

Q3

# Legislation Update

*What's on the horizon?*

- 01/ EU Artificial Intelligence Act
- 02/ Screening of Third Country Transactions Act 2023
- 03/ Green Claims Directive
- 04/ Digital Operational Resilience Act (DORA)
- 05/ Network and Information Systems Directive (NIS2)
- 06/ Markets in Crypto-Assets Regulation (MiCAR)
- 07/ EU Pay Transparency Directive
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- 09/ Corporate Sustainability Due Diligence Directive (CSDDD) Omnibus Proposals
- 10/ EU Deforestation Regulation
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# EU Artificial Intelligence Act

The EU AI Act came into force on August 2024. Compliance obligations are being phased in over a period of three years, with the first key obligations on prohibited AI and AI Literacy already in force since 2 February 2025.

From 2 August 2026, the majority of AI placed or used on the EU market will be subject to the AI Act on a sliding scale based on the risk posed by the intended use of that AI.







# Screening of Third Country Transactions Act 2023



Ireland's first investment screening regime commenced on 6 January 2025 and implements Regulation (EU) 2019/452.

The Screening Act enables the Minister for Enterprise, Trade and Employment to review certain transactions involving foreign investors for potential risks to the security or public order of the State.





# Green Claims Directive

Introducing new standards for environmental claims, the Directive has been paused and may be withdrawn.

There has been no official position on whether it is withdrawn and interinstitutional negotiations are still ongoing





D O R A

# Digital Operational Resilience Act

Part of the European Commission's digital finance package, DORA is intended to enhance digital operational resilience within the financial sector in Europe, ensuring the effective management of ICT risk.

DORA applied from 17 January 2025.





D O R A

# Digital Operational Resilience Act

DORA introduces ICT incident management, risk management and testing requirements for in-scope firms and pension funds. DORA also introduces a new oversight framework for critical ICT third-party service providers.

Firms will have to apply the same robust set of principle-based rules, but on a proportionate basis depending on the scale and complexity of their operations.







NIS2

# Network and Information Systems Directive



The goal of NIS2 is to further enhance the work started by NIS1 to build a high common level of cybersecurity across the EU.

It includes broadening the scope of cybersecurity regulations to include new industries, organisations and sectors that were not previously captured by NIS1.

The NIS2 transposition deadline was 17 October 2024.



MICAR

# Markets in Crypto-Assets Regulation

Established new rules for the crypto industry, the majority of which came into effect from 30 December 2024, although some crypto-asset issuers have been affected since 30 June 2024.



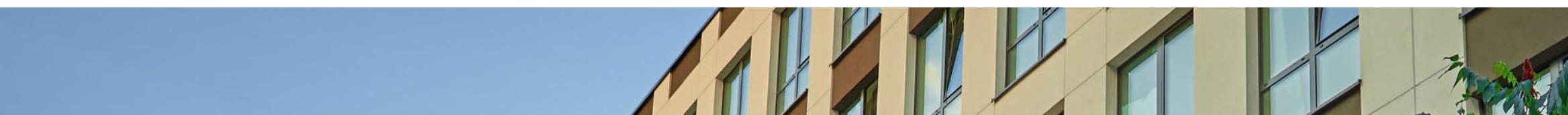




# EU Pay Transparency Directive

The EU Pay Transparency Directive, which must be transposed into Irish law by 7 June 2026, is aimed at enhancing pay transparency and addressing gender pay inequality across EU Member States.

For Ireland, which introduced gender pay gap (GPG) reporting in 2022, the Directive will require further legal and procedural changes to align with EU-wide standards.







# European Union (Corporate Sustainability Reporting) Regulations 2024

The Corporate Sustainability Reporting Directive was transposed into Irish company law in 2024. The Irish regulations introduced new extensive sustainability reporting requirements.

Reporting obligations of large public interest companies/groups commenced last year.

All other large companies/groups are required to report for all financial years starting on or after 1 January 2025.







C S D D D

# Corporate Sustainability Due Diligence Directive



The Corporate Sustainability Due Diligence Directive (CSDDD) came into force in the EU on 25 July 2024 and must be incorporated into the national laws of Member States within two years.

It introduces a new harmonised EU-wide framework to enhance corporate accountability for actual and potential adverse impacts on human rights and the environment.

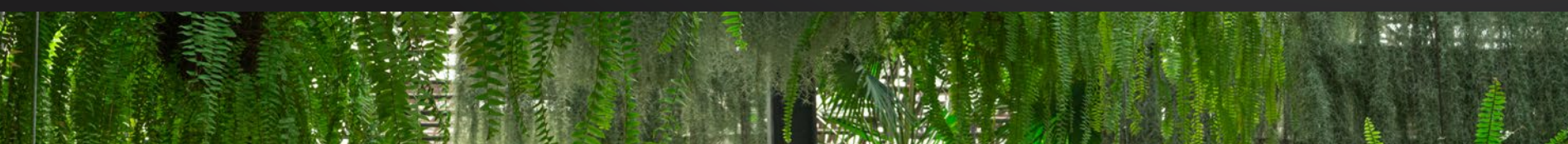
Obligations will be phased in over a number of years, commencing in 2027 for the largest EU companies.



## Omnibus Proposals

The Omnibus proposals, if approved, will make some significant amendments to the CSRD and the CSDDD by significantly reducing their application and deferring the commencement of obligations for many companies.

The intention is to reduce the cost and burden of compliance and ensure that the EU market remains competitive for businesses. The proposals are currently being considered at EU level.







EUDR

# EU Deforestation Regulation

The EU Deforestation Regulation aims to tackle global deforestation by requiring certain commodities and products to be “deforestation free” and lawfully produced before they can be sold in the EU or exported.

‘Operators’ and ‘traders’ must begin to comply with the EU Deforestation Regulation (EUDR) from 30 December 2025 and from 30 June 2026 for small and medium enterprises (SMEs).





# Automatic Enrolment Retirement Savings System Act 2024

The Automatic Enrolment Retirement Savings System Act 2024 provides for an auto enrolment system to be set up in Ireland, with enrolments expected to commence on 1 January 2026.

It is expected that an initial 750,000 workers will be enrolled into scheme, which will include matching employer contributions and a State top-up. Participation in the scheme will be voluntary and workers will be able to opt-out or suspend participations for periods of time.







# Planning & Development Act 2024

The Planning and Development Act 2024 was signed into law by the President on 17 October 2024.

The provisions of the Act will be brought into force by way of Commencement Orders made by the Minister for Housing, Local Government and Heritage.

The Government has published an implementation plan setting out details of the commencement schedule.

The first phase of commencements will see the transition of An Bord Pleanála to An Coimisiún Pleanála and changes to judicial review procedures.



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