

Governance Report ? KI-gestützte Skill-Match-Empfehlun

HumanOSE ? governance preparation, assurance support and audit-ready evidence. No legal compliance certification.

Product:	HumanOSE
Use Case:	uc_humanx_skillmatch (v1)
Source system:	humanx-ois
Language:	EN
Data mode:	synthetic
Generated at:	2026-09-04T05:50:38.889Z
Report status:	Provisionally classified
Integrity hash:	0da01dd5250b5ea2...

This report is based exclusively on synthetic data (pilot operation). No real personal data.

This report does not certify legal compliance.

Executive summary

HumanX OIS schlägt anhand des Capability Graph erklärte Kandidat:innen für Rollen/Projekte vor ? mit Unsicherheit und Pflicht zur menschlichen Prüfung.

Intended purpose:	Entscheidungsunterstützung für die menschliche Auswahl ? ausdrücklich keine automatische Zuweisung oder Beschäftigungsentscheidung.
Preliminary risk class:	Near high-risk ? mandatory human oversight, external legal review recommended
Human oversight required:	Yes
Governance Readiness:	0/15 Controls with evidence/reviewed

Governance Readiness denotes the degree of preparation (evidence in place/reviewed) ? it does not certify conformity.

Use case profile

Intended purpose:	Entscheidungsunterstützung für die menschliche Auswahl ? ausdrücklich keine automatische Zuweisung oder Beschäftigungsentscheidung.
Affected groups of persons:	natuerliche_personen_mitarbeitende
Data sources:	personenbezogen_capability_profile
AI function:	recommendation
Potential impact:	beschaeftigung_rolle
Jurisdiction:	eu-de

Source system: humanx-ois

Lifecycle state: Provisionally classified

Risk assessment (preliminary)

Preliminary risk class: Near high-risk ? mandatory human oversight, external legal review recommended

Confidence of the assessment: medium

Ruleset: v0.1.0

Human review required: Yes

The risk classification is preliminary and does not replace a legal assessment.

Reasoning (rule reference)

- R-HIGH-EMPLOY-01 ? Impact on employment or role assignment ? proximity to Annex III (employment context) must be reviewed.
- R-ELEV-PII-01 ? Processing of personal data sources ? GDPR principles (purpose limitation, data minimization, data subject rights) must be applied.
- R-LIM-TRANSPARENCY-01 ? Generative or recommending AI function ? transparency and labeling obligations must be reviewed.

Open legal questions

- Is there an Annex III constellation in the employment context? External legal review recommended.

Recommended risk mitigations

- Mandatory human review of every individual-case assessment by a named accountable person.
- No automatic decision with impact on persons ? the system proposes, the human decides.
- Data minimization: process only governance-necessary categories, no copies of raw data.
- Role-based access control and audit events for every access to sensitive objects.
- Label AI-generated content as such; escalation to a human is possible at any time.
- Obtain external legal review before any real use (near high-risk constellation).

Uncertainty of the assessment

Rule set v0.1 works with internal review heuristics on the EU AI Act, GDPR, Swiss DSG and the UK context. The assessment depends on the completeness of the registry entries and does not replace a legal review.

Policy & control overview

The control status documents the review of the evidence ? it does not certify conformity.

Control	Reference	Status	Evidence
Check for prohibited practices	EU AI Act Art. 5	Open	0
Risk management system	EU AI Act Art. 9	Open	0
Data governance	EU AI Act Art. 10	Open	0
Technical documentation	EU AI Act Art. 11 / Annex IV	Open	0
Record-keeping / logging	EU AI Act Art. 12	Open	0
Transparency & labeling	EU AI Act Art. 13 / 50	Open	0
Human oversight	EU AI Act Art. 14	Open	0

Adversity, robustness, accuracy, non-bias	EU AI Act Art. 15	Open	0
Lawfulness of processing	DSGVO Art. 6	Open	0
Data minimization	DSGVO Art. 5(1c)	Open	0
Data protection impact assessment (DPIA)	DSGVO Art. 35	Open	0
Data subject rights	DSGVO Art. 12-22	Open	0
AI literacy of those involved	EU AI Act Art. 4	Open	0
Access control	ISO 27001 A.9 (Referenz)	Open	0
Audit/evidence chain	ISO 9001 Evidence Standard	Open	0

Open gaps

- Check for prohibited practices
- Risk management system
- Data governance
- Technical documentation (Annex IV-like)
- Record-keeping / logging
- Transparency & labeling
- Human oversight
- Accuracy, robustness, cybersecurity
- Lawfulness of processing
- Data minimization
- Data protection impact assessment (DPIA)
- Data subject rights
- AI literacy of those involved
- Access control
- Audit/evidence chain

Human oversight

Responsible human:

Oversight assignment pending ? a final responsible human must be named before approval.

Reviewer:

?

Human responsibility remains mandatory; AI does not make automatic decisions about persons.

Review history

No review decisions recorded yet.

Evidence summary

Evidence chain status:

invalid (suspected tampering)

Number of evidence events:

32

Verification passed:

No

Simulated anchoring (PageCipher integration pending) ? marked as a simulation.

#	Timestamp	Actor	Action	Hash
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462	2026-09-02T18:31:04.0	actor_system_humano	governance_report_ge	281a8ede75a9...
464	2026-09-02T18:31:04.5	actor_system_humano	governance_report_ge	6afdc90d269d...
466	2026-09-02T18:31:05.0	actor_system_humano	governance_report_ge	d490ca2afe0b...
468	2026-09-02T18:31:05.5	actor_system_humano	governance_report_ge	73297288128d...
470	2026-09-02T18:31:06.0	actor_system_humano	governance_report_ge	fd00cb8e50d5...
472	2026-09-02T18:31:06.5	actor_system_humano	governance_report_ge	2b9f33050b3b...
474	2026-09-02T18:31:07.0	actor_system_humano	governance_report_ge	d056ac2470dc...
476	2026-09-02T18:31:07.5	actor_system_humano	governance_report_ge	4f2d4dc3276a...
478	2026-09-02T18:31:08.0	actor_system_humano	governance_report_ge	6b6cedbd5543...
630	2026-09-02T19:07:44.1	actor_system_humano	governance_report_ge	4c1ca9313352...
632	2026-09-02T19:07:44.7	actor_system_humano	governance_report_ge	3a0d05fced89...
634	2026-09-02T19:07:45.2	actor_system_humano	governance_report_ge	9608608dd348...
724	2026-09-04T05:40:58.2	actor_system_humano	governance_report_ge	838989e59b3a...
742	2026-09-04T05:49:53.2	actor_system_humano	governance_report_ge	3fc933c2865c...

PageCipher anchor status

PageCipher integration status:

Active (HTTP integration with PageCipher)

PageCipher anchor status:

28/32 Anchored

PageCipher anchor reference:

pagecipher:86ae890eb0f5b94713ac5a91368567b0

Last anchoring attempt:

2026-09-04T05:49:53.225Z

The PageCipher anchor proves the integrity and provenance of the evidence ? it does not certify legal compliance.

Open risks & gaps

- 15 open controls without evidence
- Human approval pending
- Is there an Annex III constellation in the employment context? External legal review recommended.

Legal notices (disclaimer)

- This report does not certify legal compliance.
- The risk classification is preliminary and does not replace a legal assessment.
- The legal assessment may require a specialized legal review.
- This report serves governance and compliance preparation on an evidence basis. It does not constitute legal advice, certification, or a conformity attestation.
- Human responsibility remains mandatory; AI does not make automatic decisions about persons.

Appendix

Control catalog

Control	Source	Reference
Check for prohibited practices	eu_ai_act	EU AI Act Art. 5
Risk management system	eu_ai_act	EU AI Act Art. 9
Data governance	eu_ai_act	EU AI Act Art. 10
Technical documentation (Annex IV-like)	eu_ai_act	EU AI Act Art. 11 / Annex IV
Record-keeping / logging	eu_ai_act	EU AI Act Art. 12
Transparency & labeling	eu_ai_act	EU AI Act Art. 13 / 50
Human oversight	eu_ai_act	EU AI Act Art. 14
Accuracy, robustness, cybersecurity	eu_ai_act	EU AI Act Art. 15
Lawfulness of processing	gdpr	DSGVO Art. 6
Data minimization	gdpr	DSGVO Art. 5(1c)
Data protection impact assessment	gdpr	DSGVO Art. 35
Data subject rights	gdpr	DSGVO Art. 12-22
Bias monitoring	internal_policy	SysTec Policy AI-BIAS-01
AI literacy of those involved	ai_literacy	EU AI Act Art. 4
Access control	security	ISO 27001 A.9 (Referenz)
Audit/evidence chain	audit	SysTec Evidence Standard (ADR-003)

Generation metadata

Generated at:	2026-09-04T05:50:38.889Z
Version:	0.1.0
Language coverage:	100 %
Number of evidence events:	747