

## Terms and Conditions

### Program Santander | Skills Course for work - Coursera

**Coursera Inc** (hereinafter, "Coursera") with the financial support of **Banco Santander, SA** has developed the Santander | Skills Course program for Work – Coursera will facilitate and promote the opportunity for participants over 18 years of age residing in Germany, Argentina, Brazil, Chile, Colombia, Spain, the United States, Mexico, Peru, Poland, Portugal, the United Kingdom, and Uruguay to strengthen their skills and abilities in employability and professional development.

#### I. Goals

Under the **Santander | Skills Course program for work – Coursera** (hereinafter "the **Program** ") will facilitate and promote the launch of 50,000 places. Participants will be able to take any of the 80 courses of their choice from the following categories: Adaptability; Critical Thinking; Data Analysis; Collaboration; Communication Skills; and AI Management.

#### II. Recipients

Any person over 18 years of age at the date of publication of this Program call and who is a resident of Germany, Argentina, Brazil, Chile, Colombia, Spain, the United States, Mexico, Peru, Poland, Portugal, the United Kingdom and Uruguay may be a beneficiary of this Program. and, in addition, meet the admission requirements and selection criteria set forth below (hereinafter, the "Participant/s").

Obtaining a place on one of the Program's training courses will be compatible with receiving other types of assistance other than the purpose of this Program, regardless of whether they are public or private, to which the Participant may be eligible. Notwithstanding the foregoing, the Participant is obligated to comply with the regulations governing such assistance to avoid incompatibility.

This call promotes equal opportunities for people with disabilities. Therefore, up to 5,000 places will be awarded to applicants who have declared on the Program registration form that they have a legally recognized disability, provided they also meet the admission requirements and selection criteria described in these Legal Bases.

#### III. Program Features and Available Places

The program will consist of 50,000 places for the courses detailed above.

The Course will be delivered asynchronously, remotely and part-time between September 17, 2025 and September 16, 2026, both dates included, by previously registering on the Banco Santander platform [www.santanderopenacademy.com](http://www.santanderopenacademy.com) (hereinafter, the "Platform") and applying to the call following the steps established therein.

The course will be developed on the Coursera platform at <https://www.coursera.org/> Once the licenses for use are activated, each call and its associated licenses will have a duration of one (1) year. The Course will allow participants to access the training of the selected itinerary without

usage limits for Participants and from the moment the licenses are activated, Participants will be able to access the entire Coursera training portfolio.

a) Eligibility Requirements

Participants must cumulatively meet the following admission requirements:

- be over 18 years of age at the time of registration for the selected Course.
- be a resident of one of the following countries: Germany, Argentina, Brazil, Chile, Colombia, Spain, United States, Mexico, Peru, Poland, Portugal, United Kingdom and Uruguay.
- be registered on the Santander platform [www.santanderopenacademy.com](http://www.santanderopenacademy.com) (hereinafter, the “ **Platform** ”) and apply to the call following the steps established therein.
- have completed the evaluation test that will be available on the Platform, which will consist of a series of tests aimed at assessing the candidates' competencies and skills, for the purpose of selecting the Program beneficiaries.
- For those candidates wishing to apply for the 5,000 places reserved for people with disabilities, and who have indicated on the Program registration form that they have a legally recognized disability, this condition will be considered as an additional admission requirement.

b) Selection criteria

Places will be assigned to beneficiaries taking into account the following selection criteria:

- Meet the eligibility criteria (set out in clause III of these Terms and Conditions).
- Results of the evaluation test carried out on the Platform.
- For those candidates wishing to apply for the 5,000 places reserved for people with disabilities, the following additional selection criteria will be taken into account:
  - o The recognized disability, type and degree.

If at any time Coursera determines that the planned seats will not be allocated, or if there is excessive demand for them, it may apply other admission requirements for allocating seats, even extending the deadline for applicants to apply for them.

If the aforementioned 5,000 spots are not filled by candidates with disabilities, Coursera may turn to the remaining candidates to ensure the aforementioned spots are not left unfilled.

In the event of reasonable doubt, Coursera, as the grantor, may contact applicants who have declared they have a disability on the Program registration form to request an official certificate, medical report, or similar document attesting to their disability.

#### IV. Management

A mandatory condition for obtaining a place is to register for the Program through the Platform.

Candidates must register between May 19, 2025, and August 4, 2025, at 23:59 GMT+1 (Madrid time zone).

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

The beneficiary selection process will take place between August 6, 2025, and August 18, 2025. Beneficiaries will be notified of their selection on August 19, 2025, via the email address they used to register on the Platform.

Once the participant is notified of their selection, they will have **7 calendar days** from the date and time of the notification to process their acceptance, all through the Platform. After this deadline, if there are any assigned spots that have not been accepted by the Participants, Coursera will assign them to other Participants who meet the aforementioned admission requirements or other additional requirements, ensuring that no spots remain unfilled.

Likewise, once the candidates have accepted the place through the Platform, they will have a period of 16 calendar days from that moment to access and register on the Coursera platform (<https://www.coursera.org/>) and, if they do not do so, the place will be assigned to another participant following the same criteria as detailed in the previous paragraph.

## **VI. Program Taxation**

The program will be subject to the corresponding tax regulations in force at any given time and which may occasionally give rise to withholdings by Coursera and the obligation for the program beneficiary to include the corresponding amounts in their annual income tax return (compliance with the tax obligations of the program beneficiary will be their sole responsibility).

## **VII. Protection of personal data**

The Controller of the data of the users (hereinafter, the "User" or the "Users") for the granting and management of the program (hereinafter, the "Program") to which you have enrolled through the Santander Open Academy platform is Coursera, INC ( [privacy@coursera.com](mailto:privacy@coursera.com) ) (hereinafter, the "Institution") with US NIF/CIF 45 – 3560292 and registered office at 381 East Evelyn Av , Mountain View, California US, which will only be responsible for the processing of the personal data of its own students.

### **Data we process and where it comes from.**

The Institution obtains data from Users who register for this Program from the Platform, whose data controller is Universia Holding, SL, regarding participation in this Program. This data includes: first name, last name, country of residence, email address, date of birth, and data relating to browsing and use of the Platform (the latter only to the extent applicable, since the process is managed by the Institution through the Santander Open Academy Platform).

Likewise, the Institution will include in the call for applications for this Program the questions and requests for information necessary to accredit, evaluate, and manage the User's application. In this regard, it may process: identification data, data relating to personal characteristics,

academic and professional data, employment data, health data, and personality data (the latter in relation to the Institution's evaluation of Users for the Program).

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

User data collected as part of this Program will be processed to manage this call, evaluate candidates, and, where appropriate, grant or deny this Program. The legitimate basis for this processing is the execution of these Specific Conditions or Legal Bases.

Likewise, the Institution may additionally process the data of candidates and beneficiaries to comply with the legal obligations required by current legislation. Therefore, the legitimate basis for this processing is compliance with a legal obligation.

**Recipients of personal data.**

Users' personal data will only be shared with public authorities and bodies for the performance of their duties when they are competent to request it. Occasionally, applicable regulations require sharing information with public authorities or bodies so they can perform their duties. For example, tax authorities or courts of law, which would use Users' data for their own purposes.

Likewise, for the proper development of the Program, the personal data of the Users will be shared with Banco Santander, SA (hereinafter, the "Promoter"), which has sponsored, promoted or financed it, for the sole purpose of enabling the Program to be carried out.

**Criteria for the Conservation of Personal Data.**

The data collected in connection with the Program call may be retained by the Institution as follows:

- For applicants who are not accepted into the Program, their data will be retained for the duration of the call and subsequently for the period necessary to complete the necessary procedures until the call closes.
- Regarding applicant Users admitted to the Program, their data will be retained for the entire period associated with the management of the call. They will be incorporated, if applicable, into the student's file at the Institution and will be retained 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, object to its processing, restrict its processing, obtain data portability, 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 the right not to be subject to automated individual decisions. Users also have the right to withdraw their consent for the purposes for which it was granted at any time.

Users may contact us at 381 East Evelyn Av , Mountain View, California US or at the email address [privacy@coursera.com](mailto:privacy@coursera.com) to exercise your rights.

**VIII. Modification of the Terms and Conditions of the Program**



Participating in this Program Call implies the Participant's acceptance of its Terms and Conditions and its resolution, which will be final, as well as the waiver of any type of claim regarding any aspect provided for therein, including, but not limited to, aspects such as the allocation, selection, and admission criteria.

Coursera and Banco Santander reserve the right to modify or amend any of the Terms and Conditions of the Program Call, in whole or in part, at any time, and may even suspend, postpone, or cancel the same, for an objective and duly justified reason, and in order to preserve the social impact that the Parties pursue with this Call. In any case, candidates will be informed of any modifications or amendments made through the Platform.

These Terms and Conditions will apply to any type of communication that candidates receive from the Platform.