**EXHIBIT A**

**TERMS AND CONDITIONS**

**“BECAS SANTANDER SKILLS | MBA ESSENTIALS 2022 – LSE” PROGRAM 2022**

LSE with the financial support of Banco Santander, S.A., has developed the Becas Santander Programme “**BECAS** **SANTANDER SKILLS | MBA ESSENTIALS 2022 – LSE** which will increase the long-term career development potential of the candidates, by empowering participants to make better business decisions as they lead with influence.

1. **Objectives**

The “**BECAS** **SANTANDER SKILLS | MBA ESSENTIALS – LSE** ” program (“the Programme”) will assist people over 18, who are residents of Argentina, Brazil, Chile, Germany, Mexico, Peru, Poland, Portugal, Spain, USA, UK and Uruguay. The aim of the Programme is to give increase the long-term career development potential of the candidates by focusing on three core pillars of business leadership: the strategic environment, the financial toolkit and the human element.

1. **Recipients**

This Programme will be open to those adults who meet the selection criteria set out below.

Obtaining a free place on the training course that is offered under the Programme will be compatible with holding other classroom attendance grants or scholarships of a different kind that may be available to the student engaging in work experience under the Programme, regardless of whether these are public or private in nature.

1. **Characteristics of the Programme**

This Programme will be carried out online from the **28st of September 2022 to 7th December 2022**, and 900 places will be made available in either English, Spanish or Portuguese (Brazilian).

The total number of places of the Programme will have a quota of up to a maximum of 10% that will be reserved for employees of Banco Santander, S.A and / or its subsidiaries (hereinafter, the “Santander Group”). These places will be assigned among the students who meet the requirements of the selection criteria of this call and are also employees of the Santander Group.

The Programme offers a 10-week online certificate course, “**MBA Essentials**” (hereinafter known as the “Course”), which will last for 10 weeks, will be given by LSE and it will be offered in **English, Spanish and Portuguese**, and will take place online at the LSE website: https://lse.onlinecampus.getsmarter.com/.

**Subjects to be Taught**

This Programme empowers participants to improve their MBA-ready skills, not only to set them apart as a working professional or MBA applicant, but also, to increase their long-term career development potential. As the demand for MBA skills continues to soar, and the contemporary business environment becomes increasingly competitive, working professionals need to gain MBA-level skills in a short amount of time to get ahead.

Key MBA Essentials topics include:

* Maximising participants’ organization’s competitive advantage as they develop an understanding of the strategic environment.
* Influencing decisions using human behaviour insights and leadership frameworks.
* Gaining MBA- focused skills that address the core pillars of business: strategy, finance and people.
* Analysing and optimise the performance fa business using technical business and accounting tools.

The overall goal is to offer the participants with holistic business skills to thrive in any business environment.

**Course Objectives**

By the end of the Course, students will develop their MBA skills, throughout the following:

# Module Overview

# Orientation module

# Module 1: Leading with influence

# Section 1 - The Strategic Environment

# Module 2: Economics for managers

# Module 3: Competitive strategy

# Module 4: Corporate strategy

# Section 2 - The Financial Toolkit

# Module 5: Financial accounting

# Module 6: Management accounting

# Module 7: Analysing financial statements

# Section 3 - The Human Element

# Module 8: In the mind of the manager

# Module 9: Nudging behaviour

# Module 10: Organisational culture as a leadership tool

Upon completion, participants will earn a co-branded certificate of competition. Participants will receive both a digital and physical copy.

The students 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.

**Selection criteria:**

The selection of the Programme will take place in two phases.

The first phase will analyse the completion of the requirements for applying to the Programme, which are:

* To be older than 18 years old at the time of application.
* To be resident in Argentina, Brazil, Chile, Germany, Mexico, Peru, Poland, Portugal, Spain, USA, UK and Uruguay.
* Available languages – English, Spanish OR Portuguese (Brazilian)
* To be registered user in Becas Santander Platform (www.becas-santander.com).
* To have completed the abstract reasoning and numerical reasoning test available in the Becas Santander Platform, which consists of a set of test to evaluate the competencies, kills and knowledge of the candidates.

In the second phase LSE will carry out the selection following the criteria for assigning places, which are:

* Compliance with eligibility criteria
* Completion of the situational judgement test through the Becas Santander platform
* Motivation Statement – What is your motivation and commitment to learning in this programme? (max 300 words)
* LinkedIn profile (optional)

The enrolment for the first phase of the process will be carried out between 21st April 2022 and 30 June 2022. LSE will have until the 11 July 2022 to upload their evaluation applications, the enrolment for the second phase will take place from 12th July 2022 to 27th of July 2022, and LSE will have until 1st September 2022 to notify the final candidate selection.

1. **Management**

Registration via the website created to this end at www.becas-santander.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.

1. **Allocation of places among candidates**

The selection process will be carried out throughout 30th June and 11th July for the first phase and 27th July 2022 to 31st August 2022 for the second phase.

Places will be allocated to students on 1st September 2022, and it will not be possible to extend this deadline under any circumstances unless otherwise decided. Students who are notified that they have been allocated a place will have 7 weeks days to indicate their acceptance via the website www.becas-santander.com.

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

1. **Taxation of the Programme**

The corresponding tax regulations in force will be applied to the scholarships 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).

1. **Data protection**

Regulation of personal data applicable to the Programme is set in the Privacy Policy of becas Santander available at [www.santander-grants.com/es/legal/privacy](http://www.santander-grants.com/es/legal/privacy).

1. **Modification of Terms and Conditions of the Programme**

The fact of participate this Call for the Programme implies acceptance by the students 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.

Santander and LSE reserve the right to modify or amend any of the Terms and Conditions of the Call of the Programme, partially or totally at any time, even suspend, postpone or cancel the Call if there’s a sufficient, justified and objective reason with the purpose of preserving the social impact that Santander and LSE pursue with the present Call. In any case, Santander and LSE shall inform to the Candidates about the modifications, corrections or amendments made through the website www.becas-santander.com.