

ANNEX A**TERMS AND CONDITIONS****Becas Santander | Excel for All 2023 – 2nd Call**

Banco Santander, S.A. has developed the **Santander Scholarship program | Excel for All 2023 – 2nd Call**, which will facilitate and promote residents of Argentina, Brazil, Chile, Germany, Mexico, Poland, Portugal, Spain, the United Kingdom, the United States and Uruguay to improve their hiring possibilities by developing their Excel proficiency.

I. Objectives

The **Santander Scholarship Program | Excel for All 2023 – 2nd Call** (the "**Program**") will aim to promote employability by enhancing the Excel skills of residents of Argentina, Brazil, Chile, Mexico, Germany, Poland, Portugal, Spain, the United Kingdom, the USA and Uruguay.

II. Recipients

The Program is open to residents of Argentina, Brazil, Chile, Germany, Mexico, Poland, Portugal, Spain, the United Kingdom and Uruguay who meet the admission requirements detailed below. In addition, candidates may also be employees of Banco Santander, S.A. or its subsidiaries (hereinafter referred to as the "**Santander Group**"), provided that they meet the admission requirements detailed below.

Candidates who obtain a free place in the training course of the Program may be beneficiaries of other scholarships of a different nature to those that the student can access, whether they are public or private scholarships.

III. Program Features

This Program will have FIVE THOUSAND (5,000) places for those candidates who meet the conditions, requirements and competencies to participate.

The Program offers scholarship candidates the possibility to choose between two online courses (hereinafter, the "**Courses**"), which will be offered in English, Portuguese or Spanish.

The characteristics of the Courses are the following:

- The Courses will be taught entirely online and will be available through the following platform: www.udemy.com.
- The Program will offer the possibility of choosing one of the two Courses that appear below:
 1. Full Excel Course
 2. Advanced Excel, Visual Basic in Excel
- The Courses will be available in one of these three languages: English, Portuguese or Spanish.
- Successful candidates will receive the course access link from October 16th, 2023 and will complete the course at their own pace.

Course Content and Objectives

1. Full Excel Course
 - Master Microsoft Excel from beginner to advanced level
 - Fully understand the basics of Microsoft Excel
 - Learn the most commonly used Excel functions in a work environment
 - Take advantage of the full power of Microsoft Excel by automating your daily tasks with macros and VBA
 - Keep large Excel datasets in a list or table
 - Create dynamic reports by mastering one of the most popular tools: PivotTables
 - Surprise your boss by unlocking dynamic formulas with IF, VLOOKUP, INDEX, MATCH and more
 - Benefit from the knowledge of a professional trainer with more than 10 years of experience in Excel
2. Advanced Excel, Visual Basic in Excel
 - Enhance your current Excel files and automate your work with VBA
 - Domine VBA to Excel
 - Directly apply the VBA sample files included in Excel to your own work
 - Reduce routine manual tasks at the click of a button
 - Simplify your work life
 - Create simple solutions to complex problems by leveraging Excel functionality
 - Excel's core formulas and functions can't accomplish everything. Use VBA to overcome this limitation
 - Easily adapt the VBA code available online to your needs

IV. Admission requirements and assignment procedure

The requirements to apply for the Program are:

- Be over 18 years old at the time of application.
- Reside in Argentina, Brazil, Chile, Germany, Mexico, Poland, Portugal, Spain, United Kingdom, USA or Uruguay.
- Be a registered user in Santander Scholarships (www.becas-santander.com) and apply for the Call for this Program.
- Have a sufficient level of fluency in one of the three languages of the Courses.

The 5,000 places in the Program will be assigned to candidates by drawing lots before a Spanish notary public on **September 6, 2023 (or the following business day)**. This draw will also generate a waiting list of 3000 additional places in case the corresponding assigned candidates do not accept any of the 5,000 places assigned.

V. Management



Registration through the website created for this purpose in www.santander-grants.com is an essential requirement for anyone wishing to obtain a place, and the allocation of the same will be notified through the management system provided.

VI. Allocation of places among candidates

Candidates can apply to the Program from June 15, 2023 until **August 31, 2023**.

These Terms and Conditions will be notarized before a Spanish notary public.

Places will be assigned to candidates by drawing lots before a Spanish notary public on **September 6, 2023 (or the following business day)**. This draw will also generate a waiting list of 3000 additional places in case the corresponding allocated candidates do not accept any of the 5 000 places allocated.

The allocation of places will be notified to beneficiaries on **12 September 2023**. Candidates who are notified that they have been assigned a place will have 7 calendar days to indicate their acceptance through the www.santander-grants.com website.

In the event that, once the deadline has expired, some candidates have not accepted the places assigned to them, Banco Santander, S.A. will assign these places under identical conditions to other candidates on the waiting list who meet the necessary or additional requirements that correspond, so that the places are not deserted.

In order to ensure that the Programme benefits as many candidates as possible, if Banco Santander, S.A. considers at any time that the number of places planned will not be filled, it may decide to apply other criteria for obtaining a place in the Programme, and may even extend the application period for candidates.

In the event that the demand for candidate positions exceeds the number available, Banco Santander, S.A. may study any other selection criteria it deems appropriate.

VII. Data protection

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

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
Management of the User's registration on the platform and enjoyment of the Service	The performance of a contract put in place through acceptance of the General Conditions of Use of the platform.

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 the Institution that has granted the Programme: Banco Santander, S.A.	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
Fulfilment of legal obligations	Compliance with the obligations imposed by law.

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/es/legal/privacy) for a better understanding.

Modification of Program Terms and Conditions

The fact of participating in this Program implies the acceptance by the candidates of its Terms and Conditions, which will be unappealable, as well as the waiver of any type of claim on any aspect stipulated therein, such as the criteria of assignment, selection and admission.

Banco Santander, S.A. reserves the right to modify or rectify any of the Terms and Conditions of the Program, partially or totally at any time, and even to suspend, postpone or cancel the Program according to a sufficient, justified and objective cause, in order to preserve the social impact that **Banco Santander, S.A.** pursues with this Programme. In any case, **Banco Santander, S.A.** Candidates will inform candidates of any modifications, corrections or changes made through the www.santander-grants.com website.

These Terms and Conditions shall prevail over any other form of communication that candidates may receive from www.santander-grants.com.