Unter der Schirmherrschaft des





Bundesministerium für Wirtschaft und Klimaschutz

# **AI Act Implementation Day** 13. February 2025 - Munich

#### Unter der Schirmherrschaft des





Bundesministerium für Wirtschaft und Klimaschutz

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#### Disclaimer

A prerequisite for participation is **compliance with antitrust law**: Section 1 of the German Act Against Restraints of Competition (GWB): "Agreements between undertakings, decisions by associations of undertakings, and concerted practices that have as their object or effect the prevention, restriction, or distortion of competition are prohibited."

#### Program

#### 08:30 am Arrival & Registration

09:15 am Welcome & Opening Susanne Dehmel - Bitkom Dr. Frauke Goll - appliedAl Institute for Europe Rebekka Weiß - Microsoft Deutschland

#### 09:30 am Opening Keynote Dr. Christoph Peylo - Robert Bosch GmbH

#### 09:45 am Talk: Update on AI Act implementation streams Sabrina Küspert - AI Office Evelyn Graß - German Federal Ministry for Economic Affairs and Climate Amelie Buss - DIN

#### 10:45 am Coffee Break

#### Program

11:00 am Talk: Insights into Prohibited Practices Gabriele Mazzini - MIT Media Lab

11:30 am Panel: High-Risk Conformity Assessment Maria Frantzi - European Central Bank Dr. Christoph Poetsch - TÜV AI.Lab Dr. Wolfgang Hildesheim - IBM

12:30 pm Lunch Break

01:30 pm Panel: AI Value Chain & Responsibilities Sebastian Dürdoth - Microsoft Deutschland GmbH Dr. Mathis Börner - SAP SE Prof. Boris Bauke - TH Aschaffenburg

#### 02:30 pm Panel: Integration of AI Act Requirements in sectoral regulation Prof. Dr. Sonja Zillner - Siemens AG Araceli Alcala - Carl Zeiss

Dr. Florian Jell - Allianz

#### Program

03:30 pm Coffee Break

03:45 pm Talk: GPAI Model Fine-tuning Maximilian Kufner - BMW

04:05 pm Talk: Transparency Obligations Tobias Kellner - Google Germany

04:25 pm Talk: AI Literacy Paula Cippiere - Ada Learning

04:45 pm Closing Remarks Susanne Dehmel - Bitkom Dr Till Klein - appliedAI Institute for Europe

05:00 pm Networking & Drinks (until 7pm)

# So many questions, So little time!



Share your questions For networking and follow up activities.

menti.com ID: 6332 3733

#### 11:00 - 11:30 am

# Insights into Prohibited Practices

**Gabriele Mazzini** MIT Media Lab, Lead author of the AI Act

# Prohibited AI Practices of the AI Act: origin and evolution

#### **Gabriele Mazzini**

Architect & Lead Author Al Act MIT Media Lab Research Affiliate & MIT Connection Science Fellow

> Al Act Implementation Day by bitkom & appliedAl February 13, 2025 Munich

© Gabriele Mazzini





HOME \ NEWS \ POLITICS

#### Trump announces \$500 billion AI investment for

#### new data centers, jobs



ump, from left, speaks as Masayoshi Son, SoftBank Group CEO, Larry Oracle Corporation and chief technology officer, and Sam Altman, OpenAl

sevelt Room at the White House, Tuesday, Jan. 21, 2025, ... more >

FUROPEAN UNION + ARTIFICIAL INTELLIGENCE

#### EU announces €200-billion AI investment push

The European Commission president told the Al Action Summit in Paris on Tuesday that the the EU would contribute €50 billion with the rest pledged by 'providers, investors and industry,'

Published vesterday at 1:23 pm (Paris), updated vesterday at 2:26 pm - 🙆 1 min read

A



France unveils 109-billion-euro Al investment as Europe looks to keep up with U.S.

#### PUBLISHED MON, FEB 10 2025-5:19 AM EST









\* On Monday, DeepSeek took over rival OpenAl's coveted spot for mostdownloaded free ann in the U.S. on Annle's Ann Store, dethroning ChatGPT for DeepSeek's own Al Assistant.

= 🎎 MARKETS BUSINESS INVESTING TECH POLITICS VIDEO INVESTING CLUB PRO<sup>PH</sup> LIVESTREAM

**China's DeepSeek AI dethrones** ChatGPT on App Store: Here's what

\* Global tech stocks sold off, with Al chip giant Nvidia falling 10%.





SHARE f X in 📾

© Gabriele Mazzini

# Introduction

# Origins

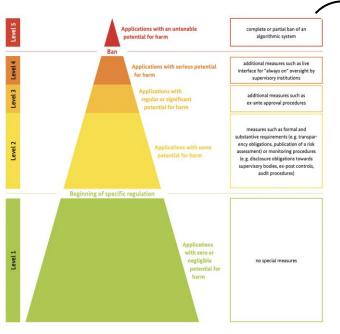


Figure 8: Criticality pyramid and risk-adapted regulatory system for the use of algorithmic systems

Opinion of the Data Ethics Commission, December 2019, p. 177

LAW - algorithm-determined killings



HLEG ethics guidelines for trustworthy AI, April 2019, p. 33

#### **Critical concerns**

- Identifying and tracking individuals with AI
- Covert Al systems
  Al enabled citizens
- scoring LAW
- Potential long term concerns

# **Context and thinking behind initial draft**

- Fits well into risk-based approach
- Most restrictive & impactful legal approach need to be very specific & 'surgical' – thread carefully!
- Safety net for 'extreme undesired behavior' that has no societal value, exceptional situations
- 'AI practices' rather than 'AI systems' Unfair Commercial Practices Directive
- In practice likely already prohibited under EU and/or national law

## **Prohibited AI Practices**

Subliminal techniques & manipulative/deceptive techniques resulting in significant harm

Exploitation of vulnerabilities resulting in significant harm

**'Social scoring'** by public & private authorities

'Real-time' remote biometric identification for law enforcement purposes in publicly accessible spaces (with exceptions) **Biometric categorisation** 

(race, political opinions, trade union membership, religion/philosophical beliefs, sex

life, sexual orientation)

Individual criminal risk assessment

> Emotion recognition in workplace and education except medical or safety

> > reasons

Untargeted scraping of internet or CCTV for facial images to build-up or expand databases

# Initial Prohibited AI practices

# Harmful subliminal manipulation – Art. 5(1)(a)

#### **Commission AI Act proposal**

(a) the placing on the market, putting into service or use of an Al system that deploys subliminal techniques beyond a person's consciousness in order to materially distort a person's behaviour in a manner that causes or is likely to cause that person or another person physical or psychological harm;

#### **Final AI Act**

(a) the placing on the market, **the** putting into service or the use of an AI system that deploys subliminal techniques beyond a person's consciousness or purposefully manipulative or deceptive techniques, with the objective, or the effect of materially distorting the behaviour of a person or a group of persons by appreciably impairing their ability to make an informed decision, thereby causing them to take a decision that they would not have otherwise taken in a manner that causes or **is reasonably** likely to cause that person, another person or group of persons significant harm;

# Harmful exploitation of vulnerabilities -Art.5(1)(b)

#### **Commission AI Act proposal**

(b) the placing on the market, putting into service or use of an AI system that exploits any of the vulnerabilities of a specific group of persons due to their age, physical or mental disability, in order to materially distort the behaviour of a person pertaining to that group in a manner that causes or is likely to cause that person or another person physical or psychological harm;

#### **Final AI Act**

(b) the placing on the market, the putting into service or the use of an AI system that exploits any of the vulnerabilities of a natural person or a specific group of persons due to their age, disability or a specific social or economic situation, with the objective, or the effect, of materially distorting the behaviour of that person or a person belonging to that group in a manner that causes or is reasonably likely to cause that person or another person significant harm;

# 'Social scoring' – art. 5(1)(c)

#### **Commission AI Act proposal**

the placing on the market, putting into service or use of AI systems by public authorities or on their behalf for the evaluation or classification of the trustworthiness of natural persons over a certain period of time based on their social behaviour or known or predicted personal or personality characteristics, with the social score leading to either or both of the following:

(i) detrimental or unfavourable treatment of certain natural persons or whole groups thereof in social contexts which are unrelated to the contexts in which the data was originally generated or collected;

(ii) detrimental or unfavourable treatment of certain natural persons or groups of persons that is unjustified or disproportionate to their social behaviour or its gravity; © Gabriele Mazzini

#### Final Al Act

the placing on the market, the putting into service or the use of AI systems for the evaluation or classification of natural persons or groups of persons over a certain period of time based on their social behaviour or known, **inferred** or predicted personal or personality characteristics, with the social score leading to either or both of the following:

(i) detrimental or unfavourable treatment of certain natural persons or groups **of persons** in social contexts **that** are unrelated to the contexts in which the data was originally generated or collected;

(ii) detrimental or unfavourable treatment of certain natural persons or groups **of persons** that is unjustified or disproportionate to their social behaviour or its gravity;

### Real-time remote biometric identification - Art. 5(1)(h)

#### **Prohibition with three exceptions**

- Searching for victims of abduction, trafficking, or sexual exploitation, and locating missing persons
- Preventing a specific, serious, and immediate <u>threat to the life or physical safety</u> of individuals, or addressing a real and imminent or likely terrorist threat
- Locating or identifying a person suspected of committing a criminal offense, in order to carry out a criminal investigation, prosecution, or enforce a criminal penalty for certain offenses (listed in <u>Annex II</u>) that are punishable in the Member State by a custodial sentence or detention order for at least four years

#### **Procedural requirements**

- National law\_authorising the use
  - establish safeguards and conditions in relation to the use, in particular as regards the temporal, geographic and personal limitations, specifically state objectives and criminal offences (Annex II) for which use is authorized
  - MS may introduce more restrictive laws on use
- **prior authorisation** for each use by judicial authority or independent administrative authority
- prior FRIA & registration of system in EU database
- each use notified to DPA and MSA
- DPA and MSA to submit annual reports to COM on use, incl. # of authorisations & COM to publish annual reports

# **New Prohibitions**

# Criminal risk assessment - Art. 5(1)(d)

The placing on the market, the putting into service for this specific purpose, or the use of an AI system for making risk assessments of natural persons in order to assess or predict the risk of a natural person committing a criminal offence, based solely on the profiling of a natural person or on assessing their personality traits and characteristics; this prohibition shall not apply to AI systems used to support the human assessment of the involvement of a person in a criminal activity, which is already based on objective and verifiable facts directly linked to a criminal activity

# Untarget scraping to develop facial recognition databases - Art. 5(1)(e)

The placing on the market, the putting into service for this specific purpose, or the use of **AI systems that create or expand facial recognition databases** through the **untargeted scraping of facial images from the internet or CCTV footage** 

#### **Emotion Recognition - Art. 5 (1) (f)**

The placing on the market, the putting into service for this specific purpose, or the use of AI systems to infer emotions of a natural person **in the areas of workplace and education institutions**, except where the use of the AI system is intended to be put in place or into the market for **medical or safety reasons** 

### **Biometric Categorization - Art. 5(1)(g)**

The placing on the market, the putting into service for this specific purpose, or the use of biometric categorisation systems that categorise individually natural persons based on their biometric data to **deduce or infer their race, political opinions, trade union membership, religious or philosophical beliefs, sex life or sexual orientation**; this prohibition does not cover any labelling or filtering of lawfully acquired biometric datasets, such as images, based on biometric data or categorizing of biometric data in the area of law enforcement

# Thank you!

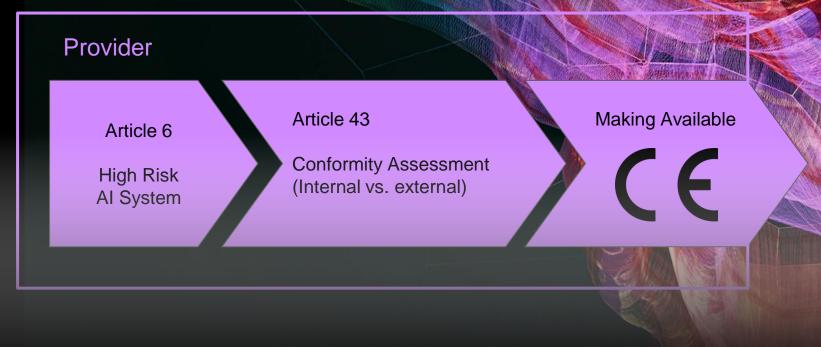
gmazzini@llm10.law.harvard.edu

mazzini@mit.edu

© Gabriele Mazzini

# Panel 1: Conformity Assessment in Action: Processes, Products & People

### Panel: High-Risk Conformity Assessment



Conformity Assessment in Action: Processes, Products & People

**Dr. Christoph Poetsch** Head of AI Quality and Ethics, TÜV AI.LAB

# Pillars to effectively implement the AI Act

Dr. Christoph Poetsch

Head of AI Quality and Ethics @ TÜV AI.Lab

#### Keep calm & carry on, but ...

Instead of "all regulation off", we should stick to Europe's USP "safety & innovation" — but: Europe needs to do its homework, we have to regulate better & more efficiently

#### Standards and Guidelines

Standards and guidelines need to be timely and concrete enough to plan, to develop and to test, that means w.r.t. all relevant do-mains and AI technologies

#### Efficient implementation

Concise structures w.r.t. relevant public authorities, equal implementation across Europe (no "gold-plating"), and efficient certification pipelines

#### **Innovative Potentials**

Assessments and high standards as advantage on the market — but: compre-hensive and strict enforce-ment to have a level playing field for all stakeholders



# Conformity Assessment in Action: Processes, Products & People

#### Dr. Wolfgang Hildesheim

Head of Watson, Data Science & AI, IBM Deutschland

### **EU AI Act – 1-pager for Executives ?!?**

- 1. Which AI systems do we have?
- 2. Do we have a homogeneous risk assessment "a la EU Al Act"?
- 3. Which AI systems are "high risk" ? (5-15% of systems)
  - Option 1: Conformity assessment by third party, f.i. TÜV, Phönix Labs...
  - Option 2. Self-conformity using the 8-10 European harmonized Alstandards
- 4. Which Al systems are "not high risk" ? (85-95% of systems)
  - No conformity tests needed
  - Transparency need related to the GPAI-models
  - System tests needed in the "usual sectors", f.i. automotive, medical, telco...

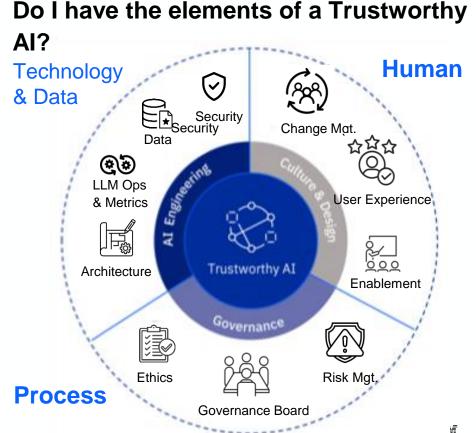
30 © 2024 IBM Corporation

### AI - What keeps a company Executive awake at night?

#### Do I have a good AI strategy? Are the 6 success factors of Al covered?

- 1. Al People = Talent with Al expertise
- 2. Al Data = Collections- & Data-Management
- 3. AI SW = Access & Knowledge about AI SW
- 4. Al Innovation Culture = "use case focus", ",step-by-step" & "fail fast" approach
- 5. Al eco-system = business-& tech-partners
- 6. Al governance =

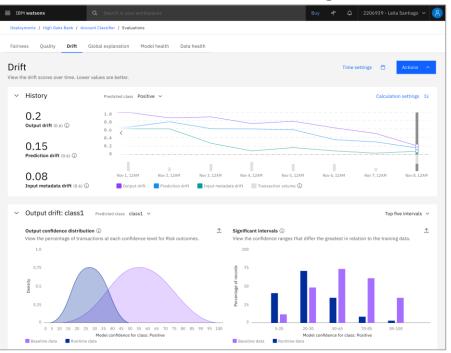
Trustworthiness & Compliance with EU AI Act



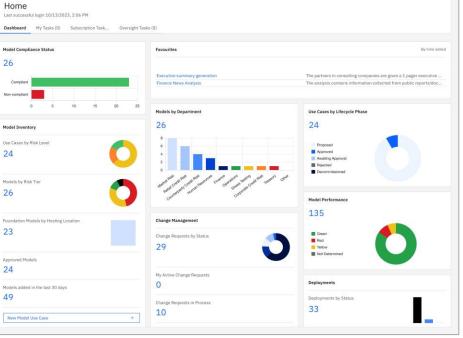
# Watsonx.governance ~

Monitor the performance of your models and AI governance via dashboards

#### **Evaluation and Monitoring**



#### **Risk Management and "best practices"**

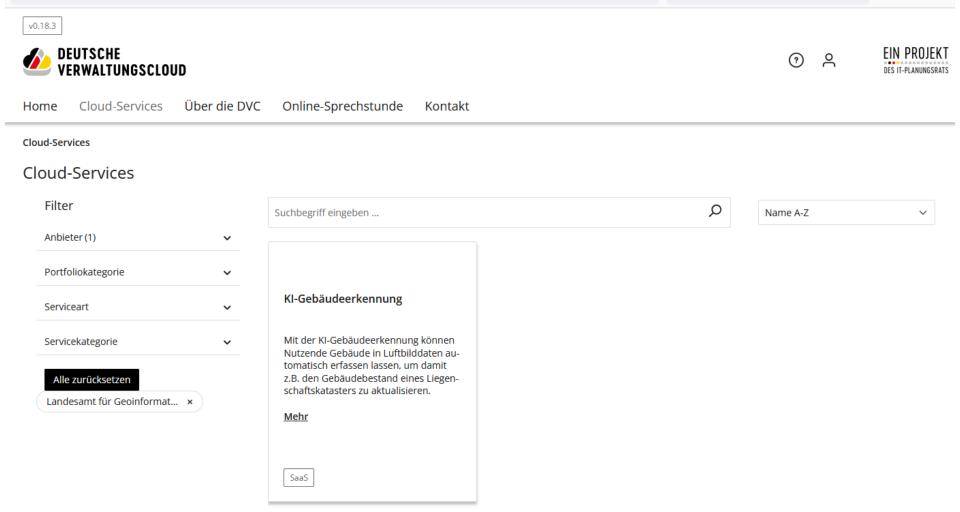


# Example

### AI Recognition of buildings and outlines



Figure 11.1: Use case for AI: Find the few missing buildings (here a garage in blue) in thebuildings (here garage in blue) in the mass data of the real estate cadastre(buildings and parcels in yellow) https://www.amazon.de/K%C3%BCnstliche-Intelligenz-managen-verstehen-book/dp/341031458X.



### AI Trustworthiness Label to support the GTM

https://www.amazon.de/K%C3%BCnstliche-Intelligenz-managen-verstehen-book/dp/341031458X

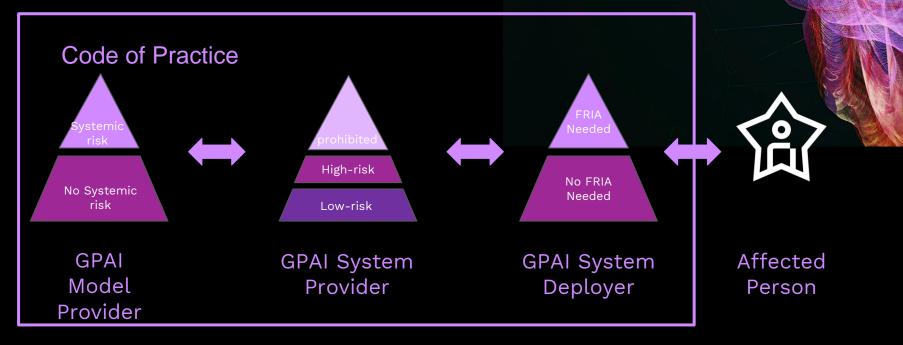
Artificial Intelligenc	Manufacturer: LGLN Model version: V2.3 aus 2022			Risk very low
<b>e</b> The AI model recognises objects on satellite images. The model is trained on building locations, building outlines, building types and other building properties.The satellite images are composed of different sensor data: optical images, lidar images.	Application: Object recognition on aerial photographs			
	Capability	Method	Data	
	<b>Percept</b> >External >>See	Machine Learning >Supervised Learning >>Neural Network	Training input: known quality- checked satellite images (optical, infrared) and lidar data Operational data: unknown images	TRUSTWORTHY SCORE
	Process >Facts >>Select >>Verify	Machine Learning >Supervised Learning >>Neural Network	Building location ,+-xx cm, Building outline ,+- yy cm	
	Act			F
	Communicate			

#### 01:30 - 02:30 pm

## Panel 2: AI Value Chain & Responsibilities

#### 01:30 - 02:30 pm

#### Panel 2: AI Value Chain & Responsibilities



#### 01:30 - 02:30 pm

## AI Value Chain & Responsibilities

#### Sebastian Dürdoth,

Senior Corporate Counsel, Microsoft Deutschland

## Pillars to effectively implement the AI Act

#### Dr. Christoph Poetsch

40

Head of AI Quality and Ethics @ TÜV AI.Lab

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Instead of "all regulation off", we should stick to Europe's USP "safety & innovation" — but: Europe needs to do its homework, we have to regu-late better & more efficiently

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Standards and guidelines need to be timely and concrete enough to plan, to develop and to test, that means w.r.t. all relevant domains and Al technologies

#### Efficient implementation

Concise structures w.r.t. relevant public authorities, equal implementation across Europe (no "gold-plating"), and efficient certification pipelines

#### **Innovative Potentials**

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### The AI value chain

Supporting customers on their AI compliance journey

Sebastian Dürdoth Senior Corporate Counsel





#### Just like cloud, AI is a shared responsibility

		laaS (BYO Model)	PaaS (Azure Al)	SaaS (Copilot)
Al Usage (Al - Process)	User Training and Accountability Usage Policy, Admin Controls Identity, Device, and Access Management Data Governance			
Al Application	Al Plugins and Data Connections Application Design and Implementation Application Infrastructure Application Safety Systems			
Al Platform	Model Safety & Security Systems Model Accountability Model Tuning Model Design & Implementation Model Training Data Governance Al Compute Infrastructure			

Microsoft



## How Microsoft supports customers on their AI compliance journey



Mitigate Al risks



Provide transparency

Share RAI learnings

rosoft harno is responsible Al



Support AI skilling

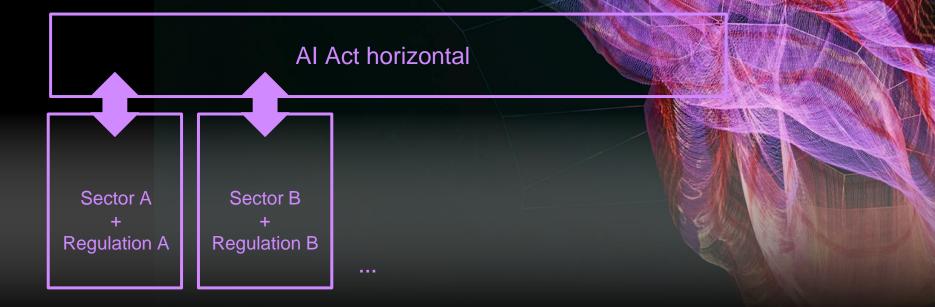
http://aka.ms/rai

https://aka.ms/EUAIAct (AI Literacy Starting Guide)

#### 02:30 - 03:30 pm

## Panel 3: High Risk & Sectoral Regulation

#### 02:30 - 03:30 pm Panel 3: High Risk & Sectoral Regulation



# How Siemens is getting prepared for the upcoming AI regulations, such as the AI Act?

13<sup>th</sup> February 2025 Al Act Implementation Day Prof. Dr. Sonja Zillner





Unrestricted | © Siemens 2025 | AI Act Implementation Day | Sonja Zillner

#### Emerging regulatory landscape for Data & Al ......

#### .....requires a consistent and comprehensive framework across the organization



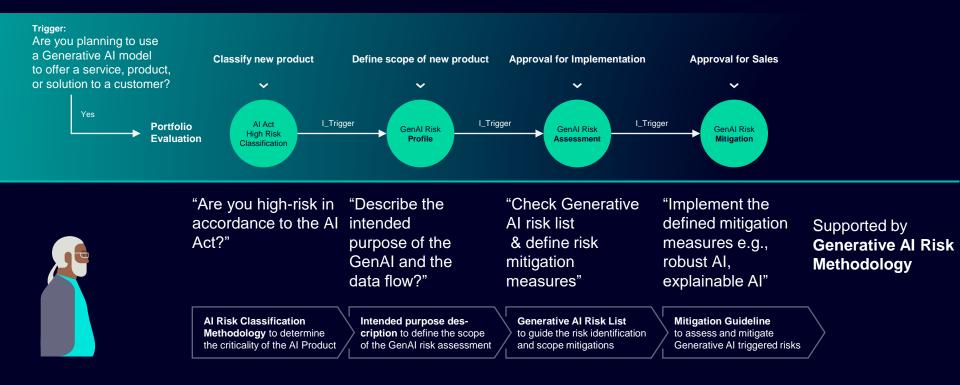
**G7** 

#### The Siemens Generative AI Governance approach is risk-based

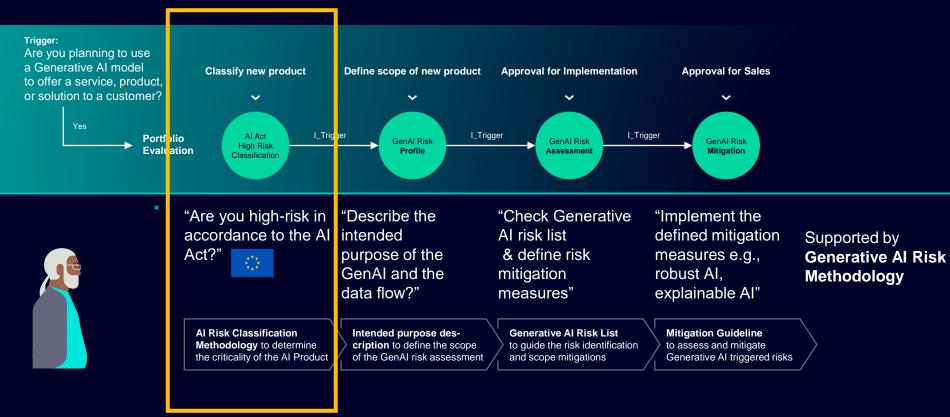
#### **Siemens Generative AI Risk Management Framework** Generative AI Risk & Hazard Methodology.... Cybersecurity Risk Profiling and Classification to determine the criticality of Generative AI applications Generative Al Risk/Hazard Taxonomy **Reliability &** Legal Compliance to guide the risk identification ....enabling the systematic Robustness Generative Al identification of risk sources Mitigation Guideline to assess and mitigate • Hazard while developing & deploying Generative AI triggered risks Taxonomy **GenAl** applications · Process Description defining roles, responsibilities, Transparency Privacy milestones, quality gates and decision points Best Practices of Pre-approved architectural Patterns • to speed up the evaluation process Responsibility Human Oversight $\checkmark$ $\checkmark$ $\checkmark$ $\checkmark$ $\checkmark$ ....is mapped to the related organisational processes Product Lifecycle Other.... Project Cybersecurity Data by defining roles, responsibilities, milestones, Management Management Privacy processes quality gates & decision points

#### Page 48 Unrestricted | © Siemens 2025 | AI Act Implementation Day | Sonja Zillner

#### Generative Al Risk Management Framework Embedding into the Product Lifecycle Management Process



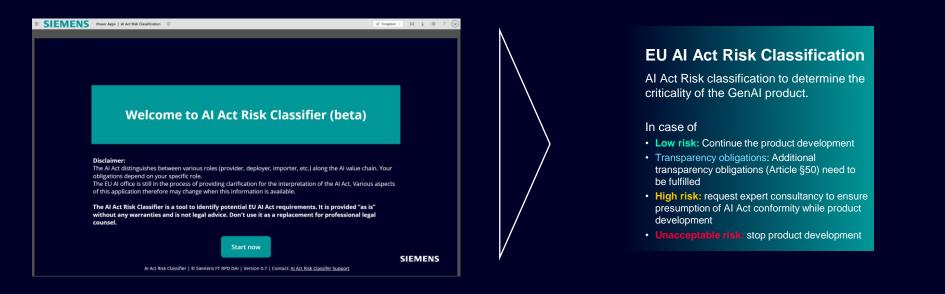
#### Generative Al Risk Management Framework Embedding into the Product Lifecycle Management Process



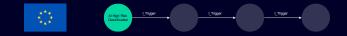
#### EU AI Act Risk Classification (Compliance to AI Act)



The AI Act Risk Classification helps to determine the risk class/category of your AI system in accordance with the AI Act.



#### **EU AI Act Risk Classification** (Compliance to AI Act) Example RAG-based Q&A System



The classification services is a self-service enabling the access to legal, standardization and AI experts in case of questions



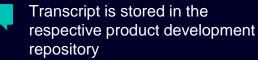
#### Product Manager, Team Architect

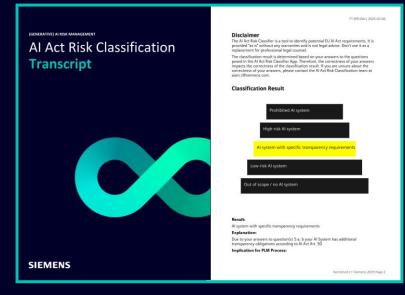


Individually or in a short session



< 30 min



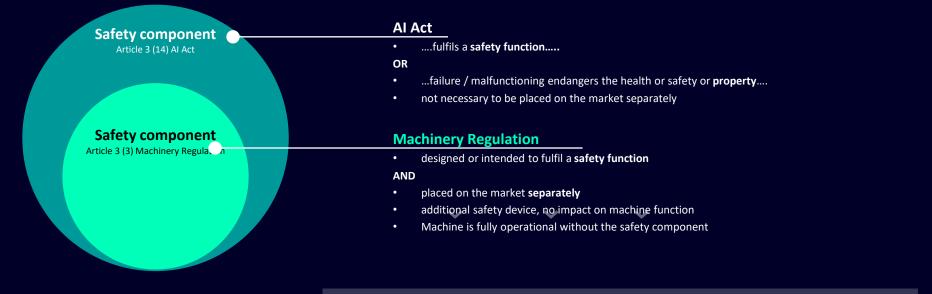




#### Interplay AI Act x Machinery Regulation\*: Safety Components

The definition of safety components under the AI Act is much broader than in the Machinery Regulation

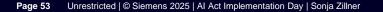
i



The same component that falls under both the AI Act and the Machinery Regulation

may now be classified differently depending on the regulatory context.

ļ



#### Implementation of the AI Act

Our Learnings & Upcoming Challenges in a nutshell



Embedding AI Governance into existing organizational process is beneficial



People require explanations and/or guidance from experts



Inconsistency of legal definitions needs to be addressed!!



Harmonized AI Standards are still missing





#### 02:30 - 03:30 pm

## High Risk & Sectoral Regulation

#### Araceli Alcala Espinosa

Regulatory Affairs Manager, Carl Zeiss Medical

#### Guiding EU AI Act Adoption with MDR Insights

Araceli Alcala

ZEISS

February 13th, 2025





Carl Zeiss Meditec AG

#### Medical Device Regulation Our North Star for navigating the AI Act



Are companies compliant with EU legislative frameworks, like MDR, better prepared for the AI Act?

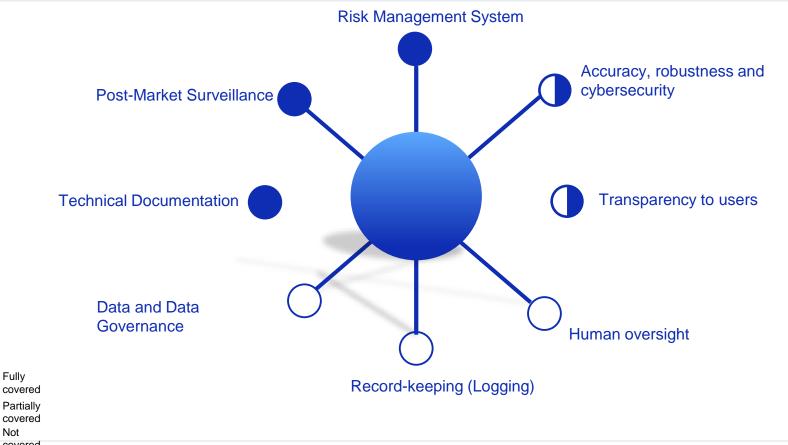




MDR (EU) 2017/745	AI ACT (EU) 2024/1689		
Comprehensive regulatory framework for medical devices			
Applies to all medical devices, including software	Applicable requirements commensurate to the risk AI systems can pose		
Primary goal: Protect patients and users	Primary goal: Foster trustworthy AI and ethical considerations		
Ensures high safety standards during total product lifecycle	Ensures high safety standards during total product lifecycle		

#### MDR provides a strong foundation for navigating the complexities of the AI Act

#### MDR and EU AI Act Partial alignment of provisions for high-risk AI Systems



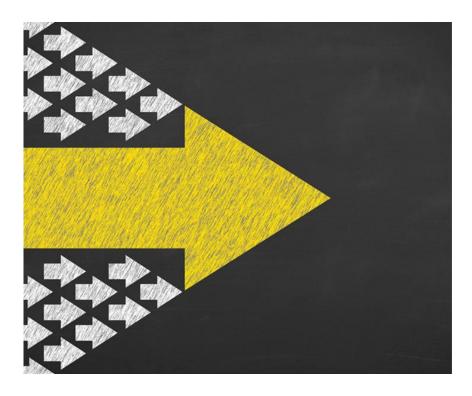
Aract implementation Day | Araceli Alcala

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#### Reflecting on MDR Learnings for AI Act Success

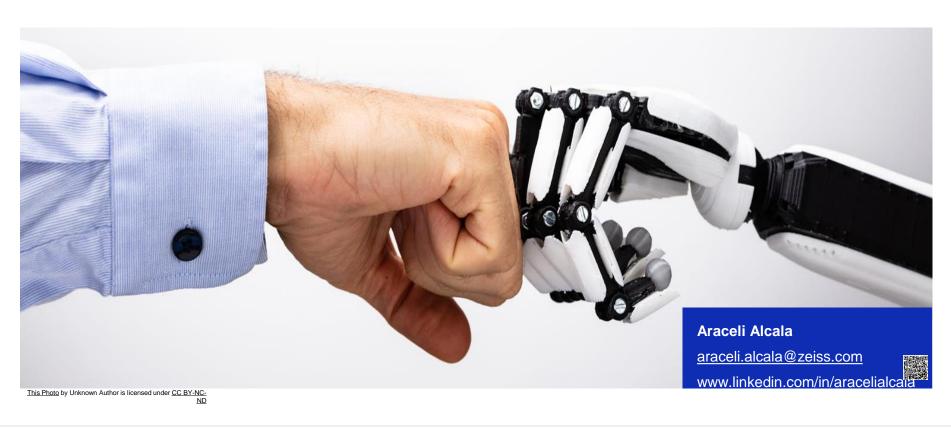


- 1. Early preparation is crucial
- 2. Stronger clinical evidence is essential
- 3. Post-market surveillance (PMS) is a continuous journey
- 4. Proper resource allocation
- 5. Compliance is a cross-functional effort
- 6. Tailor the QMS

ZEN









#### Seeing beyond

03:45 - 04:05 pm

## Talk: GPAI Model Fine-tuning

Maximilian Kufner - BMW

04:05 - 04:25 pm

## Talk: Transparency Obligations: AI Use Cases

#### Sebastian Grantz

Global Data & Privacy Manager, Industry Relations, Google Germany

#### BMW GROUP



# REGULATORY RESPONSIBILITIES IN THE CASE OF GPAI MODEL FINE TUNING

MAXIMILIAN KUFNER, BMW GROUP

### THERE ARE DIFFERENT REQUIREMENTS FOR PROVIDERS OF GPAI MODELS WITH AND WITHOUT SYSTEMIC RISK.

#### 10<sup>25</sup> FLOPS or **less** used for the training



## Requirements for GPAI models without systemic risk

#### Article 53: Obligations for providers of GPAI models, esp.:

- Technical documentation (s. Annex XI (1) for minimum requirements)
- Copyright compliance strategy
- Information and documentation for providers of Al systems (s. Annex XII for minimum requirements).
- Training data

"Documentation Obligations"

Additional requirements for Al models with systemic risk:



#### More than 10<sup>25</sup> FLOPS used for the training

## Requirements for GPAI models **with** systemic risk

**Art. 53 (1), Annex XI (2):** Additional information to be provided by providers of GPAI models with systemic risk, esp.:

- Evaluation strategies
- Adversarial testing
- System architecture

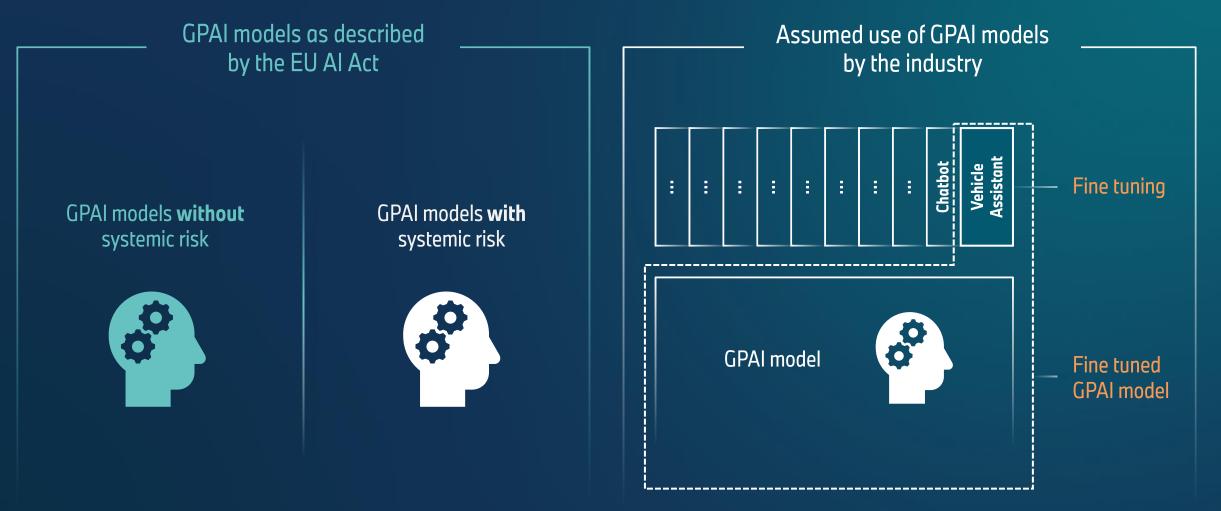
**Article 55:** Obligations of providers of GPAI models with systemic risk, esp.:

- Model evaluation, risk assessment and mitigation
- Incident tracking, documentation and reporting
- Cybersecurity protection
- "Integrity Obligations"

There are **"Documentation Obligations**" and **"Integrity Obligations**" for GPAI models.

BMW Group | 13.02.2025 | Maximilian Kufner

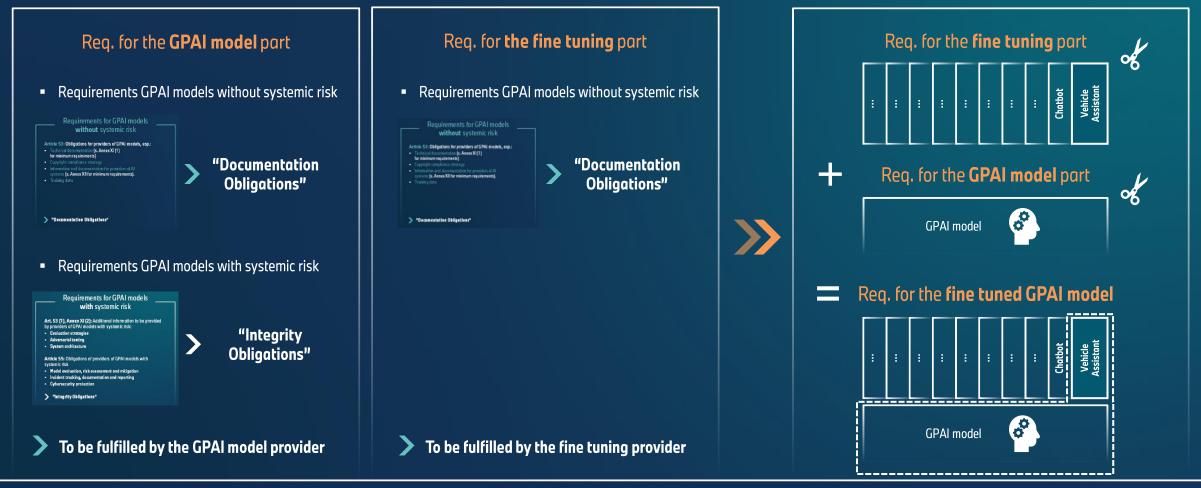
## THE EU AI ACT DEFINES **GPAI MODELS AS MONOLYTIC**. IN REALITY **INDUSTRIAL APPLICATIONS** WILL APPLY **FINE TUNING**.



Obligations for GPAI models mentioned in the EU AI Act do **not consider fine tuning** and are **hardly applicable** for the industry.

BMW Group | 13.02.2025 | Maximilian Kufner

## THERE ARE **MULTIPLE OPTIONS** REGARDING RESPONSIBILITIES FOR FINE TUNED GPAI MODELS. ONLY **SHARED RESPONSIBILITY** SEEMS APPLICABLE.



**Proposal:** The requirements for fine tuned GPAI models are **solely the sum** of the **requirements for the GPAI model** and the **requirements for fine tuning**.

BMW Group | 13.02.2025 | Maximilian Kufner

# THANKYOU FOR YOUR ATTENTION!

## Please find Sebastians content here:





#### 04:25 - 04:45 pm

## Talk: AI Literacy requirements and how to meet them

**Paula Cipierre** Director of Data Ethics & Innovation, ada Learning

# Al Act Implementation Day 13.02.2025



## Al Literacy As Defined By Art. 4 Al Act

Core Requirements & Best Practices for Implementation



Paula Cipierre Director of Data Ethics & Innovation ada Learning GmbH

# Introduction

## Introduction (1/2)



In February 2025, Art. 4 Al Literacy became applicable as one of the first requirements of the EU Al Act.

Art. 4 Al Act requires that all organizations developing or deploying Al in the EU take reasonable measures to ensure a sufficient level of Al literacy of their staff and other persons handling Al systems on their behalf.

The AI Act defines AI literacy as the ability to make an informed deployment of AI systems, and to gain awareness about their opportunities, risks, and possible harms.

In so doing, organizations have to take into account their employees' background and role, the context in which the AI systems are to be used, and the perspective of affected persons.

## Introduction (2/2)



In other words, Art. 4 AI Literacy encompasses the following three components:

**1** Legal knowledge (a sufficient level of Al literacy).

**2** Technical knowledge (the ability to make an informed deployment of Al systems).

3 Role- and context-specific knowledge (taking into account the background and role of employees, the context the AI systems are to be used in, and the perspective of affected persons).

# **Core Requirements**

## Legal knowledge

**1** Employees should be able to recognize when they are interacting with an <mark>Al system</mark> as defined by the Al Act.

2 Employees should understand the role their organization plays with regards to the AI system and in particular if it operates as a provider or deployer.

3 Employees should be able to evaluate the opportunities, risks, and possible harms of AI systems.

Employees should have basic familiarity with the concept of high-risk Al systems.

## Technical knowledge



Employees need to be able to make an informed deployment of Al systems.

In other words, organizations should ensure that their employees know how to use the AI systems that are made available to them.

Note that this is not only a compliance requirement, but also a business advantage.



### Role- and context-specific knowledge



When implementing Al literacy, organizations have to take into account their employees' background and role, the context in which the Al systems are to be used, and the perspective of affected persons.

Beyond foundational knowledge, companies may thus have to invest in additional trainings for specific groups of employees.

➡ What additional trainings to offer could depend on the role the organization is playing with regards to its AI systems (provider or deployer) and the type of AI systems it operates (high-risk or not).

## **Best Practices for Implementation**

### Best practices for implementation

Legal knowledge: Familiarize your employees with relevant concepts of the Al Act.

- Definition of Al systems
- Roles and responsibilities along the lifecycle of Al
- Opportunities, risks, and possible harms of Al
- High-risk Al systems

**Technical knowledge**: Create an inventory of Al systems, including who has access to which system, and train your employees how to use them accordingly.

Role- and context-specific knowledge: Invest in further Al literacy measures depending on the organization's role (provider or deployer) and the nature of the Al systems (high-risk or not).

# Frequently Asked Questions (FAQs)

### FAQs



- What fines are associated with non-compliance?
- There are no direct fines associated with non-compliance with Art. 4 Al Act.
- Why should I bother implementing Art. 4 Al Act in that case?
- First, because it is a legal requirement regardless. Second, because you don't want to be in the awkward position where your AI systems cause harm, and it then turns out you did not train your employees appropriately. Third, the likelihood that your AI systems do cause harm is inevitably lower if your employees know how to use them effectively and ethically.
- I have not yet started implementing Art. 4 Al Act. Am I in trouble?
   Not yet. In an Al Pact workshop on Al literacy in December 2024, the European Al Office suggested enforcement of Al literacy would not begin before August 2025.
- I still have questions. Where can I find out more?

The European Al Office will be hosting a webinar on Al literacy on February 20th from 10am-12pm.



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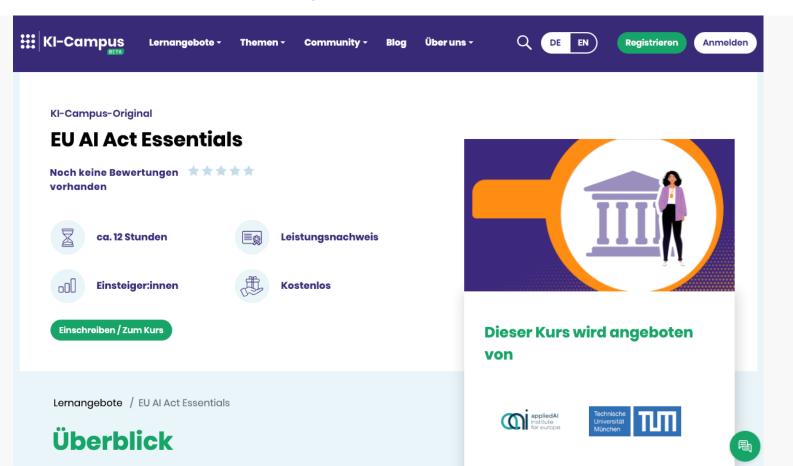
#### 04:45 - 05:05 pm

Closing Remarks & Outlook

# Dr. Till Klein Head of AI Regulation appliedAI Institute for Europe

#### Launching soon: AI Act Essentials Online Course A collaboration with KI-Campus and TUM





The Bavarian AI Act Accelerator is speeding up compliance with the AI Act while fostering AI Innovation



#### Mission

Accelerating the process of **AI Act compliance** by **linking research and practice** through the systematic identification of the **biggest challenges** facing businesses and public bodies and addressing them through new and existing services.

#### **Objectives**

- 1. Reduce compliance cost
- 2. Shortening time to compliance
- 3. Strengthening AI Innovation

#### Target groups

- 1. Startups
- 2. Small and medium sized enterprises
- 3. Public sector



Bayerisches Staatsministerium für Digitales





# Thank you!

