the ranking generated by the tool of those most suitable Candidates or opt to select others.

The legitimate basis for such processing is the acceptance of these Terms and Conditions.

3. In addition, Banco Santander may also process candidates' and beneficiaries' data to meet the legal obligations imposed on it by prevailing legislation. The legal basis for such processing is, therefore, the fulfilment of a legal obligation.

Personal data recipients.

The personal data of the Candidates will be shared with the Group of Experts, as explained above. The transmission of the Candidates' personal data is necessary for the correct development of SW50-UK and the execution of these Terms and Conditions.

The personal data of the Candidates included in their Public Profile will also be visible to other users of the Platform accessing the specific section in which the voting process is recorded.

Likewise, the Candidates' 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 Candidates' data for their own purposes.

Personal data retention criteria.

Candidates' personal data collected as a result of this course may be retained by Banco Santander Local in the following manner:

- Regarding the Candidates who are not admitted to SW50-UK, the data will be kept for the duration of the call for applications and subsequently during the period to carry out the necessary procedures until the call is closed.
- With regard to the Candidates selected in SW50-UK, the data will be kept for the entire period related to the management of the call and may be processed for the management of SW50-GLOBAL, for which the Candidates will accept the new Terms and Conditions of this course.

Exercise of rights

Candidates have the right to access their data, as well as to request the rectification of any inaccurate data, that the processing be restricted, the portability of their data or, where appropriate, request they be erased when, among other reasons, the data are no longer necessary for the purposes for which they were collected.

Candidates may also object at any time to not being subject to automated individual decisions (including profiling), for example as a result of using the SW50-UK management tool, in which case the Candidate will be assessed without their personal data being processed by such automated system.

Finally, Candidates have the right to withdraw their consent at any time for the purposes for which they have given it, without this affecting their participation in SW50-UK, or to lodge a complaint with the competent data protection authority.

Candidates may exercise their rights by e-mailing santander.universities@santander.co.uk.

V. Acceptance and Modification

By participating in this call for applications for the Programme, Candidates accept the rules and the decision, which is final, and waive any right to appeal.

Santander reserves the right to interpret these rules. Likewise, it reserves the right to modify or correct, in whole or in part, any of the terms and conditions of the Programme's call for proposals at any time, and may even suspend, postpone or cancel it for any valid and duly justified reason and with the aim of preserving the social impact pursued by this call for proposals, informing the Candidates about any changes made through the Platform.

VI. General terms

1. Santander Universities reserves the right to withdraw any entry to the programme that is found to be in breach of any of the pre-established conditions and/or rules laid out in the Term and Conditions.
2. Santander Universities reserves the right to update or amend these Terms and Conditions or foreclose the programme without prior notice at any time.
3. Santander Universities reserves the right in its sole discretion to disqualify any individual that corrupts or affects the administration, security, fairness, integrity, or proper conduct of the programme.
4. The SW50-UK and these Terms and Conditions are governed by English law and any disputes will be subject to the exclusive jurisdiction of the courts of England.
5. To the fullest extent permitted by law and excluding death or permanent injury caused as a result of Santander Universities' negligence, Santander Universities accepts no liability for loss or injury as a result of the programme.
6. No cash or other alternatives to the opportunity will be offered.
7. Santander Universities accepts no responsibility for entries lost, damaged or delayed in transit. The decision of Santander Universities is final, and no other correspondence will be entered into.
8. The SW50-UK programme will be provided by Santander Universities.
9. Subject to these terms, Santander Universities may disclose any information related to the applicants:

- a. to any person as required or requested by law/regulation, to any regulatory or supervisory body, or in connection with any claim, dispute or legal proceedings;
- b. to any partner business or partner university or other UK university in connection with the programme;
- c. to our affiliates, in connection with the programme.