

## TERMS AND CONDITIONS

### "SANTANDER COURSE | SW50 2025 - US"

#### I. Aim

The "SANTANDER COURSE | SW50 2025 US" ("SW50-US") is aimed at women residing in the United States and will be promoted and awarded by Banco Santander SA ("Banco Santander Local" or the "Grantor").

SW50-US 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 finally selected to receive training on the skills needed to make the best strategic decisions and/or influence through leadership. SW50 GLOBAL will offer fifty (50) places and will run for five (5) days from 22 to 27 June 2025, at the LSE campus in central London. The course will be taught in English.

The aim of SW50-US is to select fifty (50) female leaders in the country, who shall: (i) participate in a national event that will certify them as the winners of SW50-US; (ii) receive exclusive training from LSE as the winners, available at 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 participate in the selection process of the SW50 GLOBAL program.

The fifty (50) winners of SW50-US will compete in SW50 GLOBAL with another five hundred (500) winners of the local SW50s held in the geographies where the Santander Group operates: Germany, Argentina, Brazil, Chile, Mexico, Poland, Portugal, UK, Uruguay and USA.

#### II. Recipients:

SW50-US is offered to professional women with senior management roles who meet the eligibility criteria detailed below (the "Candidate/s"):

- 1) Be a resident of the United States.
- 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 Platform and sign up for SW50.

Signing up for SW50-US 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 may optionally provide a recent photograph of her face, as well as the link to her LinkedIn profile. In addition, the Candidate will write a paragraph describing her professional experience, achievements, personal and professional values and contributions to society, among others.

All of this information (the "Public Profile(s)") will be available to the general public, as described in the following sections. The Public Profile will allow Candidates to increase their visibility to potential voters and will be used in the manner described in the section on Selection Criteria below, and in particular, when voting.

However, at the time of signing up for the program, the Candidate may choose not to make her first and last name public, in which case the Platform will assign an alias by default, which will be made up of the two initials corresponding to her first name and her first surname. Likewise, at a later time after signing up, the Candidate may request her name and surname not be disclosed, and even request that her photograph be removed from her Public Profile, by sending an email to the following address: [dpo@universia.net](mailto:dpo@universia.net).

Signing up for SW50 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 the Santander Group she works -, whether or not she has participated in previous editions of SW50 GLOBAL, date of birth, years of professional experience and people reporting to her.

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

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

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

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

After signing up for SW50-US, 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 that will certify them as the winners of SW50-US; (ii) receive exclusive training from LSE as the winners, available at the Platform, (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to participate in the selection process of the SW50 GLOBAL program.

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

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

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 analyze the information provided by Candidates and compare them. The qualities analyzed will correspond to those identified by the Grantor as the most suitable to participate in and make the most of SW50.

The system will produce a ranking of the suitability of the Candidates based on three parameters: (i) professional career; (ii) quality of the Candidate's Motivation Letter; and (iii) impact of her performance and leadership. In any case, 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, the system mentioned above being only a support tool.

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

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

### Second Stage – Public Voting

The Public Profile of the Candidates will be published on January 16, 2025 in the corresponding section of the platform, which will be visible to both registered and unregistered users of the Platform. The aim is to open a voting period ("Voting process/es") to strengthen the visibility of selected Candidates for this new milestone of the selection process.

After the Public Profile of Candidates is published, they will be able to encourage potential voters to vote for them through their own means (i.e., on social media). Candidates will be able to see the number of votes they have received throughout the entire voting period. Candidates will also be able to vote and even vote for themselves.

The Grantor shall have real-time access to the results of the Voting process in his/her region.

To qualify as a voter, you must be registered as a user of the Platform. Therefore, the Grantor will be able to establish the controls that best suit the Voting process. A voter may cast a maximum of one vote per Candidate and may vote for as many Candidates as he or she wishes. Voting will not be limited to the voter's region. The same voter may cast one vote for as many Candidates as he/she deems appropriate in any of the participating geographies. Voters will not be able to view the votes received by the Candidates.

This milestone of the selection process will take place simultaneously in all eleven (11) SW50 locations in all the above mentioned geographies: Germany, Argentina, Brazil, Chile, Spain, Mexico, Poland, Portugal, UK, Uruguay and USA.

### Third Milestone – Group of Experts

The Candidates selected by the Grantor to participate in the Voting process will be assessed by a panel of experts, which will be selected by the Grantor (the "Group of Experts"). An individual ranking will be compiled by an expert with the selection of the top twenty (20) Candidates as per the criteria reported by the Grantor.

The Group of Experts will be composed 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 selection process. Members of the Group of Experts may be employees of the Grantor, winners of previous SW50 programs and/or independent professionals specialising in management and/or leadership areas as deemed appropriate by the Grantor.

The Voting processes and subsequent assessment by the Group of Experts will begin on January 16, 2025 and end on 16 February 2025.

### Final Selection

The Grantor will be responsible for selecting the final Candidates.

In drawing up the list of the fifty (50) winners of SW50-US, the Grantor will take into consideration the results of the Voting process and the opinion of the Group of Experts. The

Grantor will only take into account the number of votes for each Candidate if she is included in the individual ranking by the experts mentioned above.

On February 24, 2025, the Grantor will communicate via the Platform the list of the fifty (50) winners of SW50-US, who shall: (i) participate in a national event that will certify them as the winners of SW50; (ii) receive exclusive training from LSE as the winners, available at the Platform, (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to participate in the selection process of the SW50 GLOBAL program.

The Grantor will communicate to the winners of SW50-US through the Platform the relevant information to: (i) participate in a national event that will certify them as the winners of SW50-US; (ii) receive exclusive training from LSE as the winners, available at the Platform, (iii) become a member of the SW50 Global community, and (iv) receive a private invitation to participate in the selection process of the SW50 GLOBAL program.

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

#### **IV. Data protection**

The Data controller of SW50 is Banco Santander Local or the Grantor.

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

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

The data includes: first and last name, country of residence, e-mail address, date of birth, curriculum vitae, education or qualifications and data relating to the navigation and use of the SOA portal (the latter only insofar as applicable since the process is managed by Banco Santander Local through the Santander Open Academy platform).

Likewise, Banco Santander Local will include in the SW50-US call for applications the questions and requests for data and information necessary to certify, assess and manage the Candidate selection process. In this regard, Banco Santander Local may process Candidates' personal data or information in accordance with the purposes set out below.

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

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

1. Managing the SW50 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.

With regard to the publication of the Candidates' Public Profile on the Platform during the voting period, the legitimising basis will be the express consent of the Candidates who may choose, in any case, not to publish their personal data (first and last name and image) or to revoke at any time the consent, if any, granted.

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 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, as explained above. The transmission of the Candidates' personal data is necessary for the correct development of SW50 and the execution of these Terms and Conditions.

The personal data of the Candidates included in their Public Profile will also be visible to other users of the Platform accessing the specific section in which the voting process is recorded.

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 Banco Santander Local in the following manner:

- Regarding the Candidates who are not admitted to SW50, 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 regard to the Candidates selected in SW50, 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.

#### **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 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, or to lodge a complaint with the competent data protection authority.

Candidates may exercise their rights by contacting Banco Santander Local by e-mail [*include e-mail address of the Local Bank through which data protection rights may be exercised*].

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

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

Santander reserves the right to interpret these rules. Likewise, it reserves the right to modify or correct, in whole or in part, any of the terms and conditions of the Program'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 Program, these Terms and Conditions, participation of the Universities and, in general, its development and execution are subject to Spanish law.