



ANTETOKOUNMPO ACADEMY PROGRAM TERMS & CONDITIONS

Version September , 2025

Antetokounmpo Academy Program Description

The Program – What It Is

The Antetokounmpo Academy program (the “**Program**”) is a community program that combines basketball training and educational inspiration to unlock development opportunities, targeted to boys and girls, aged **10 to 17 years old** from low-income families (“**Athletes**”) and young adults, aged 18 to 25 (“**Junior Coaches**”).

The Program is open to a limited number of 100 participants per year, both Athletes and Junior Coaches (the “**Participants**”). Participants will be offered basketball and educational pathway opportunities as part of the Program.

Specifically, the core Program involves up to 90 minutes of basketball training sessions, twice a week.

In addition to this core basketball training, the Program also features **athlete clinics, advanced training sessions, tournament events, a series of mentoring workshops and an inspirational speech, plus basketball school sessions that athletes and junior trainers must also attend, so that they are provided with the motivation they need to develop.**

The Program also offers up to twelve (12) trainee placements for Junior Coaches, on the coaching team for the 2025-2026 season. Applicants with basketball playing or coaching experience and or experience with children will be preferred. Also, applicants should speak at least two of the following languages: Greek, English, and French (additional knowledge of Farsi and/or Arabic is preferred).

<u>Training</u>					<u>Courts</u>
Lamprini	Court:	Amyklon	&	Teo	Athens
Ellinorosson	Court:	Chalepa 2,	Athens	115 25	111
Leonteios School:	Neigy 17,	Athens	11143		42

Entities Involved

Program Management and Implementation

- 1) **Funding and Development.** The Program is funded and implemented by **"CHARLES ANTETOKOUNMPO FAMILY"**, a Civil Non-Profit Company incorporated in Greece with its registered office in Maroussi, Attica, at Sina Street, no. 7, (hereinafter **"CAF"**) and collaborating parties.
- 2) **Basketball component.** The basketball component of the Program is implemented by **"BASKETBALL INCUBATION PC"** a private company (IKE) incorporated in Greece (24 Evrota St., Kifissia, 145 64, contact@eurohoops.net) (hereinafter **"Eurohoops"**).
- 3) **Educational component.** The educational component (of the Program will be provided by the **American College of Greece**, a United States not-for-profit educational institution, incorporated in Denver, Colorado, USA, operating in Greece and located at 6 Grivas Street, Agia Paraskevi, 153 42 Athens, Greece (hereinafter **"ACG"**).
- 4) **Medical and Wellness.** The cardiological medical examinations required to enable the participation of Participants are provided by **"VIOIATRIKI IDIOTIKO POLYIATREIO IATRIKI ANONYMI ETAIREIA"** (hereinafter **"Vioiatriki S.A."**). Both Vioiatriki S.A. and Vioiatriki Wellness have their registered seat at 132 Kifissias Ave. Athens.

Number of Participants:

1. For Athletes:

Lamprini Court: up to 50 Participants

Ellinorosson Court: up to 50 Participants.

More than a quarter of the Academy's total membership capacity (more than 30 memberships) will be allocated to immigrant and refugee applicants, provided they meet the set social and economic criteria outlined in Appendix I.

2. For Junior Coaches:

Throughout the season, up to twelve (12) Junior Coach positions are on offer.

Program Duration

The season starts in November 2025 and ends on June 30, 2026. All applications submitted between September 29, 2025, and October 20, 2025, will be considered for this upcoming season, starting in November 2025.

Participation Mechanism

- Everyone has the right to apply and submit a participation form, provided that:
 - a. the candidate Athlete is between 10 and 17 years old.
 - b. the candidate Junior Coach is between 18 and 25 years old and has basketball experience; and
 - c. they submit a valid application form.
- Submission options for both candidate Athletes and Junior Coaches:
 - Via a digital form that needs to be filled out by the candidate (or by their parent or guardian, in the event the candidate is a minor) on the Academy website – antetokounmpoacademy.com. Applicants must submit all required documentation to benefit from the points accrued from the socio-economic criteria outlined in Appendix I (Athlete Evaluation Criteria). All relevant documentation must be sent to apply@antetokounmpoacademy.com, with the name of the candidate and their SSA number (in Greek, “AMKA”) in the subject line.
 - Via a PDF application form that needs to be filled out by the candidate (or by their parent or guardian, in the event the candidate is a minor) and sent to apply@antetokounmpoacademy.com. To be valid, a PDF application form must be accompanied by the required documentation outlined in Appendix I (Athlete Evaluation Criteria).
 - Through submission of an application form and all required documentation (see Appendix I – Athlete Evaluation Criteria) Submission Period

Application submission period for Athletes and Junior Coaches: September 29, 2025, to October 20, 2025.

Evaluation

Process Athletes

Socio-economic Criteria Evaluation

Athletes who meet one or more of the Program’s set age, gender, socio-economic category, and residency criteria will earn points that will be added to their final scores (see Appendix I – Athlete Evaluation Criteria). Evaluation Period: October 20 - 25, 2025. Up to 100 candidate Athletes will be selected based on their cumulative scores and invited to attend the Antetokounmpo Academy; they will then be asked to submit all the documentation needed to validate their participation (Image Release Form, and Athlete Health Card completed and signed by a cardiologist). All successful candidates will be notified by email, SMS, or over the phone by October 30th, 2025.

Junior Coaches

Candidates aged between 18 and 25 years old who meet one or more of the criteria set out in Appendix II: Junior Coach Evaluation Criteria for the Program.

Up to 25 candidates will be selected for the upcoming season and invited for a personal interview with the Coaching Team.

Evaluation Period: October 20-25, 2025.

1. General Participation Terms

a) Athletes/Junior Coaches are solely responsible for their attendance, arrival, and departure from the courts, in accordance with the Antetokounmpo Academy schedule.

b) Athletes' transfer to and from the courts, and to Basketball League game visits that will take place, will be made using their own means of transport, except in the case of educational sessions for which transportation to and from the venue will be provided by the Program, leaving from and returning to designated meeting points at each court. In case of transportation provided by the Program, Participants and/or Parents or legal guardians agree that such transportation is used at their own risk, and CAF will not be responsible for any accident, injuries, damages, losses, or any other harm that may occur before, during, or after the trip, with the exception of cases of intentional misconduct or gross negligence.

c) Antetokounmpo Academy has the right to change the dates of a training schedule, cancel a course or change a venue that may be necessary for any reason. In case of any change to the training schedule, court location, or match, Athletes and Junior Coaches will be notified in advance (if this is feasible) by email or SMS sent to the contact details provided on their application forms or posted on the Antetokounmpo Academy website.

d) In the event of loss of personal items and/or money at the courts during training sessions, events, Participants' transportation to and from mentoring sessions or other Program's events, Antetokounmpo Academy and CAF bear no responsibility for any compensation. It is strongly advised that participants do not bring valuable items and/or money with them.

e) Athletes' participation in every training and educational session is mandatory, and free of charge.

(f) The training sessions are closed sessions that only admit the Participants. No video recording, pictures or photography is permitted during the training sessions.

2. Application – Participation

- Parents or legal guardians must apply on behalf of the Athlete. The Antetokounmpo Academy will not knowingly accept any application form or accompanying personal information, including medical information, without the authorization of each

Athlete's designated parent or legal guardian on all official application documents.

- Application forms must be submitted within the specified timeline outlined above. Any application forms received after the deadline will not be considered.
- Applicants that meet one or more of the socio-economic evaluation criteria will be allocated bonus points, provided they submit the necessary and official certifying documentation for each of the criteria they meet (see Appendix I: Athlete Evaluation Criteria, and Appendix II: Junior Coach Evaluation Criteria).
- Application forms submitted without any of the required documents, or with non-official documents, or with incorrect documents will result in the submission being marked as incomplete and, as such, will not be considered for evaluation.
- Application Priority: Any applications received from participants in past seasons of the Program (2019–2025) will be accorded secondary priority in relation to new applicants, with their attendance subject to there being free places available to be filled.
- The 100 applicants who qualify for the Program will be invited to participate and are required to respond and accept the invitation within twenty-four (24) hours from the notice of acceptance to the Program. The invitation will be communicated to the applicants or their parents/legal guardians via the phone or email declared on their application form. In the event an applicant fails to respond within twenty-four (24) hours from the notice, the invitation will be offered to another applicant drawn from the runner up pool.
- CAF is part of a global social impact organization created by the Antetokounmpo family. The Program is part of CAF's vision and CAF intends to communicate information about the Program, for the promotion of the Foundation's activation.

For this purpose, applicants accepted to the Program are required to fill in and sign the Image Release Form attached herein as Appendix IV, addressed to CAF, and send it, along with their message accepting their invitation to the Program, to apply@antetokounmpoacademy.com in order for such acceptance to be valid.

- Vioiatriki S.A. will provide cardiological medical examinations required to ensure the safe participation of the Participants. Vioiatriki Wellness will be entitled to use audiovisual material produced during the Program as specifically described herein for the promotion of this collaboration. For this purpose, applicants accepted to the Program are required to fill in and sign the Image Release Form attached herein as Appendix V, addressed to Vioiatriki Wellness, and send it, along with their message accepting their invitation to the Program, to apply@antetokounmpoacademy.com in order for such acceptance to be valid.

- ACG will carry out the life skills and leadership development workshops of the Program and will be entitled to use audiovisual material produced during the Program as described herein for the promotion of this collaboration. For this purpose, applicants accepted to the Program are required to fill in and sign the Image Release Form attached herein as Appendix VI, addressed to ACG and send it, along with their message accepting their invitation to the Program, to apply@antetokounmpoacademy.com in order for such acceptance to be valid.
- All Athletes/Junior Coaches will receive Antetokounmpo Academy attire free of charge. Athletes and Junior Coaches are obliged to wear Antetokounmpo Academy attire at every event/training session and tournament match, and to keep this attire clean and in good condition.
- In the event the provided Antetokounmpo Academy attire is lost, the Academy is not obliged to replace the lost clothes/items.

3. Terminating Participation in the Antetokounmpo Academy

- In the event an athlete/junior coach decides to terminate their participation in the Program, they will have to communicate their decision in writing via an email sent to info@antetokounmpoacademy.com, mentioning the reason for their decision, and the Antetokounmpo Academy will then delete the Athlete/Junior Coach from their records.
- In the event of an Athlete/Junior Coach's absence, the Athlete's parents/guardian, or the Junior Coach themselves, must inform the Antetokounmpo Academy in advance via an email sent to info@antetokounmpoacademy.com, including the reason for the absence, and are obliged to submit any requested certifying documents (i.e. doctor's letter, depending on the case).
- In the event of an Athlete/Junior Coach's frequent absence, or absence for reasons other than health or justified issues, the Antetokounmpo Academy's Head Coach shall decide whether the Athlete/Junior Coach will be allowed to continue at the Academy, or whether their participation will be terminated.
- In the event an Athlete/Junior Coach's participation is terminated, the Antetokounmpo Academy retains the right to replace the expelled Athlete/Junior Coach with another candidate drawn from the runner up pool for the remainder of the training season. In such an event, the candidate at the top of the runner up list will be selected. In the event of a tie, the candidate who submitted their application first will be given priority.
- Expelled Athletes/Junior Coaches are obliged to return all Antetokounmpo Academy attire provided to them, as this remains Antetokounmpo Academy property.
- In the event of improper behavior on the part of parents, guardians, Athletes, or Junior Coaches, the Antetokounmpo Academy reserves the right to expel the Athlete/Junior Coach or to deny parents/guardians access to watch the training

sessions and/or tournament matches or other Program events. Improper behavior is defined as any action or omission not in accordance with the Antetokounmpo Academy's ethos and philosophy and includes – among other things – spectator behavior in the stands, behavior towards other Antetokounmpo Academy athletes and their parents/guardians, or those of other basketball academies, towards Antetokounmpo coaches and staff, or towards any other third party.

- Athlete/Junior Coach or parents/guardians non-compliance with Antetokounmpo Academy policies and rules, as set forth in Appendix III, or to the instructions of Academy staff may result in their expulsion from the Program.

4. Health Issues

- By submitting an Athlete/Junior Coach application form and agreeing to these Terms and Conditions, the applicant agrees to take part at their own risk, or that of their legal guardian if the participant is aged under 18 years old.
- Applicants shall be and shall declare that they are fit and not experiencing any health concerns or injuries that will be aggravated by participating in the Academy's training program. Any injury or illness must be disclosed by the participant/legal guardian to the Academy's staff at the time of application and before the start of the Program. Should this injury or illness be deemed a health and safety risk to the Participant or to other Participants, the Academy reserves the right to exclude the applicant from the evaluation process, and to exclude the participant from participating any further in the Program in the event an applicant is among the finalists.
- Athlete applicants invited to enroll in the Antetokounmpo Academy must submit an Athlete Health Card filled out and signed by a cardiologist, and an Athlete's Medical History Document. Athlete and/or Junior Coach applicants may be asked to comply with instructions and measures that may be deemed necessary or may be imposed, such as the submission of further medical documentation, in accordance with Hellenic National Public Health Organization (EODY) and General Secretariat of Sports (GGA) directives for combatting Covid-19; the Academy shall provide the necessary information and instructions with respect to any additional procedures or measures relating to this matter.
- In the event a shortlisted Athlete's parent/legal guardian cannot provide the required documents by their own means, the Athlete shall be obliged to undergo a health check provided by the Antetokounmpo Academy in order to be in position to participate. Athletes who do not appear for their scheduled health check appointments will invalidate their application and be replaced by the athlete next in line on the runner up list.
- Participants, parents and/or legal guardians acknowledge and accept that the Antetokounmpo Academy coaches, staff, contractors, volunteers and/or any

medical staff provided by the Academy do not bear any responsibility for any injury, illness, theft, or detriment that the participant may suffer while participating in the Academy Program.

5. Video Recording – Photo Shooting

- As part of the Program, the Academy will be creating video recording and photographic material of the Participants (“**Material**”) at training sessions, educational sessions, and any other event organized for the purposes of observing and assessing the Participants’ sporting performance, and/or for promoting, marketing and advertising the Academy and the Program, and raising awareness about the Program and the related activities of its partners, as well as for archival purposes (“**Purpose**”).
- The Academy and its partners own all rights (including, but not limited to, copyright) in the Material. For the purpose of protecting the interests and legal rights of Participants, photo shooting and video recording of any kind at the Antetokounmpo Academy, other than by CAF and/or its partners as described herein, is expressly prohibited without CAF’s prior written consent.
- **By participating in the Program and accepting these Terms of Use, parents/legal guardians and Participants grant CAF and its Program partners (Vioiatriki S.A., Vioiatriki Wellness, ACG and implementation entity, Eurohoops) the right to use Participants’ name, image, voice and/or likeness during Program activities to be incorporated into the Material, for public use, and to create any reproductions or adaptations of such content, in Greece and abroad, for the aforementioned purposes and for innumerable number of uses/ways of exploitation, for the entire duration of the copyright protection as per the legislation in force.** The Material will be used for the Purpose, and use may include (but is not limited to) printed and online promotional material, publication on the websites and social media accounts of the Academy and its partners or via other public means of mass communication, press releases and printed publications.

6. Personal Data Protection

The Academy and all cooperating Program partners shall protect all data provided and especially the personal data of minors in the context of the Program in accordance with the applicable legislation currently in force (mainly Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), Greek Law 4624/2019 – hereinafter the “**Legislation**”).

A. Information Regarding Data Controllers and Purposes of Data Processing

Notwithstanding par. E below, Data Controllers for the personal data processing under

the Program are Eurohoops and CAF.

- The Data Protection Officer (DPO) of Eurohoops can be contacted via the following email dev@eurohoops.net

- The Data Protection Officer (DPO) of CAF can be contacted via the following e-mail: info@caff.foundation

Eurohoops shall collect, process, and store the personal data mentioned below relating to the Program of applicants and participants parents/legal guardians of athletes who are minors, Athletes, Junior Coaches who will be selected to participate in the Program through the submission of application forms and other supporting documents e.g., doctor's examinations performed by the Academy), as described herein.

B. Information Regarding Personal Data to be Collected, and Retention Periods

a) Applicant/Participant athletes and junior coaches:

(i) name and surname, ID verification data (ID card, passport, etc.), social services data (AMKA/SSN), birth certificate, family status certificate, school certificate, disability certification (KEPA) (if applicable),

(ii) basketball skills, coaching skills, and behavioral evaluation data

(iii) health data (e.g., doctors' certificates, other documentation relating to health issues or special needs etc.)

(iv) photos and audiovisual material (e.g., photos and videos from the participation in the Program, events organized by the Program, etc.)

b) Parents or legal guardians in case of minors: name and surname, ID verification data (ID card, passport, etc.), social services data (AMKA/SSN), income tax declaration, family status certificate, unemployment card, disability certification (KEPA), signature).

The above data shall be kept by Eurohoops in digital and print format for both the Athlete/Junior Coach and their parents/guardian as follows:

Personal data under a) (i) above shall be kept by Eurohoops for five (5) years from the end of the training season in which the Participant is registered. The personal data for those that haven't qualified to the 100 finalists will be kept for five (5) years.

Personal data under a) (ii) above shall be kept by Eurohoops for five (5) years after the end of the training season in which the Participant is registered.

Personal data under a) (iii) above shall be kept by Eurohoops until the end of the training season in which the Participant is registered.

Personal data under a) (iv) above may be kept by Eurohoops and CAF for five (5) years after the end of the training season in which the Participant is registered.

Personal data under b) above shall be kept by Eurohoops for five (5) years from the

end of the training season in which the Participant is registered.

C. Information Regarding the Purposes of the Processing of Personal Data

The processing of the personal data above shall be carried out for the following purposes by Eurohoops:

(i) Personal data under B. a) (i) above shall be processed for the identification of the Applicant/participant Athlete/Junior Coach and the assessment of whether he/she fulfills the eligibility criteria for participation in the Program.

(ii) Personal data under B. a) (ii) above shall be processed in order to evaluate basketball skills and coaching skills in order to place the Athletes/Junior Coaches in homogenous practice groups according to their level and skills, as well as for athlete sporting performance and Junior Coach observation and assessment by Academy coaches and staff.

(iii) Personal data under B. a) (iii) above shall be processed in order to assess whether Applicant/participant Athletes/Junior Coaches are fit to participate in the Program and to address any special needs they may have and safeguard their health and safety when participating in the Program.

(iv) Personal data under B. a) (iv) above shall be collected for the broadcast of sporting events and training sessions, for promoting and raising public awareness about the Academy, its actions and ideas, the Program, and other related events organized by Academy partners, by means of their choosing, such as through publication on the Internet (on the Academy's official website and social media channels, the Eurohoops.net website and social media channels, and CAF's website and social media channels) or through press releases sent to TV channels, digital and print media, and radio stations.

(v) Personal data under B. b) above shall be collected in order to evaluate the eligibility of applicant Athletes who are minors, based on the financial and family status criteria required for participation in the Program.

(vi) All the above personal data shall also be processed for archival purposes.

(vii) Anonymous statistical data exported during the Program shall be kept by Eurohoops without any time limitation for statistical purposes.

CAF shall process the names of the participant Athletes only for transportation purposes to and from the venues where the workshops and basketball practices take place as well as for the purpose of creating Material, incorporating Participants' personal data, such as photos and audiovisual material, for the Purpose.

D. Legal Basis for Data Processing

The legal basis for the processing of personal data is that of consent (article 6 par. 1 a of the GDPR).

E. Information on Recipients of the Personal Data

Personal data will be processed by Eurohoops' employees only on a need-to-know basis and solely for evaluating eligibility of applicants to participate in the Program, its implementation and safeguarding the health and safety of the Participants. CAF employees will have access to the personal data only on a need-to-know basis for arranging the transportation of participants to and from the Program's venues and workshops.

(i) Each Program partner (Eurohoops, CAF, Vioiatriki S.A, Vioiatriki Wellness and ACG) will, in their role as independent data controllers and subject to their own privacy policies, process personal data under B. a) (iv) above, where applicable, for the promotion of the Foundation's activation (CAF), for the promotion of their collaboration (all partners), and may, for the purposes referred to herein, assign the execution of specific processing of the data (such as to photographers and video editors for the creation of the audio-visual material, and so on) to third parties – collaborators who shall be bound by their respective contracts or other legal obligations setting out their confidentiality obligations and who shall process the data, as data processors, exclusively in order to provide their services to the assigning partner and not for their own benefit.

(ii) Personal data may be transferred to any competent public bodies and authorities (e.g., judicial courts, prosecutors, tax authorities etc.) upon a respective request or order issued therefrom.

(iii) Lawyers, law firms, court bailiffs in order to protect the legal interests of Eurohoops and CAF.

F. Information of Transfers of Personal Data Outside the European Economic Area (EEA) and the United Kingdom (UK)

No transfer of personal data outside the EEA or the UK will take place.

Nevertheless, should any personal data processed by the Academy and/or its partners be transferred to or accessed to by other entities of the same company group which are located outside the EU or the UK in non-adequate countries (as determined by the EU Commission and the UK Government), such transfer shall be regulated by the relevant intra-group data transfer agreements in compliance with the provisions of Chapter V of the GDPR.

G. Rights of Data Subjects

Each data subject (participant Athlete/Junior Coach, parent or legal guardian acting on their own behalf or on behalf of their child or custodee in case of a minor) holds the right, under the terms and conditions set out here in accordance with the relevant Legislation, to request from each respective Data Controller, as defined herein, access to, and rectification or erasure or restriction of the processing of data concerning them, as well as the right to transfer data to another data controller. Especially with reference to the right of data rectification, the Applicant/participant holds the right to request from each respective Data Controller, as defined herein, without undue delay, the rectification of any inaccurate personal data concerning him/her by submitting the relevant documentation, proving the need for rectification. Taking into account the purposes of the processing, the Applicant/participant has the right to have incomplete or invalid personal data completed or rectified, including by means of providing a supplementary statement, only if this is completed before Program submission date deadlines.

Where the legal basis of data processing is consent, the related data subject holds the right to withdraw his/her consent at any time, without affecting the lawfulness of processing based on consent given before its withdrawal. Please note that any withdrawal of consent may prevent the participation of the participant in the Program.

The data subject may exercise the above rights as follows:

- If to Eurohoops: dev@eurohoops.net
- If to CAF: info@caff.foundation
- If to other Academy partners: see their respective privacy policies for contact details.

The data subject holds the right to lodge a complaint with the Hellenic Data Protection Authority (1-3 Kifissias Avenue, Athens 115 23, Greece, Tel: +30 210 64 75 600, Email: contact@dpa.gr), if they believe that their personal data rights are being violated.

Eurohoops and CAF, as well as all partners have taken all appropriate technical and organizational measures to safeguard the implementation of the legislation and the suitable security level for Applicants'/Participants' personal data.

7. Other terms and conditions

- The present Terms and Conditions together with the appendices govern the process of participating in the Program as a whole, and each Participant accepts these Terms and Conditions by signing and submitting their respective applications and documents.
- CAF reserves the right to modify, update, or amend these terms and conditions at its own discretion. Notice of any changes will be communicated to members via appropriate channels, such as email or posted notices within the Academy.
- If any provision of these Terms and Conditions is invalid, then that provision will be removed from the Terms without affecting the rest and the remaining provisions of the Terms and Conditions will continue to be valid and enforceable.
- These Terms and Conditions are governed by Greek law and any disputes arising out these Terms and Conditions shall be subject to the exclusive jurisdiction of the Courts of Athens.

APPENDICES

CANDIDATE PRIORITY:

- All candidates shall be evaluated on the basis of the criteria set out below, and those with the highest point rankings shall be invited to accept the places available for the new season.
- Any applications received from past season participants (2019–2025) will be accorded secondary priority in relation to new applicants, with their attendance subject to there being free places available to be filled.

APPENDIX I: Athlete Evaluation Criteria

CRITERIA		POINTS EARNED	VERIFICATION DOCUMENTS
Annual Family Income (2024) (1)			
	€0 – €2,500	10	Copy of 2024 Income Tax Declaration
	€2,501 – €5,000	8	
	€5,001 – €7,500	6	
	€7,501 – €12,000	4	
	€12,001 – €20,000	2	
	€20,001 plus	0	
Social Criteria (2)			
	Has lost both parents	4	Family Status Certificate
	Has lost one parent	2	
	Single parent family	2	
	Member of large family (with four or more children)	2	
	Member of family with three children	1	
	Both parents unemployed	2	Valid Unemployment Card
	One parent unemployed	1	
	Parent(s) and/or sibling(s) with a degree of disability over 67%	2	KEPA Certification
Age Factor (3)			

	10 to 17 years of age (born between January 1, 2008 and December 31, 2015)	Birth Certificate , Passport
EVALUATION APPROACH		
Criteria 1 + 2:	For candidates who meet more than one of the criteria set out above, all relevant points will be added.	
	Candidates will be selected based on their cumulative score, in combination with residential and gender equality factors.	
	Parents/children with a family income of more than €20,001 per year are entitled to participate in the evaluation process but they will receive 0 points based on income criteria.	
	In the event of a tie, candidates are accorded priority on a first come, first served basis.	
	Only athletes in good health will be considered.	

APPENDIX II: Junior Coach Evaluation Criteria

CRITERIA		POINTS EARNED	VERIFICATION DOCUMENTS
Annual Income 2024 (1)			
	A – Income for Single Candidates		Copy of 2024 Income Tax Declaration
	€0 – €1,500	3	
	€1,501 – €3.000	2	
	€3,001 – €5.000	1	
	€5,001 plus	0	
	B – Family Income for Married Candidates		
	€0 – €2,700	3	
	€2,701 – €4,000	2	
	€4,001 – €6,000	1	
	€6,001 plus	0	
Social Criteria (2)			
	Single parent family	3	Family Status Certificate
	Parent with three or more children	2	
	Parent with one or two children	1	
	Unemployed	1	Valid Unemployment Card
	Spouse unemployed	1	
	Child(ren) and/or spouse with a degree of disability over 67%	1	KEPA Certification
Language Factor (3)			
	Speaks two of the following languages: Greek, English, French	Prerequisite	CV
	Additional languages: Arabic, Farsi	Preferred	CV
Basketball Experience (4) Experience as player or coach		Prerequisite	CV
Age Factor (5) 18 to 25 years of age		Prerequisite	Birth Certificate, Passport, ID Card

EVALUATION APPROACH
Only applicants who meet the prerequisite criteria will be considered.
Criteria 1 + 2: For candidates who meet more than one of the criteria set out above, all relevant points will be added.
Candidates will be selected on the basis of their cumulative score and invited to interview.
In the event of a tie, candidates are accorded priority on a first come, first served basis.

APPENDIX III: ANTETOKOUNMPO ACADEMY POLICIES AND RULES

Everyone involved is expected to abide by the Academy's fair play policies and ethos.

The Academy aims to provide a positive experience for all involved. An emphasis is placed on development, empowerment, and fun. It is important that we all work together toward our common goals:

(a) RESPECT Each Other

ATHLETES – On and off the court, respect for one another is considered a given. Shaking hands, and assisting one another before and after training or playing a game is of the utmost importance. Name calling, bullying and the like is not acceptable and will not be tolerated.

PARENTS – All athletes/players form part of our community and we must always ensure that everyone is accorded respect and treated fairly. Like you, the parents and guardians of fellow players and opponents are at the court to watch their children have fun, develop new skills, and meet new friends.

(b) RESPECT Coaches, Athletes, Staff, and Officials

Across the Academy Program, basketball officials, athletes, and even junior trainers are all involved in delivering the training practices, and referees are on hand to run tournaments. Any public attempt made by parents or athletes to undermine Academy officials and/or staff (e.g. rude gestures, yelling, and so on) is not acceptable and will not be tolerated.

If any issue arises involving an official or another player, the Head Coach should be contacted in private to inform them of the situation. Do not approach or yell at other children, parents, officials, or coaches.

(c) FOCUS ON PLAYING, NOT WINNING

The Program's main goal is to help develop children's minds and bodies. Through team sport, they will experience both winning and losing, which helps children learn to work hard in order to achieve their goals. We teach participating athletes to stay humble whether they're winning or losing, and to act as a member of a broader team. Equal playing/exercise time for all athletes serves to encourage the team as a whole instead of focusing on the best player.