

TERMS AND CONDITIONS

Becas Santander Women | W50 Leadership 2023

The London School of Economics and Political Science with the financial support of Banco Santander, S.A., has developed the Santander Grants Programme “Becas Santander | W50 Leadership 2023”, which will facilitate and promote that the next generation of female leaders around the world will be equipped with training, tools and leadership skills required to advance and succeed in leadership positions.

I. Objectives

The “**Becas Santander Women | W50 Leadership 2023**” programme (“the Programme”) will assist women in upper management, executive, or c-suite roles, who are looking to move to a c-suite or board level leadership. The aim of the Programme is to consider their own leadership characteristics and techniques in the context of robust analytic frameworks, in particular:

- To emphasise the critical study of leadership and its implications for global leadership.
- To introduce selected theoretical frameworks.
- To apply leadership theories to practice.
- To develop personal leadership skills and style.

II. Recipients

This Programme will be open to women in upper management, executive, or c-suite roles, who are: 1) full time employees of any industry 2.) looking to move to a c-suite or board-level leadership role and 3.) are residents in Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK or Uruguay and 4.) who also meet the basic selection criteria set out below.

III. Characteristics of the Programme

This Programme will have 50 places available, which provide an enriching learning experience, outstanding learning content from the London School of Economics and Political Science (hereinafter, the “LSE”), individual and group leadership coaching, and networking opportunities with other participants.

The total number of places of the Programme will have a quota of up to a maximum of 10% that will be reserved for female 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 of this call and are employees of the Santander Group.

The Programme offers a 5 days course on LSE's campus in central London. The course will be taught in English.

Subjects to be Taught

This Programme is designed for women in upper management level roles or higher who aspire to take on c-suite or board leadership positions in their organisation and are seeking to reflect on and further develop their own leadership style.

Key benefits of the Programme:

- Enhance the understanding of the current paradigm for leadership and apply the knowledge and skills to a team and organisation.
- Gain a clear and confident grasp of one's leadership style and formulate a personal development plan designed to accelerate your career.
- Learn with world-leading academics at The London School of Economics and Political Science
- Gain a truly global perspective and extend the professional network by learning with an international peer group.

Course Objectives

By the end of the Course, candidates will have an understanding of how to apply leadership theories to practice and develop personal leadership skills.

Course Activities and Class Schedule

The Course Activities and Class Schedule are attached as Exhibit B.

Upon completion, participants will receive a **Certificate of Completion from The London School of Economics and Political Science.**

The participants will have access to Local Bank or Banco Santander, S.A.'s Human Resources selection processes, if they consent to the transfer of their personal data at the time of sign into the Programme to the Local Bank and to Banco Santander, S.A. (Spain) to enable them to contact data subjects for potential selection processes.

Admission requirements:

- To be older than 18 years old at the time of application
- Gender Criteria: Female and "other".
- To be resident of Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK or Uruguay.
- Have not participated on a previous edition of SW50 or SW30

- To be fluent in English and have a C1 level as minimum.
- Either have a full-time employment position in any industry that can be considered C-suite level, or senior management with ambition to move to C-Suite level or board level leadership
- To be registered user in Santander Grants Platform (www.becas-santander.com) and sign in to Becas Santander | W50 Leadership 2023 Edition.
- Must be willing to travel to [London from the 25-06-2023 to the 30-06-2023]

Selection criteria

- Fulfilment of the admission requirements
- Motivational statement on "what are your motivations for applying to the W50 Leadership programme and how will this programme help you achieve your goals max 300 words"
- The candidates' biography or CV.

In order for places on the Programme to be allocated to participants, the LSE will confirm compliance with the selection criteria that are to be met by candidates. The LSE may also assess any other selection criteria that it deems appropriate in the event that demand for places from candidates exceeds the number available.

With a view to ensuring that the Programme will benefit from the greatest possible number of candidates, if the LSE believes at any time that the planned number of places is not going to be filled, it may decide to apply other criteria for obtaining a place on the Programme, and it may even extend the deadline by which candidates may apply.

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

IV. 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.

Applications for the Programme are open **from 10-01-2023 to 13-03-2023 at 23:00 GMT+1 (Madrid time zone)**.

V. Allocation of places among candidates

LSE will carry out the selection process from 04-04-2023 to 24-04-2023. LSE will allocate the places to the candidates on **25-04-2023**, and it will not be possible to

extend this deadline under any circumstances. Candidates who are notified that a place has been assigned will have **7 calendar days** to indicate their acceptance through www.becas-santander.com.

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

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.

VI. Taxation of the Programme

The corresponding tax regulations in force will be applied to the grants and, specifically, the provisions regarding Spanish Personal Income Tax and that on occasions could give rise to the practice of withholdings on account of the aforementioned Tax for part of LSE and the obligation for the beneficiary of the grant to include the corresponding amounts in their annual income statement (compliance with the fiscal obligations of the beneficiary of the grant will be their sole responsibility).

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:	The performance of a contract put in place through acceptance of the General Conditions of Use of the

Universia transfers the personal data provided by users at the time of registration to this Programme to: <ul style="list-style-type: none"> ▪ The Institution that has granted or must grant it the Programme: London School of Economics and Political Science ▪ The Promoter that has sponsored, promoted or financed it: Banco Santander S.A 	platform and the terms and conditions of the Programme
Transfer of Data to the Local Bank and to Banco Santander, S.A. (Spain) to enable them to contact data subjects for potential selection processes	The express consent provided by the user, who may revoke it at any time, without this entailing the loss of his or her user status.
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.

VIII. Modification of Terms and Conditions of the Programme

The fact of participation in the Programme implies acceptance by the candidates of its Terms and Conditions, and its resolution, 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.

LSE and Santander reserve the right to modify or amend any of the Terms and Conditions of the Programme, 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 LSE and Santander pursue with the present Programme. In

any case, LSE and Santander shall inform to the Candidates about the modifications, corrections or amendments made through the website www.santander-grants.com.

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

EXHIBIT B

Programme Timetable

Becas Santander Women | W50 Leadership 2023

Participants: 50 women

Dates: Monday 26 June to Friday 20 June 2023 with welcome reception on Sunday 25 June

Location: LSE Campus, Houghton Street, London

Pre-Programme: Opening Session – May 2023

Virtual Opening Session

At the Opening Session, we will introduce participants to the key components of the programme and guide them through the pre-work. Additionally, they will have the opportunity to meet their Coach and Peer Coaching Cluster, and network with other participants. Then, participants will have one month to complete the pre-work and prepare for the programme.

W50 Leadership Programme – Sunday 25 June to Friday 30 June 2023 in London

Virtual Pre-Programme on Zoom						
Opening Session – 1 Month Prior						
On-Campus: Monday 26 June – Friday 30 June 2023						
Time	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
9:30-13:00		What is Leadership?	Developing Your Leadership Style	Leading Change	The Multicultural Workplace	9:30 – 11: Diversity in Teams 11:30-12:30: Fireside chat with

						senior Santander representative
14:00-17:30		Personality and Leadership	Power and Influence	Coaching / Communicating with Impact	Coaching / Communicating with Impact	12:30 – 13:30 – Closing Ceremony
Evening	Welcome reception				Closing dinner	
	Virtual Post-Programme: Final Coaching Cluster – to be confirmed Closing Session - July 2023					

Post-Programme:

During this time, participants can come together to network with each other and reflect on their learning experience.

Final Coaching Cluster Meeting (1hr) – Date TBC

During this session, participants will reconvene with their coaching cluster for 60 minutes to check-in post programme. Meeting times will be agreed by coaching clusters.

Closing Session (1hr) – July 2023

The programme will conclude with a virtual celebration as we welcome participants into the SW50 alumni network.