



EXHIBIT A

TERMS AND CONDITIONS

Becas Santander Tech | Digital Business - University of Chicago

The University of Chicago Professional Education with the financial support of Banco Santander, S.A., has developed the Santander Grants Program Becas Santander Tech | Digital Business - University of Chicago, which will facilitate and promote that residents of Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK and Uruguay, improve their employability through the development of their skills with quality education.

I. Objectives

The Becas Santander Tech | Digital Business - University of Chicago Education program ("the Program") will serve residents of Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK and Uruguay with the promotion of employability through the improvement of their technological skills.

II. Recipients

This Program will be open to residents of Germany, Argentina, Brazil, Chile, Spain, USA, Mexico, Poland, Portugal, UK and Uruguay and who also meet the selection criteria set out below.

In addition, candidates may even be employees of Banco Santander, S.A and/or its subsidiaries (hereinafter, the "Santander Group"), provided they meet the selection criteria set out below.

Students who obtain a free place on the training course that is offered under the Program will be permitted to hold other grants of a different kind that may be available to the student, regardless of whether these are public or private in nature.

III. Characteristics of the Program

This Program is specially curated to celebrate the 25th Anniversary since the first publication of a scholarship by Banco Santander S.A.

This Program will have one thousand six hundred (1,600) places available to those candidates who fulfil the conditions, requirements and skills to participate.

The Program offers the possibility to the granted students to sign up in one online course (chosen 1 from a total 4 courses) (hereinafter known as the "Course"/"Courses") which will last for seven (7)

weeks, given by the University of Chicago Professional Education and it will be offered in English, Portuguese or Spanish.

The characteristics of the Courses is as follows:

- The Courses will be taught entirely online and will be available through a private Canvas page, the University of Chicago's learning technology platform.
- The Program will give the possibility to choose one of the following Courses:
 1. AI for Data Science
 2. Building and Managing Resilient Teams
 3. Digital Marketing
 4. Financial Technology
- Each course has a maximum enrolment of 400.
- The Courses will be available in one of these three languages: English, Portuguese or Spanish.
- The Courses will start on **February 22nd 2022** and will last 7 weeks approximately.

Courses Content and Objectives

1. Artificial Intelligence and Data Science for Leaders

- Who? Designed for managers and leaders across different industries seeking to build and lead an AI-driven organization, and managers and leaders who want to increase their understanding of AI and those that work with technical teams, analytics groups, and others who leverage data science to create value and for managers.
- What? Learn the latest AI and data science technologies, tools, and best practices to become a better leader. After completing the program, students will be able to:
 - Create a strategy for your organization that makes use of AI to accomplish business goals
 - Build a team for success in an AI world
 - Choose the best areas for early stage development, and understand how to scale AI solutions

2. Building and Managing Resilient Teams

- Who? Designed for professionals interested in building a successful career in a rapidly changing environment, as well as for those interested in increasing their leadership and organizational skills focusing on team building and management
- What? Learn to assemble a high-performing team and set it up for success under any conditions. Students will learn the success factors for every stage and aspect of team performance and how to help a team achieves its goals even when operating under extreme conditions. After completing the course, students will be able to:
 - Describe the key qualities of a resilient team and understand team fundamentals
 - Outline the steps necessary to assemble, lead, and manage teams under volatile conditions
 - Apply strategies to manage, motivate, and effectively resolve conflicts among team members diverse in culture, geography, and skills or operating in different modalities (in-person, virtual, or hybrid)
 - Define the signs of and avenues to leading the stages of a team's evolution: promoting members, growing the team, and disbanding it.

- Learning Objectives:
 - Understand the essential qualities of a resilient team
 - Map out the necessary steps to assemble, lead, and manage teams under volatile conditions
 - Apply strategies to manage, motivate, and effectively resolve conflicts involving teams that are diverse and operating in different modalities
 - Determine the signs of and avenues to the stages of a team's evolution (promoting members, growing the team, or disbanding it)

3. FinTech

- Who? Designed for financial analysts and other professionals who would like to learn more about the fundamentals of FinTech and how it is shaping the finance industry.
- What? Learn to be innovative, creative, and disruptive in the constantly changing world of finance. After completing the course, you will be able to:
 - Understand the digital transformation of the financial services sector ○
 - Comprehend FinTech technologies and their disruptive power ○
 - Increase your employability in a rapidly expanding field ○
 - Implement real-world FinTech innovations in your working environment.
- Learning Objectives
 - Understand FinTech fundamentals and their application
 - Identify quantitative and qualitative approaches to fundamental finance
 - Explore how and why FinTech can help customers from a global and technical standpoint
 - Examine security measures required to ensure FinTech innovations keep customers and financial institutions safe

4. Digital Marketing

- Who? Learners, professionals, and leaders interested in a ground-breaking course designed to address marketing adaptation to the latest digital trends. Participants will explore the interactions between brands and online marketing and how to utilize all available forms of digital communication and emerging technologies.
- Why? This course goes beyond the traditional utilisation of digital marketing to promote products and services to consumers. Equal energy will be dedicated to a better understanding of the implications of marketing digitalization in B2B relationships, and how to distinguish yourself in the B2B market in interactions that are quickly replacing the traditional sales person.
- What? The course explores digital marketing in the context of particularly relevant technologies

Upon completion, students who earn an average grade of 69% or higher will receive a **Certificate** of completion issued by the University stating the number of equivalent coursework hours.

IV. Admission and Selection Criteria

The requirements for applying to the Program are:

- To be residents of Argentina, Brazil, Chile, Germany, México, Poland, Portugal, Spain, UK, USA and Uruguay;
- To be a registered user in Santander Grants (www.santander-grants.com) and apply for the Call of this Program.
- To complete Evaluation test from Global Alumni which consists of a set of questions to evaluate the competencies, skills and knowledge of the candidates.

The selection criteria for assigning places are:

- Answers to the application form in www.santander-grants.com
- Answers from Global Alumni skills and motivation test.
- Motivational text.

V. 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.

VI. Allocation of places among candidates

The application for the Call of the Program is opened from **October 7th 2021** to **December 15th 2021**.

Places will be allocated to students between **December 16th 2021** and **February 2nd 2022**, and it will not be possible to extend this deadline under any circumstances unless otherwise decided by the Working and Monitoring Group. Allocation of places will be notified to beneficiaries on **February 3rd 2022**. Students who are notified that they have been allocated a place will have 7 calendar days to indicate their acceptance via the website www.santander-grants.com

In order for places on the Program to be allocated to participants, the University of Chicago Professional Education will confirm compliance with the selection criteria that are to be met by students.

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

With a view to ensuring that the Program will benefit from the greatest possible number of students, if the University of Chicago Professional Education 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 Program, and it may even extend the deadline by which students may apply.

In the event that demand for places from students exceeds the number available, the University of Chicago Professional Education may examine any other selection criteria that it considers appropriate.

VII. Taxation of the Program

The corresponding tax regulations in force will be applied to the grants and that on occasions could give rise to the practice of withholdings for part of **University of Chicago Professional Education** 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).

VIII. Data protection

Regulation of personal data applicable to the Program is set in the Privacy Policy of Santander Grants available at www.santander-grants.com/es/legal/privacy.

IX. Modification of Terms and Conditions of the Programme

The fact of participate this Call for the Program 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.

University of Chicago Professional Education and Banco Santander S.A. reserves the right to modify or amend any of the Terms and Conditions of the Call of the Program, 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 the University of Chicago Professional Education and Banco Santander S.A. pursue with the present Call. In any case, the University of Chicago Professional Education and Banco Santander S.A. shall inform to the Candidates about the modifications, corrections or amendments made through the website www.santander-grants.com.