

## TERMS AND CONDITIONS

### "SANTANDER COURSE | SW50 2025 – Deutschland"

#### I. Aim

The **"SANTANDER COURSE | SW50 Deutschland 2025"** ("SW50-Deutschland") is aimed at women residing in Germany and will be promoted and awarded by Santander Deutschland or the "Grantor").

SW50-Deutschland is associated with the SANTANDER COURSE | GLOBAL SW50 - 2025 ("SW50 GLOBAL") offered by The London School of Economics ("LSE") with the financial support of Banco Santander, S.A., which aims to increase the long-term professional development potential of women candidates, who will be selected to receive training on the skills needed to make the best strategic decisions and/or influence through leadership. In the SW50 GLOBAL program, LSE will evaluate and will offer fifty (50) places and will run for five (5) days from 22 to 27 June 2025, at LSE in London. The course will be taught in English.

The aim of SW50-Deutschland is to select fifty (50) female leaders from Germany, who will: (i) participate in a national event, (ii) receive exclusive online training of approximately 6 hours from LSE, which will be available on the [www.santanderopenacademy.com](http://www.santanderopenacademy.com) platform (the "Platform"), (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to apply for the SW50 GLOBAL programme.

The fifty (50) winners of SW50-Deutschland will compete in the SW50 GLOBAL programme with another five hundred (500) winners of the local SW50s held in the geographies where the Santander Group operates: Argentina, Brazil, Chile, Mexico, Poland, Portugal, Spain, Uruguay, UK and United States. On April 28<sup>th</sup>, 2025, LSE will inform to the fifty (50) SW50 GLOBAL winners.

#### II. Recipients:

SW50-Deutschland is offered to professional women in senior management or c-suite roles who meet the eligibility criteria detailed below (the "Candidate/s"):

- 1) Be a resident of Germany.
- 2) Be over eighteen (18) years of age at the time of application.
- 3) Have a full-time job in any industry in a senior management position and have more than ten (10) years of professional experience.
- 4) Speak English fluently (usually equivalent to level C1 or higher).
- 5) Be a registered user on the Santander Open Academy Platform (the Platform) and sign up for SW50-Deutschland call.

Any candidate that has been a winner from any previous SW50 editions will be excluded.

Signing up for SW50-Deutschland will require the Candidate to provide the following information: first and last name, country of residence, industry, company in which she works, and position she currently holds. In addition, the Candidate will write a statement describing her professional experience, achievements, personal and professional values and contributions to society, among others.

Signing up for SW50-Deutschland will also require the Candidate to complete her profile on the Platform with the following information: telephone number, address, education, level of English,

whether or not she is an employee of the Santander Group - indicating for which company of Santander Group she works for -, whether or not she has participated in previous editions of SW50 GLOBAL, date of birth, years of professional experience and number of people reporting to her. Any candidate that has been a winner from any previous SW50 editions will be excluded.

In addition, she will write a statement describing her motivation for participating in the programme ("Motivational Letter"), which will be used as described in the Selection Criteria section below.

Candidates can sign up for SW50-Deutschland from 4 November 2024 to 7 January 2025.

Up to 10% of places will be reserved for employees of Banco Santander, S.A. and/or its subsidiaries (the "Santander Group") to participate in SW50-Deutschland. These places will be given to women who meet the eligibility and selection criteria described below and who are also employees of the Santander Group.

### **III. Selection criteria and process:**

After signing up for SW50-Deutschland, Candidates who meet the eligibility criteria will proceed to the selection process.

The selection process will be made up of different stages, as explained below. At the end of the competition, fifty (50) winners will be selected, who will: (i) participate in a national event; (ii) receive exclusive online training of approximately 6 hours from LSE, available on the Platform [www.santanderopenacademy.com](http://www.santanderopenacademy.com), (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to apply for the SW50 GLOBAL programme.

#### **First Milestone – Pre-selection by the Grantor**

The process will begin with the preselection by the Grantor of the Candidates who meet the eligibility criteria and show the greatest potential for winning SW50-Deutschland.

To make decisions related to this selection stage, the Grantor's staff responsible for overseeing the process may use an automated system as a support and consultation tool to analyse the information provided by Candidates and compare them. The qualities analysed will correspond to those identified by the Grantor as the most suitable to participate in and make the most of SW50-Deutschland.

The system will produce a ranking of the suitability of Candidates based on three parameters: (i) professional career; (ii) quality of the Candidate's Motivational Letter; and (iii) impact of her performance and leadership. The preliminary system results will solely be used for information purposes and will not be a determining factor in the Grantor's decision to choose a specific Candidate. The final decision regarding the selection of the Candidates by the Grantor will always be taken by the person or team in charge of managing SW50-Deutschland, the system mentioned above being only a support tool.

The Grantor will preselect the Candidates who will proceed to the next stage of the selection process.

This first stage of the selection process will end on 15 January 2025.

## Second Stage – Panel Evaluation

The Candidates selected by the Grantor will be evaluated by a panel of experts, who will be selected by the Grantor (the "Group of Experts"). An individual ranking will be compiled by an expert with the selection as per the criteria reported by the Grantor.

The panel of experts will be comprised of at least five (5) members, with no maximum limit, depending on the number of Candidates who have passed the previous phase of the SW50-Deutschland selection process. Evaluators may be employees of the Grantor, winners of previous SW50 programmes and/or independent professionals specialising in management and/or leadership areas as deemed appropriate by the Grantor.

The evaluation done by the panel of experts will begin on 16 January 2025 and end on 16 February 2025.

## Final Selection

The Grantor will be responsible for selecting the final Candidates.

In selecting the fifty (50) winners of SW50-Deutschland, the Grantor will take into consideration the results the scores of the individual ranking of the evaluators panel.

On 24 February 2025, the Grantor will communicate via the Platform the fifty (50) winners of SW50-Deutschland, who shall: (i) participate in a national event (ii) receive exclusive online training of approximately 6 hours from LSE, available on the [www.santanderopenacademy.com](http://www.santanderopenacademy.com) platform, (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to apply for the SW50 GLOBAL programme.

In addition to the winners, the Grantor will draw up a list of ten (10) reserve Candidates for cases in which places are awarded but not accepted by the winning Candidate or which could not be awarded for other reasons. The criteria and methods for selecting the reserve Candidates by the Grantor will be identical to those used to select winning Candidates.

## IV. Data protection

The Data controller of SW50-Deutschland is Santander Deutschland or the Grantor.

### **Data we process and its source.**

Santander Deutschland obtains the data of the Candidates who sign up for SW50-Deutschland through the Santander Open Academy platform, whose data controller is Universia Holding, S.L., in relation to signing up for this course.

The data include identification data, data related to personal characteristics, academic and professional and regarding employment.

Likewise, Santander Deutschland will include in the SW50-Deutschland call for applications the questions and requests for data and information necessary to certify, assess and manage the Candidate selection process. In this regard, Santander Deutschland may also process the evaluation data that you may make of the Users for the Program.

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

The data of the Candidates collected on the basis of SW50-Deutschland will be processed for:

1. Managing the SW50-Deutschland call for applications and, where appropriate, selecting the 50 winning Candidates. The legitimate basis for such processing is the execution of these Terms and Conditions.
2. Assessment of the suitability of Candidates. Through the aforementioned system, the data and information of the Candidates included in (a) the description of their professional experience and (b) their Motivation Letter will be processed automatically. The system will provide as a result a ranking of the most suitable Candidates according to the three parameters indicated above: (i) Candidate's professional career; (ii) Candidate's motivation and attitude; and (iii) impact of her performance and leadership.

Although the system used in SW50-Deutschland automatically generates results, the final decision to select the Candidates will in any case be taken by the individual or manager of the Grantor responsible for the selection process. This person, at their own discretion, may select the Candidates based on the ranking generated by the tool of those most suitable Candidates or opt to select others.

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

3. In addition, Banco Santander may also process candidates' and beneficiaries' data to meet the legal obligations imposed on it by prevailing legislation. The legal basis for such processing is, therefore, the fulfilment of a legal obligation.

#### **Personal data recipients.**

The personal data of the Candidates will be shared with the Group of Experts, so that they can evaluate the Candidates, as it is explained in these Terms and Conditions, the transmission of the Candidates' personal data is necessary for the correct development of SW50-Deutschland and the execution of these Terms and Conditions.

Likewise, the Candidates' personal data will only be communicated to public bodies and authorities for the performance of their roles when they have authority to request it. Applicable legislation may sometimes require that information be shared with public bodies or authorities, so that they may perform their functions. For example, tax authorities or courts of justice, which would use Candidates' data for their own purposes.

#### **Personal data retention criteria.**

Candidates' personal data collected as a result of this course may be retained by Santander Deutschland in the following manner:

- Regarding the Candidates who are not admitted to SW50-Deutschland, the data will be kept for the duration of the call for applications and subsequently during the period to carry out the necessary procedures until the call is closed.
- With regards to the Candidates selected in SW50-Deutschland, the data will be kept for the entire period related to the management of the call and may be processed for the management of SW50-GLOBAL, for which the Candidates will accept the new Terms and Conditions of this course.

Regarding the evaluations carried out by the Group of Experts, the data will be kept solely and exclusively during the evaluation process as described in the Second phase of these Terms and Conditions.

### **Exercise of rights**

Candidates have the right to access their data, as well as to request the rectification of any inaccurate data, that the processing be restricted, the portability of their data or, where appropriate, request they be erased when, among other reasons, the data are no longer necessary for the purposes for which they were collected.

Candidates may also object at any time to not being subject to automated individual decisions (including profiling), for example as a result of using the SW50-Deutschland management tool, in which case the Candidate will be assessed without her personal data being processed by such automated system.

Finally, Candidates have the right to withdraw their consent at any time for the purposes for which they have given it, without this affecting their participation in SW50-Deutschland, or to lodge a complaint with the competent data protection authority.

Candidates may exercise their rights by contacting Santander Deutschland by e-mail [universitaeten@santander.de](mailto:universitaeten@santander.de).

### **V. Acceptance and Modification**

By participating in this call for applications for the Programme, Candidates accept the rules and the decision, which is final, and waive any right to appeal.

The grantor reserves the right to interpret these Terms and Conditions. Likewise, it reserves the right to modify or correct, in whole or in part, any of the terms and conditions of the Programme's call for proposals at any time, and may even suspend, postpone or cancel it for any valid and duly justified reason and with the aim of preserving the social impact pursued by this call for proposals, informing the Candidates about any changes made through the Platform.

### **VI. Applicable Legislation**

The Programme, these Terms and Conditions, participation of the Universities and, in general, its development and execution are subject to German law.