

EU AI Act | Essential Compliance Steps for 2025

The EU AI Act's initial compliance requirements kick in on 2 February 2025, when **prohibitions on certain AI systems** that pose unacceptable risks will come into effect. Additionally, **AI literacy requirements** for employees involved in the use and deployment of AI systems will become mandatory.

A. Prohibitions on certain AI practices

The EU AI Act imposes prohibitions on specific AI practices that are deemed to pose an unacceptable risk to safety, privacy, and fundamental rights.

Prohibited AI practices¹:

- Subliminal, manipulative or deceptive techniques
- Exploitation of vulnerabilities related to age, disability, or socio-economic circumstances
- Social scoring leading to detrimental or unfavorable treatment
- Facial recognition databases through image scraping
- Emotion inference in workplace or education institutions
- Biometric categorisation inferring sensitive attributes (race, sex life, political opinions, religious beliefs, etc.)

- Assessment of the risk of an individual committing criminal offences solely based on profiling or personality traits
- Real time remote biometric identification in public spaces for law enforcement

B. AI literacy requirements

Providers and deployers of AI systems are required to take proactive measures to ensure a sufficient level of AI literacy of their staff and other persons dealing with the operation and use of AI systems. This requirement is designed to ensure that employees understand the fundamentals of AI technologies, including their potential risks, benefits, and ethical considerations.

¹ Limited exceptions apply.

Phased application timeline of the EU AI Act

Past dates	1 Aug 2024	AI Act entered into force
Future key deadlines	2 Feb 2025	Prohibited AI practices and AI literacy requirements
	2 Aug 2025	Obligations regarding General Purpose AI models
	2 Aug 2026	Obligations regarding High-Risk AI systems listed in Annex III (AI systems in employment, education, biometrics, critical infrastructure, etc.)
	2 Aug 2027	Obligations regarding High-Risk AI systems as safety component of a product and AI products (Annex I)

Prepare for imminent and future obligations

Focusing on the provisions that come into effect on 2 February 2025, organisations need to take action.

Prohibited AI practices	AI Literacy
<p>Map AI systems and practices Conduct a thorough review of all AI systems used or developed within your organisation</p> <p>Determine compliance Assess whether any of these systems fall under the categories of prohibited AI systems</p>	<p>Identify relevant employees Determine the employees who are involved in the development, deployment, or use of AI systems</p> <p>Provide and document training Implement training programs to equip employees with the knowledge to understand AI risks and ethics and maintain training records</p>

General Purpose AI	High-Risk AI systems
Prepare for obligations regarding GPAI models (specific transparency, documentation, and risk management requirements)	Prepare for obligations regarding High-Risk AI systems (risk assessments, documentation, and conformity evaluations)

What we can do for you


At Zepos & Yannopoulos, we offer an end-to-end [AI Compliance Program](#) and AI regulatory advice, combining comprehensive **legal** expertise with innovative **technical** expertise, and providing tai-

lored 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.

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