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**TALENTERIA**

## EU AI Act Compliance

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Talenteria acknowledges that our AI modules for resume screening and candidate matching fall under the High-Risk AI category as defined in the EU AI Act, specifically under: Annex III – Employment, Workers Management and Access to Self-Employment. For this category, the EU AI Act requires strict controls, and Talenteria aligns with these obligations as follows:

## 1 Risk Management System

Talenteria maintains an AI risk management framework that includes:

- Identification of risks related to bias, accuracy, and misuse
- Testing and mitigation strategies
- Continuous monitoring and traceability

## 2 Data Governance

We use controlled, job-related data only – skills, experience, education – and do not use protected attributes.

## 3 Technical Documentation

Talenteria provides:

- Clear documentation of screening process
- Explanation of how AI outputs are generated
- Logs for traceability and auditability

## 4 Logging and Traceability

Every AI scoring and matching event is logged with:

- Timestamp
- Scoring criteria
- AI inputs and outputs
- Version of the model used

This satisfies Article 12 (record-keeping obligations).

## 5 Human Oversight

Talenteria is designed as a decision-support tool, not an autonomous system.

Recruiters always can:

- Review AI-generated scores
- Override or adjust recommendations
- Make the final hiring decisions

## 6 Accuracy, Robustness, and Cybersecurity

Talenteria performs:

- Monthly accuracy testing
- Quarterly bias testing
- Automated monitoring for output drift

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## 7 Transparency Requirements

Under local law, candidates can be notified that an automated AI tool is used for screening (usually as part of the job ad).