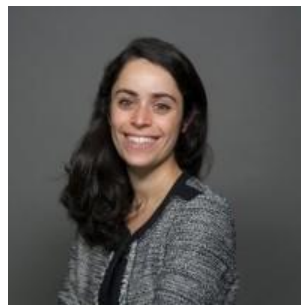


Responsibility - Naaia (Isabelle Perl) - Responsible AI by Design in Organizations, from Design to Operational Implementation

Summary of the Webinar - September 2025



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Preamble

This summary was generated from the text transcription of the Webinar using ChatGPT 4, formatted by the Positive AI team and validated by the host.

Introduction

The webinar provided an overview of Responsible AI by Design within organizations. The discussion highlighted the regulatory landscape, universal challenges of AI, and the strategic importance of embedding ethics, governance, and compliance into AI from design to operational implementation.

Main Points Discussed

1. **Responsible AI “by design”: why it matters**

The webinar framed “IA responsible by design” as building trustworthy AI from the outset—not as an after-the-fact check. Beyond reducing legal/reputational risk, early integration lowers hidden costs (bias fixes, rework) and accelerates time-to-deployment. Trust becomes a value catalyst for adoption (employees and customers) and business performance.

2. **Universal AI challenges in organizations**

- Compliance: fast-moving, multi-regional rules require demonstrable conformity to regulations, norms, and standards.
- Human factor: keep people at the center—leadership ownership (COMEX), change management, team engagement.
- Environment: measure and reduce AI’s footprint, align with corporate sustainability goals.
- Strategy & economics: AI is both competitive edge and risk; align roadmap with enterprise objectives and robust risk management.
- Operations & data quality: reliable processes, clear governance, continuous data quality oversight across the AI lifecycle.
- Security: address new AI-specific vulnerabilities (model theft, prompt/data exfiltration, misuse).
- Ethics & society: fairness, non-discrimination, privacy, fundamental rights—key to internal and market adoption.
Across these, organizational reputation is at stake—governance, cadence, and KPIs help eliminate blind spots.

3. **What “Responsible/Trustworthy AI” covers**

Three pillars: Responsibility, Ethics, Compliance. Common dimensions: transparency & explainability; fairness & non-discrimination; robustness & reliability; privacy & fundamental rights; security; human oversight; legal/contractual responsibility. Achieving this requires resources, processes, tooling, and methods throughout the lifecycle.

4. **Regulatory landscape & EU AI Act milestones**

- Approach: product regulation + risk-based (“operator” roles: provider, deployer, distributor/mandated rep).
- **Key EU dates (as recalled in the talk):**
- Feb 2025: prohibitions on unacceptable-risk AI + AI literacy obligations.

- Aug 2025: GPAI obligations (technical documentation, training data description) and duties toward downstream users/providers.
- Aug 2026: high-risk AI in Annex III (e.g., biometrics, employment, credit) expected to comply—potential delays tied to late harmonized standards could push some obligations toward 2027.
- Aug 2027: high-risk AI linked to already-regulated products (Annex I).
- Omnibus discussions aim to ease operationalization (notably for SMEs), without necessarily shifting dates.
- Global view: >75 countries are working on AI laws; fragmentation persists—China moved early (multiple texts since 2023), the U.S. is largely state-led and sectoral; some Middle-East frameworks are soft-law. Multinationals must navigate all of the above.

5. Governance: who owns what, and how to make it work

- Board/COMEX: put AI on the agenda; set strategy & objectives; demand dashboards, reporting cadence, escalation paths; consider an AI council; protect directors' responsibilities.
- Executive leadership: operationalize the governance framework; drive cross-team collaboration on risk.
- Functions involved: legal/compliance/DPO/public affairs (reg watch & conformity); IT/cyber/data/DS/ML (tech & infra); business lines (integration into processes); risk management; internal audit.
- Operating mechanics across lifecycle: define AI uniformly; inventory & classify systems by risk; maintain technical documentation; monitor drift/bias/hallucinations; manage vendors & clauses; assess infra impacts; define roles & responsibilities; develop skills.

6. Benefits business can expect

- Faster, more controlled deployments; fewer "late" fixes.
- Stronger compliance posture (regulatory + business risk).
- Higher trust & adoption (employees/customers), enabling innovation in a safer perimeter.
- Better measurement of ROI, performance, environmental impact, and adoption (internal and external).

7. Implementation pillars (practical roadmap)

- Ethics by design: integrate reviews/audits at each lifecycle step; use ethics charters/committees & internal rulebooks.

- Governance & supervision: centralize risk management, define clear processes, and set a reporting rhythm.
- Tools & methods: auditability, traceability, explainability, robustness checks; compliance tooling; end-to-end documentation.
- Training & awareness: role-specific programs for all staff; upskill legal/compliance and technical teams; train COMEX—leadership literacy remains a gap in many orgs.
- Trajectory mindset: anticipate evolving rules/models; plan to 2027 with agility rather than “one-shot” compliance.

8. Standards, certification, and what to do now

- ISO/IEC 42001 (AI management system) cited as a relevant baseline; EU harmonized standards are in progress.
- Until EU standards are finalized, juxtapose internal policies with AI Act requirements to derive a single, actionable control set.
- Research carve-out: pure R&D (no commercialization) is out of AI Act scope; commercialization triggers compliance (and back-documentation of design choices).

9. Q&A highlights & strategic debate

- Europe’s stance: lively exchange on “regulation-first” vs “innovation-first,” data/infra sovereignty (clouds, chips, talent), and practical enforceability across regions.
- U.S./China comparisons: differences in legal application/enforcement vs formal texts; implication that strategy, funding, infra, and talent retention matter as much as law.
- Model selection/testing in enterprises: while awaiting EU standards, rely on internal governance, risk questionnaires, and combined policy+reg controls to vet models; expect future certification pathways for high-risk systems.

Conclusion

Responsible AI by design blends ethics, governance, compliance, and capability-building into daily practice. With the EU AI Act milestones approaching (and standards maturing), organizations should inventory and risk-classify their AI, formalize governance at COMEX level, document and monitor throughout the lifecycle, and train widely—using existing standards now and switching seamlessly to harmonized EU norms as they land. Early, pragmatic adoption reduces risk, speeds delivery, and builds durable trust.