

TERMS AND CONDITIONS
“SANTANDER COURSE | SW50 2026”

I. Objectives

The “SANTANDER | SW50 2026 COURSE” (hereinafter, “SW50-2026”) is aimed at women residing in Spain, Germany, Argentina, Brazil, Chile, Mexico, Portugal, the United Kingdom, or Uruguay, where the Santander Group has a presence (hereinafter, the “Country(ies)”).

SW50-2026 is linked to the SANTANDER | GLOBAL SW50 - 2026 COURSE (hereinafter, “SW50 GLOBAL”) awarded by The London School of Economics (hereinafter, “LSE”) with financial support from Santander. It aims to increase the long-term professional development potential of the candidates ultimately selected for training in the skills needed to make the best strategic decisions and/or influence through leadership. Under the SW50 GLOBAL 2026 programme, LSE will assess and offer fifty (50) places for a five (5) day in-person training programme from June 23, 2026, to June 27, 2026, at the LSE campus in Central London. The course will be taught in English.

In each country, the SW50-2026 will be promoted and awarded by the local banking entity of the Santander Group (hereinafter, the “Local Bank/ies”), which will be responsible for selecting the fifty (50) women leaders of its country, respecting in all cases the terms and conditions set forth in this document.

The objective of SW50-2026 is to select fifty (50) women leaders from each country who will obtain:

- (i) participation in a national event that will accredit them as SW50-2026 winners from their country;
- (ii) self-paced learning online training created by LSE for local winners available on the Santander Open Academy platform (hereinafter, the “Platform”),
- (iii) become a member of the SW50 Global community,
- (iv) receive a private invitation to apply for the SW50 GLOBAL 2026 programme.

The fifty (50) women selected in each country participating in SW50-2026 will participate in SW50 GLOBAL 2026 along with another four hundred (400) winners of the local SW50 held in the participating countries in the 2026 edition. On April 28, 2026, LSE will announce the fifty (50) winners of SW50 GLOBAL 2026 who will enjoy the face-to-face training referred to in the previous paragraph.

II. Participating local banks

Participation by Local Banks is subject to their express acceptance of the Terms and Conditions, which will imply their acknowledgment, knowledge, and acceptance of these general terms and conditions.

III. Recipients:

SW50-2026 is offered to professional women in senior management roles who meet the eligibility criteria detailed below (hereinafter, the “Candidate(s)“):

- 1) Be a resident of the country of the granting Local Bank.
- 2) Be over eighteen (18) years of age at the time of application.
- 3) Hold a full-time position in any industry in a senior management position and have more than ten (10) years of professional experience.
- 4) Speak English fluently (normally equivalent to a C1 level or higher).
- 5) Be a registered user of the Platform and register for SW50-2026.

Winners from previous editions of SW50 and SW30 are excluded from the Candidacy category.

Registration for SW50-2026 will require the Candidate to provide the following information: full name, country of residence, industrial sector, company where they work, and current position. Additionally, the Candidate will write a text describing their professional career, achievements, personal and professional values, and contributions to society, among other things.

Registration for SW50-2026 will also require the Candidate to complete their Platform profile with information related to: telephone number, address, educational level, English proficiency, whether or not they are a Santander Group employee (indicating, where applicable, which Santander Group company they belong to), whether or not they have participated in previous editions of SW50, date of birth, years of professional experience, and dependents.

The candidate will also be required to write a statement describing her motivation for wanting to take part in the programme (hereinafter, the "Motivation Letter"). This will be used as described in the Selection Criteria below.

The application period for SW50-2026 will open on November 3, 2025, and close on January 7, 2026.

A minimum of 10% of places will be reserved for female employees of Banco Santander, S.A. and/or its subsidiaries (hereinafter, the "Santander Group") in SW50-2026. These places will be allocated to women who meet the eligibility and selection criteria for this call, as described below, and who are also employees of the Santander Group.

IV. Selection Criteria and Process:

Once registered for SW50-2026, Candidates who meet the eligibility criteria will move on to the selection process.

The selection process will consist of different stages, as explained below. At the end of the process, only fifty (50) winners will remain. They will receive:

- (i) participation in a national event that will accredit them as SW50-2026 winners in their country;
- (ii) an self paced learning online training session of approximately six hours, created by LSE exclusively for winners of SW50-2026, available at the Platform headquarters;
- (iii) *become a member of the SW50 Global community, and*
- (iv) participation, by private, personal, and non-transferable invitation, in the SW50 GLOBAL 2026 programme selection process.

First Milestone – Pre-selection by local bank

The process will begin with the local granting bank's preselection of those candidates who, while meeting the eligibility criteria, show the greatest potential for leveraging SW50-2026.

To make decisions related to this selection process, the local granting bank's staff in charge of the process may use, as a support and consultation tool, an automated system that analyses the information provided by the candidates to compare the qualities offered by their candidacy. The qualities analysed will correspond to those identified by the local granting bank as the most appropriate for participating in and leveraging SW50-2026.

Use of the system will result in a ranking of the candidates' suitability based on three parameters:

- (i) professional career;
- (ii) the quality of the candidate's motivation letter; and
- (iii) the impact of their performance and leadership. In any case, the system's output is merely indicative and will not be decisive for the local granting bank's selection.

The final decision regarding the selection of the Candidates by the local granting Bank will always be made by the person or team of people in charge of managing the SW50-2026, with the aforementioned system being solely a support tool.

The local granting bank will preselect the candidates who will advance to the next phase of the selection process.

This first stage of the selection process will conclude on January 15, 2026.

Second Milestone – Panel of experts

The Candidates selected by the Local Granting Bank will be evaluated by a panel of experts evaluators selected by the Local Granting Bank (hereinafter the "panel of experts"). An individual ranking will be drawn up by each expert evaluator with their selection according to the criteria reported by the Local Granting Bank.

The panel of experts will be composed of a minimum of five (5) members, with no maximum limit depending on the number of Candidates who passed the previous phase of the SW50-2026 selection process. Members of the Expert Group may be employees of the Local Granting Bank, winners of previous editions of SW50 programmes, and/or independent professionals specialized in the areas of management and/or leadership considered by the Local Granting Bank.

The evaluation by the panel of experts will begin on January 16, 2026, and end on February 23, 2026.

Final Selection

The final selection of the Candidates will be made by the local granting bank.

To compile the list of the fifty (50) SW50-2026 winners, the local granting bank will take into account the score obtained in the expert evaluator's individual ranking.

On March 3, 2026, each local granting bank will announce through the Platform the list of the fifty (50) SW50-2026 winners from their country. They will gain access to:

- (i) participation in a national event that will accredit them as SW50-2026 winners from their country;
- (ii) a self-paced learning online training session of approximately six hours, created by LSE exclusively for the winners, available at the Platform's headquarters;
- (iii) integration into the global SW50 community; and
- (iv) participation, by private, personal, and non-transferable invitation, in the SW50 GLOBAL 2026 programme selection process.

In addition to the winners, the Local Awarding Bank may prepare a list of ten (10) alternate Candidates for cases in which prizes must be awarded that have not been accepted by the winning Candidate or that could not be awarded for other reasons. The criteria and methods for selecting alternate Candidates by the Local Awarding Bank will be identical to those used for the selection of the winning Candidates.

V. Data Protection Data Controller

The Local Bank is the Data Controller for the awarding and management of the SW50-2026 Programme (hereinafter, the "Programme") for which you have registered through the Santander Open Academy platform.

The Local Bank will only be responsible for the processing of the personal data of its own Candidates. The complete list of the Local Banks that manage the SW50-2026 Programme is available at the following table:

BANCO SANTANDER LOCAL	CIF/DIRECCION POSTAL	MAIL DPO
España	C/ Juan Ignacio Luca de Tena, 11-13, 28027. Madrid. CIF: A-39000013	becassantander@gruposantander.es
Alemania	Santander Consumer Bank AG Santander-Platz 1, 41061 Mönchengladbach	universitaeten@santander.de
Argentina	Av. Juan de Garay 151, CABA es la dirección del Banco	universidades@santander.com.ar
Brasil	Av. Pres. Juscelino Kubitschek, 2235 - 22º andar – Vila Olímpia, São Paulo	universidades@santander.com.br
Chile	Bandera 140, Santiago de Chile	santanderopenacademy@santander.cl
México	Prolog. Paseo de la Reforma 490. P.2-206. Lomas de Santa Fe, Alvaro Obregón, CDMX	ariahernandez@santander.com.mx
Portugal	Rua do Ouro, 88, 1100-063 Lisboa	privacidade@santander.pt
Reino Unido	Unity Place, 200 Grafton Gate, Milton Keynes, MK9 1UP.	santander.universities@santander.co.uk
Uruguay	Julio Herrera y Obes 1365 – Piso 2. Montevideo, Uruguay	datospersonales@santander.com.uy

Data we process and its origin.

Banco Local obtains the data of the Candidates who register for this Programme from the Santander Open Academy platform, whose data controller is Universia Holding, SL, solely related to their participation in this Programme. This data is the data that the Candidates have in their profile on the platform and that is provided for registration in this Programme: identification data, data relating to personal characteristics, employment data, and academic and professional data.

Likewise, Banco Local will include in the call for applications for this Programme the questions and requests for information necessary to accredit, evaluate, and manage the Candidate selection process. In this regard, in addition to the data provided by Universia Holding, Banco Local may process other data: identification data, data relating to personal characteristics, academic and professional data, and employment data.

Purposes for which personal data will be processed.

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

2. Evaluation of the Candidates' suitability. Through the aforementioned system, automated processing will be carried out of the Candidates' data and information included in (a) the text about their professional career and (b) their Motivation Letter. The system will result in a classification or ranking of the most suitable Candidates based on the three parameters indicated above: (i) professional career; (ii) the Candidate's motivation and mindset; and (iii) the impact of their performance and leadership

Although the system used in SW50-2026 automatically generates results, the final decision to select the Candidates will, in all cases, be made by the individual or manager of the local bank responsible for the selection. This individual, at their own discretion, may select the Candidates based on the ranking generated by the tool of the most suitable Candidates or opt to select others.

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

3. Furthermore, the local bank may additionally process the Candidates' data to comply with the legal obligations imposed by current legislation. Therefore, the legitimate basis for this processing is compliance with a legal obligation.

Recipients of personal data.

The Candidates' personal data will be shared with the Panel of Experts evaluating the applications, as explained in these Terms and Conditions. This communication of the Candidates' personal data is necessary for the proper development of SW50-2026 and, thus, for the implementation of these Terms and Conditions.

Likewise, the Candidates' personal data will be communicated to 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 the Candidates' data for their own purposes.

Personal Data Retention Criteria.

Data collected in connection with the Programmes application process may be retained by Banco Local as follows:

- For applicants who are not accepted into the Programme, the data will be retained for the duration of the application process and subsequently for the necessary procedures until the application process closes.
- For candidates selected for the Programme, the data will be retained for the entire application process. If applicable, the data will be added to the student's file at Banco Local and will be retained for the purposes of accreditation and certification of the award and any other related academic merit.

Exercise of Rights

Candidates have the right to access their data, as well as to request the rectification of inaccurate data, object to its processing, request its deletion when the data is no longer necessary for the purposes for which it was collected, restrict its processing, and request data portability when legally possible. Candidates also have the right not to be subject to automated individual decision-making, including profiling. Within the framework of this Programme, decisions will not be made based solely on automated processing.

Candidates also have the right to withdraw their consent at any time for the purposes for which they had given it, without affecting the lawfulness of the processing based on consent prior to its withdrawal

Candidates may exercise their rights or, where appropriate, send an email to the addresses listed in the following table:

BANCO SANTANDER LOCAL	CIF/DIRECCION POSTAL	MAIL DPO
España	C/ Juan Ignacio Luca de Tena, 11-13, 28027. Madrid. CIF: A-39000013	becassantander@gruposantander.es
Alemania	Santander Consumer Bank AG Santander-Platz 1, 41061 Mönchengladbach	universitaeten@santander.de
Argentina	Av. Juan de Garay 151, CABA es la dirección del Banco	universidades@santander.com.ar
Brasil	Av. Pres. Juscelino Kubitschek, 2235 - 22º andar – Vila Olímpia, São Paulo	universidades@santander.com.br
Chile	Bandera 140, Santiago de Chile	santanderopenacademy@santander.cl
México	Prolog. Paseo de la Reforma 490. P.2-206. Lomas de Santa Fe, Alvaro Obregón, CDMX	ariahernandez@santander.com.mx
Portugal	Rua do Ouro, 88, 1100-063 Lisboa	privacidade@santander.pt
Reino Unido	Unity Place, 200 Grafton Gate, Milton Keynes, MK9 1UP.	santander.universities@santander.co.uk
Uruguay	Julio Herrera y Obes 1365 – Piso 2. Montevideo, Uruguay	datospersonales@santander.com.uy

Candidates may also file a complaint with the Spanish Data Protection Agency if they believe their data protection rights have been violated (www.aepd.es).

VI. Acceptance and Modification

Applying for this Programme call implies the Candidates' acceptance of its terms and conditions and its final decision, which shall be final and unappealable, and the waiver of any claim.

The local granting bank reserves the right to interpret these Terms and Conditions. It also reserves the right to modify or amend any of the terms and conditions of the Programme call, partially or totally, at any time, and may even suspend, postpone, or cancel the call for applications, for an objective and duly justified reason, and for the purpose of preserving the social impact pursued by this call for applications. The bank will inform Candidates of the modifications made through the Platform.

VII. Applicable Law

The Programme, these Terms and Conditions, and, in general, its development and execution are subject to Spanish law.

This document is an official English translation of the original Spanish version of the 'Términos y Condiciones – SW50-2026'. In case of discrepancy, the Spanish version shall prevail.