

COOKIES POLICY

1. Data Controller

Banco Santander S.A., a company registered at the Bank of Spain under number 0049, with registered offices in Santander at Paseo de Pereda, 9-12 and the Tax ID Number: A-39000013, owner of this website (the "Bank" or the "Publisher", without distinction), hereby informs visitors to the <https://santander.wd3.myworkdayjobs.com/en/SantanderCareers> website (the "Website") about its cookies policy, in order for them to be aware of the cookies that will be used while they browse the Website.

This Cookies Policy (the "Cookies Policy"), is complemented by the [Privacy Policy](#) of this Website.

2. What are cookies?

Cookies are files that are downloaded and stored on an Internet user's computer (computer/smartphone/tablet) when they visit certain websites and applications, and they are used for storing and retrieving information about navigation using that computer.

Cookies can be installed either directly by the websites visited by the user or by third parties with which the website is related, and they allow the website to keep track of the user's activity on the site or on other, related sites, including: the location from which the user is connected, the connection time, the device (wired or mobile) used to access the website, the operating system and browser used, the most frequently visited websites and the number of clicks. They also provide data on the user's browsing habits.

For more information on how websites and apps use cookies, go to <https://www.allaboutcookies.org/>.

3. Types of cookies used

This Website uses the following types of cookies:

1. Strictly necessary cookies placed by the publisher and technical cookies

Both of these types of cookies have been added to the Website by the publisher, who also accesses the information found in them, "Strictly necessary" cookies are used to provide a given service requested by the user, while "technical" cookies allow the Website to work properly from a technical perspective.

Technical cookies include any that the publisher uses for controlling traffic and transmitting data, identifying sessions and accessing restricted areas. This type of cookies also includes user

interface personalisation cookies. As established in Art. 22.2 of the Spanish Law on Information Society Services (LSSI), consent is not required for their use.

The following table provides more detailed information on the **technical cookies and strictly necessary cookies** used by the publisher on the Website:

NAME	PROVIDER	PURPOSE	DURATION
PLAY_LANG	Workday	Used to remember a user's language preference.	Session
PLAY_SESSION	Workday	Used to maintain Session ID on subsequent requests for the current connection to the site.	Session
timezoneOffset	Workday	Used to set the time zone.	Session
wday_vps_cookie	Workday	Ensures a single user session is routed to the same server for consistent data handling.	Session
wd-browser-id	Workday	Used to keep a user session alive over multiple web page views, and to keep the session aware of what activity is being performed in the session.	Session

enablePrivacyTracking	Workday	Used to capture and respect the user's selection regarding acceptance or decline of non-strictly necessary cookies.	Session
TS*	Workday	Verifies that the domain and subdomain cookies that are sent from the web server to the client are not altered.	Session
JSESSIONID	Workday	Used primarily to keep the user logged in during a session. The cookie stores information in the form of a session identification that does not personally identify the user.	Session
WorkdayLB_SAS	Workday	Maintain requests from a single user on the same server for that feature to ensure consistency of experience.	Session
WorkdayLB_UI	Workday	Used to keep a user session alive over multiple web page views, and to keep the session aware of what activity is being performed in the session.	Session
wd-alt-sessionid	Workday	Required to resolve the user to the correct tenant.	Session

Wd-browser-id	Workday	Used to keep a user session alive over multiple web page views, and to keep the session aware of what activity is being performed in the session.	Session
lang	LinkedIn	Used to remember a user's language setting and to display the AWLI Button in the appropriate language.	Session
li_gc	LinkedIn	Used to store consent of guests regarding the use of cookies for non-essential purposes.	2 years
bcookie	LinkedIn	Browser Identifier cookie to uniquely identify devices accessing LinkedIn to detect abuse on the platform	2 years
lidc	LinkedIn	Used to track the use of embedded services	24 hours

4. What are the legal grounds for the use of cookies?

In the case of strictly necessary and technical cookies, the visitor's informed consent is not required (Art. 22 of the Spanish Law on Information Society Services (LSSI)).

5. Update to the Cookies Policy and contact details

This Cookies Policy may change depending on the cookies used. If new types of cookies are included whose use requires informed consent, the publisher will inform the visitor and record their due consent.

Without prejudice to the above, the publisher recommends that you review this policy each time you access our Website, so that you are properly informed about how and why we use cookies and are aware of any changes in the type of data collected.

If users have any queries concerning the portal's Cookies Policy, they can contact the publisher at the following address: protecciondedatos.empleados@gruposantander.com with "Cookies Policy" in the subject line.