

⊕ Quick Take-Aways on the EU AI Act

What employees in companies need to know now

1 What is the EU AI Act?

The EU AI Act is an EU-wide law that provides rules for the safe and trustworthy use of AI.

Goal:

- ✓ Promote innovation and strengthen AI "Made in Europe"
- Minimize risks to people and fundamental rights

Applies to all AI systems that are used, developed, or marketed in the EU – regardless of whether by companies in the EU or third countries.

March 2024

Aug 2024

Feb 2025

Aug 2026

Adoption

Entry into force

First bans apply

Full application

2 Risk Classes – Where to categorize your AI system

Risk Class	Examples	Consequences
⊗ Unacceptable Risk	Social scoring, manipulation, biometric categorization	Banned! High penalties for violations
■ High Risk	AI in recruitment, credit scoring, medicine, infrastructure	Strict obligations: risk management, transparency, oversight
■ Limited Risk	Chatbots, generative AI (ChatGPT, etc.), emotion recognition	Transparency obligation: labeling of AI interaction/content
✓ Minimal Risk	Spam filters, AI in games, simple recommendation systems	No special obligations, voluntary standards recommended

3 What companies must do (for high risk)

- Assess & manage risks
- Ensure human oversight
- Register in EU database
- ✗ Report incidents in case of disruptions
- Maintain documentation
- Test AI systems for accuracy
- ✓ Conduct conformity assessment
- Train employees

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What does this mean for you in daily work?

⊗ No fully automated decisions	■ Training is mandatory	■ You remain responsible
AI must not make decisions alone about:	When you work with AI, you must know:	Even when an AI generates text for you: You are liable for the result.
<ul style="list-style-type: none"> • Hiring or promotion • Termination • Evaluations → A human must always have the final say.	<ul style="list-style-type: none"> • what it can and cannot do • how to identify errors → From 2025 , AI training becomes mandatory (Art. 29).	→ Erroneous content = your responsibility.

Important for generative AI: The EU AI Act requires disclosure that content was AI-generated.

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Practical tips for everyday use

- **For AI tools, ask:** "Is this high-risk AI?" → If yes, exercise special caution!
- **For text/image AI:** Always label and store traceably
- **For decisions:** Use AI only as support, conduct your own review
- **For unusual results:** Question, verify, report if necessary

The risk-based approach of the EU AI Act ensures that innovation remains possible while critical applications are more strictly regulated.

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Your personal checklist ■

- Do you understand whether AI is involved and what risk level it has?
- Do you know how to handle errors or concerns?
- Were you informed that you are talking to AI (e.g., with chatbots)?
- Have you been trained or will you be trained soon?
- Do you have access to human contacts?
- Do you label all AI-generated content?
- Do you verify AI results before using them?
- Do you know the internal guidelines for AI use?

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Important articles in the law

Art. 5 – Prohibited AI practices

Art. 29 – Training obligations

Art. 6–29 – Requirements for high-risk AI

Art. 52 – Transparency generative AI

Art. 13–14 – Transparency and information

Art. 53–54 – Promotion of innovation

Art. 27–28 – Medical devices

Annex III – List of high-risk applications

Conclusion for employees

Artificial Intelligence is a powerful tool. The EU AI Act ensures that responsibility, transparency, and human rights come first when using it.

With common sense, clear processes, and appropriate training, you're on the safe side!

This guide was created for participants of the Xpand AI Academy and serves as initial orientation. It does not replace legal advice.

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