

ARTIFICIAL INTELLIGENCE

Obligation to Implement EU Requirements Since February 2025



The use of AI systems such as ChatGPT or Copilot has already become a daily practice in many companies. Others are planning to implement AI solutions in the near future. As with almost every new technology, this development raises numerous legal questions and creates new obligations for businesses. Since February 2, 2025, the first provisions of the EU Artificial Intelligence Act („AI Act“) have been entered into force. As a result, managements face the challenge of adapting affected processes and structures (e.g., in human resources, sales, procurement, or production) to comply with the existing implementation requirements. Failure to comply with these regulations may result in substantial penalties.

Urgent Call for Action in the Use of AI Systems

Under the AI Act, both providers and deployers of AI systems are subject to various obligations. Some of these have been in effect since February 2, 2025, making immediate compliance essential:

- **Training Obligation (Article 4 AI Act):** Managements must have developed and implemented a training framework by February 2, 2025, to ensure that employees and service providers possess the **necessary AI literacy**.

- **Deactivation of Prohibited AI Systems (Article 5 AI Act):** Managements must ensure that prohibited AI systems are neither placed on the market, put into service, nor used. Prohibited AI systems include, for example, AI designed for subliminal manipulation, social scoring, or emotion recognition.

Failure to comply may result in penalties of up to EUR 35 million (Article 99 AI Act).

Our Services

Meeting the complex requirements of the AI Act requires a systematic approach. We support you in ensuring timely and comprehensive compliance with the AI Act by offering the following services:

- **Training:** Practical workshops for employees and management to achieve the legally required **AI literacy**.
- **Governance:** Development of company-wide policies for AI use.
- **Compliance:** Internal audits to ensure legally compliant AI deployment, including assistance in distinguishing between limited-risk, high-risk, and prohibited AI systems.

Checklist for Preparation

- **Company Analysis:** Which AI systems are currently in use, and where is future implementation planned?
- **Implementation of Training and Deactivation of prohibited AI:** Has your company complied with the AI Act's requirements since February 2, 2025?
- **Review of Internal Policies:** Where and how should AI usage be regulated internally?
- **Existing Training Concepts:** How can AI training be integrated into current employee and management development programs?

Get in Touch! We are your reliable partner for AI compliance and governance.

How are we different – Why Andersen?

Our multidisciplinary team provides comprehensive legal advice at the highest level.

We provide comprehensive expertise in legal and tax advice out of one hand.

As a member of Andersen Global, we operate in over 176 countries worldwide and can therefore offer consulting services that are tailored to your individual needs worldwide.



Contacts



Dr. Fritjof Börner

Mobile: +49 151 26459 530

Phone: +49 69 770752 500

fritjof.boerner@de.Andersen.com



Jens Sablotny, LL.M.

Mobile: +49 151 26459 511

Phone: +49 69 770752 511

jens.sablotny@de.Andersen.com

Andersen is the German member of Andersen Global®

Under the Andersen brand, we provide independent legal and tax advice to our clients. As a member of Andersen Global, we have a worldwide presence through its member and cooperation firms, consisting of more than 19,000 professionals worldwide, more than 2,000 global partners in over 500 locations. We are experts in our fields of work. We know our clients' markets and are committed exclusively to their interests. We aim to provide seamless, first-class services to our clients around the world.

Our Values

Every single tax advisor and lawyer from Andersen Global® member firms is committed to the same core values that ensure first-class advisory services delivered consistently around the world.