

ZEPOS & YANNOPOULOS

OVERVIEW

Artificial Intelligence

Artificial Intelligence

Cut through the noise and the hype—our legal expertise helps you navigate the complexities of AI regulations, ensuring you grasp the real issues at hand, you understand the risks and opportunities of developing and deploying AI tools, and revealing the essential issues you need to address.

AI COMPLIANCE PROGRAM

Our **AI Compliance Program** offers comprehensive **legal** and **technical** support for organisations navigating the evolving landscape of AI regulations. We provide tailored solutions that ensure your AI technologies meet regulatory requirements while promoting ethical practices. Our holistic approach integrates **legal** expertise with **technical** skills, empowering your business to achieve compliance and foster innovation in the AI landscape.

GREEK AI RULES

We focus on helping clients understand their compliance obligations under the EU AI Act, the Greek AI rules and other relevant laws (data protection, cybersecurity, etc.).

While the EU AI Act has established harmonised EU-wide rules for AI, **Greece is among the very few states with a national legislation regulating the use of AI in place**, covering the use of AI for HR management, as well as for commercial and marketing practices. Affected organisations looking to develop, procure, use and sell AI systems and tools need to follow closely a developing EU legal framework, and, at the same time, be conscious of obligations they may already have under Greek law.

OUR LEGACY

Our long-term involvement and our proven track record of interaction and working with leading high-tech companies, investors and innovators, in all stages of development and deployment of new technologies, has helped us develop in-depth legal capabilities and gain a true understanding of the cutting-edge technologies we encounter as part of our work.

We engage with the entire AI domain, utilising our expertise to assist clients at all stages of development, marketing and deployment of AI systems and models, including clients developing AI tools and software offerings, providing AI cloud computing services, operating data centers and integrating AI solutions into their business operations.

What we can do for you

AI COMPLIANCE PROGRAM

Zepos & Yannopoulos, in partnership with [Code4Thought](#), a technology company, offers our end-to-end AI Compliance Program, combining comprehensive legal expertise with innovative technical expertise, and providing tailored solutions that ensure compliance with regulatory requirements, while fostering ethical practices. By leveraging our holistic approach, we empower businesses to effectively manage AI risks and harness the potential of AI technologies for innovation and growth.

AI Compliance Program is designed to help organisations:

- / understand regulatory requirements
- / map AI systems, processes and algorithms
- / assess compliance with legal framework and identify risks
- / take actions to address compliance gaps
- / manage risks and comply with AI rules
- / ensure continuous monitoring and improvement

Code4Thought

code4thought® is a technology company founded in 2017 with a unique purpose, to render technology transparent for both large-scale software and AI-based systems. They do that either in collaboration with international companies, or by creating their own technology founded on internal R&D activities. They work worldwide through their corporate entities in UK, London & Greece, Athens & Patras.



1 PLANNING AND KICK-OFF

- / Initial meetings with the client to understand objectives, scope, and timelines
- / Define project scope and key deliverables, including the AI systems, processes, and algorithms to be assessed
- / Identify key stakeholders and establish communication channels
- / Develop a project plan outlining tasks, milestones, and resource requirements

2 AI INVENTORY MAPPING

- / Create a comprehensive inventory of AI technologies and applications in use
- / Preliminary risk classification of AI systems, algorithms, and models

3 DATA COLLECTION & DOCUMENTATION REVIEW

- / Collect documentation related to AI systems, processes, and algorithms
- / Review policies and notices in place, procedures and technical specifications

4 LEGAL AND TECHNICAL GAP ANALYSIS

- / Evaluate level of compliance with legal requirements and technical standards
- / Assess performance, transparency, fairness, accountability, and robustness of AI systems
- / Conduct technical testing and analysis to identify risks and areas for improvement

5 GAP ASSESSMENT REPORT AND ACTION PLAN

- / Prepare a detailed report summarising assessment findings
- / Provide actionable recommendations for addressing identified gaps and achieving compliance
- / Prioritise recommendations based on potential impact and feasibility of implementation
- / Present the report to key stakeholders and decision-makers within the organisation

6 IMPLEMENTATION OF ACTION PLAN

- / Draft comprehensive AI governance policies that incorporate ethical guidelines and regulatory standards
- / Create data protection notices and privacy policies aligned with GDPR and other applicable laws
- / Data Protection Impact Assessments (DPIA), Algorithmic Impact Assessments (AIA) and Fundamental Rights Impact Assessments (FRIA)
- / Assist with registrations and transparency obligations

7 TRAINING AND AWARENESS

- / Conduct training sessions for staff on legal obligations, ethical practices, and technical considerations related to AI
- / Foster a culture of compliance and accountability within the organisation

8 MONITORING AND CONTINUOUS IMPROVEMENT

- / Monitoring and reporting of legislative developments
- / Regular review of compliance status and adaptation to regulatory changes and technological advancements
- / Implement channels for gathering feedback from stakeholders and business owners

AI REGULATORY ADVICE

- / **Sector and business specific advice:** Advising on use of AI systems for HR management, consumer profiling, evaluation of business partners, medical devices, marketing, credit risk evaluation, etc.
- / **AI use assessments:** Agritech solutions, healthcare diagnostics, supply chain optimisation, customer service automation, fraud detection, energy management, etc.
- / **Management duties and liability issue:** Oversight and compliance responsibilities
- / **Impact assessments for AI systems:** Data Protection Impact Assessment (GDPR), Algorithmic Impact Assessment (Greek Law 4961/2022), Fundamental Rights Impact Assessment (AI Act)

DATA

- / **Data classification and usage:** Establishing a framework to differentiate between personal data and non-personal data, ensuring clarity on how each type is utilised within AI systems for training and inference
- / **Compliance with Data Protection Regulations:** Ensuring adherence to relevant data protection laws (such as GDPR and Greek Laws 4624/2019 and 4961/2022), regarding the handling, storage, and processing of personal data in AI systems:
 - Data Protection Impact Assessments (DPIA) & Algorithmic Impact Assessments (AIA)
 - Notices to affected individuals, for instance, when an AI software is being used to evaluate or take decisions on individuals
 - Consent and notification requirements for the use of personal data in AI training
 - Managing legal complexities related to intra-group, cross-border data transfers in international AI deployments
 - Data Processing Agreements (DPA) with AI vendors

CYBERSECURITY

- / **Incident response:** Guidance on incident response strategies and support with legal obligations in the event of breach incidents
- / **User training and awareness:** Providing ongoing training for employees on cybersecurity best practices and the specific risks associated with AI technologies

IP AND TRADE SECRETS

- / **Copyright:** Ensuring that AI-generated content complies with Intellectual Property laws and determining the ownership of such content
- / **Trade secret management:** Implementing measures to protect proprietary algorithms, data sets, and processes from unauthorised disclosure or misuse
- / **Licensing agreements:** Developing clear licensing terms for the use of AI technologies, including restrictions on sharing or modifying proprietary components

PROCUREMENT AND CONTRACTING

- / **Vendor Due Diligence:** Conducting thorough assessments of AI vendors and developers to ensure they comply with relevant legal and ethical standards
- / **Contractual clauses:** Warranties related to AI systems, including training, output accuracy, and the absence of bias and unlawful discrimination
- / **Data security requirements:** Clearly defining data handling, storage, and security protocols that vendors must follow to protect sensitive information
- / **Performance metrics:** Establishing measurable criteria to evaluate the compliance and effectiveness of AI solutions provided by vendors
- / **Audit and reporting rights:** Including provisions for regular audits and reporting obligations to ensure ongoing compliance with contractual and regulatory requirements

GOVERNANCE AND POLICES

- / **AI Governance framework:** Assistance in creating and implementing responsible AI policies, notices, guidelines and procedures that align with your company's specific needs and risk tolerance
- / **Risk assessment procedures:** Establishing processes for identifying and assessing risks associated with AI technologies, including bias and discrimination
- / **Data management policies:** Implementing protocols for data collection, storage, and usage to ensure compliance with data protection laws
- / **Incident response protocols:** Creating plans for responding to compliance breaches or ethical concerns related to AI systems

M&A INVOLVING AI TECHNOLOGY

We support both investors and AI start-ups during their funding rounds:

- / **Due Diligence on AI Assets:** Conducting thorough due diligence to assess the legal status of AI technologies, including IP rights, patents, and existing licensing agreements
- / **Compliance with AI Regulations:** Evaluating compliance with applicable AI regulations, data protection laws, and ethical guidelines to identify potential liabilities or risks associated with the AI technology being acquired
- / **Integration of Data Protection Policies:** Ensuring that data protection policies of both parties are aligned, particularly regarding the handling of personal data in AI systems post-merger or acquisition
- / **Regulatory Approval and Antitrust Considerations:** Navigating regulatory approval processes and addressing antitrust issues to ensure that the merger or acquisition complies with competition laws, particularly in the rapidly evolving AI landscape

LITIGATION

We represent organisations in AI related **complaints, claims** and **disputes** (including regulatory investigations) regarding the use of AI technologies, particularly related to

- / Intellectual Property (e.g., use of training data, copyright on AI-generated content)
- / data protection (e.g., profiling of consumers and automated decision-making)
- / discrimination (e.g., algorithmic bias in hiring processes) and product liability



Why us

OUR HOLISTIC APPROACH

At Zeyos & Yannopoulos, we adopt a holistic approach to AI compliance, combining legal expertise with technical insights, and supporting clients across all of our practices and sectors.

Legal and technical AI expertise

Our AI Compliance Program brings together the range of experience of our **lawyers and technology experts** (data scientists and AI engineers) to enable our clients' in-house legal and IT teams mitigate risks and successfully adopt AI solutions.

A cross-practice approach

Incorporating AI technologies and solutions into business processes brings legal considerations and risks touching on a **wide range of legal disciplines**, including data protection, cybersecurity, intellectual property, technology transactions, competition, litigation, employment, product liability, M&A. Our multidisciplinary legal teams advise clients on all aspects of the AI technology lifecycle.

ENGAGED IN THE AI ECOSYSTEM

We have consistently been involved in the technology and innovation landscape, actively engaging and contributing to its evolution.

Innovation Node

In the context of our **Innovation Node** we are looking for ways to help our clients stay competitive and embrace disruption. Our goal, among others, is to enhance further the Greek entrepreneurial ecosystem, which is following closely on these global developments, and support businesses which are looking to capitalise on opportunities and unlock new sources of value. We are able to bridge legal and technological expertise, creating a one-stop-shop which supports clients comprehensively, allowing them to harness innovation, take advantage of opportunities, minimise risk and embrace the future.

Collaborative initiative for AI Compliance Tool development

Zeyos & Yannopoulos has partnered with **Novelcore**, a technology and research company, with the **University of Athens** (School of Law) and the **University of Patras** (School of Engineering) to develop an innovative AI compliance tool. This collaborative initiative aims to leverage the expertise of legal scholars, practitioners, and engineering professionals to create a robust solution that assists organisations developing AI solutions in navigating the complex landscape of AI regulations. Our proposal for funding of this initiative underscores our commitment to fostering compliance and ethical practices in AI development, ensuring that businesses can confidently harness the power of AI while adhering to legal requirements, contributing to the advancement of AI governance and supporting organisations in achieving their compliance goals.future.

For further information please contact

Established in 1893, Zeyos & Yannopoulos is one of the leading and largest Law firms in Greece providing comprehensive legal and tax services to companies conducting business in Greece.

280, Kifissias Ave., 152 32
Halandri, Athens, Greece
Tel.: (+30) 210 69 67 000
Fax: (+30) 210 69 94 640

All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means, or stored in any retrieval system of any nature without prior permission. Application for permission for other use of copyright material including permission to reproduce extracts in other published works shall be made to the publishers. Full acknowledgment of author, publisher and source must be given. Nothing in this newsletter shall be construed as legal advice. The newsletter is necessarily generalised. Professional advice should therefore be sought before any action is undertaken based on this newsletter.