

TERMS AND CONDITIONS

"Santander Course | Skills for the Green Transition - 2024"

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 "Santander Course | Skills for the Green Transition - 2024", 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 "Santander Course | Skills for the Green Transition - 2024" Programme ("the Programme") will be provided to adults who are residents in Germany, Argentina, Brazil, Colombia, Chile, Spain, USA, Mexico, Peru, 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 4th March 2025 , 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, Colombia, Chile, Spain, USA, Mexico, Peru, Poland, Portugal, UK and Uruguay. Participants who are successful in their applications will receive a full place 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, Colombia, Chile, Spain, USA, Mexico, Peru, Poland, Portugal, UK, Uruguay.
- To be registered user in Santander Open Academy (www.santanderopenacademy.com).
- To have completed the assessment test selected by JBSEEL 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 (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:

- 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 *05th February and 20th of February*, 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.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 the event they change the e-mail address used for registration to the Programme during the time the course is open for enrolment at openacademy.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 *07th of October of 2024 and the 09th of December of 2024 at 23:59 GMT+1 (Madrid time zone)*. In addition, candidates must upload the documents (motivational statement and CV) between *19th of December of 2024 to 13th of January of 2025 at 23:59 GMT+1 (Madrid time zone)*.

Allocation of places among candidates

JBSEEL will notify the successful candidates of Phase 1 on *19th December 2024*.

Successful candidates of Phase 2 will be notified by JBSEEL on 05th February 2025 that they have been allocated a place and they will have 7 calendar days to indicate their acceptance via the website www.santanderopenacademy.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 1st March 2025, they will have until 4th March 2025 to login to the online platform to show their commitment to the Programme. Those candidates that do not login to the platform by 4th March will have their place on the course retracted, and it will automatically go to a wait list candidate.

VI. Taxation of the Programme

The corresponding tax regulations in force will be applied to the course 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 course to include the corresponding amounts in their annual income statement (compliance with the fiscal obligations of the beneficiary of the course will be their sole responsibility).

VII. Data protection

The Data Controller is the JBS Executive Education Limited (Hereinafter, the "Institution") with VAT ID GB 823 8476 09, having its registered address in The Old Schools, Trinity Lane, Cambridge, CB2 1TN, UK and contact details for the Data Protection Officer: e.gara@jbs.cam.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 The Old Schools, Trinity Lane, Cambridge, CB2 1TN, UK to exercise their rights or, where appropriate, by mail to e.gara@jbs.cam.ac.uk

VIII. 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.santanderopenacademy.com