

TECHNOLOGY UPDATE

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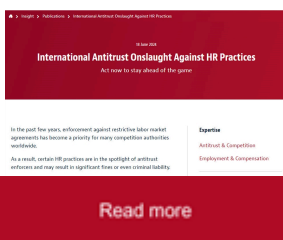
TMT Talk Podcasts

Listen to the latest episode on **Navigating Antitrust Challenges for Tech Companies**. Antitrust authorities have embraced a position of intensified scrutiny, giving rise to significant challenges for technology companies. In this episode, Kim Sartin is joined by Paul Johnson and Brian Burke who delve into key developments in merger control across the US, Europe and UK, the emerging theories of harm being employed to challenge major transactions and look ahead to future antitrust trends and their associated risks. Tune in to an insightful discussion on the rapidly changing antitrust environment in the technology sector.

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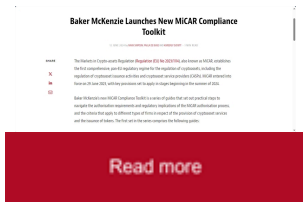
For more information, please contact **Nadine Fournier**.



International Antitrust Onslaught Against HR Practices

Competition authorities worldwide have increased their enforcement against restrictive labor market agreements, resulting in significant fines and/or criminal liability. Baker McKenzie's **global enforcement snapshot heat map** features recent investigations and enforcements in several key regions and a quick analysis of recent developments affecting technology clients. Our **briefing document** covers the global tipping point for competition enforcement and pitfalls in relation to HR practices and a risk mitigation checklist for managing the HR/antitrust intersection.

For more information, please contact **Luis Gomez, Katja Haferer, Julia M. Wilson, Mark Hamer, Dr. Nicolas Kredel LL.M., Bill Dugan, Jeff D. Martino** or **Mireia Sabaté**.



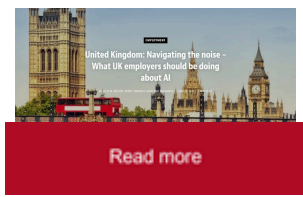
Baker McKenzie Launches New MiCAR Compliance Toolkit
The Markets in Crypto-assets Regulation, also known as MiCAR, establishes the first comprehensive, pan-EU regulatory regime for the regulation of cryptoassets. Baker McKenzie's new MiCAR Compliance Toolkit is a series of guides that set out practical steps to navigate the authorization requirements and regulatory implications.

For more information, please contact **Mark Simpson**, **Paula De Biase** or **Kimberly Everitt**.



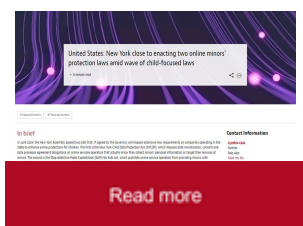
Cyber Transparency, Risk & Sanctions: How Cyber Incidents Give Rise to Export Control Issues
Discover essential export control considerations that technology companies should keep in mind when managing cyber incidents that may involve potential access to or exfiltration by an unauthorized actor of controlled technology/technical data or software.

For more information, please contact **Justine Phillips**, **Sylwia A. Lis** or **Alexandre (Alex) Lamy**.



United Kingdom: Navigating the noise – What UK employers should be doing about AI
There is a growing consensus that mainstream use of AI by employers is inevitable. Technology companies are the early adopters of AI systems to help manage employment processes and make workforce decisions. They will therefore likely be the first to experience challenge, whether from employees or regulators, around that application of AI. This article explores where that challenge may come from, and what employers can do to be in a good place to avoid or meet it.

For more information, please contact **Julia M. Wilson**, **Bobby Sarkodee-Aadoo** or **Rob Marsh**.



New York Close to Enacting Two Online Minors' Protection Laws amid Wave of Child-Focused Laws
In June 2024, the New York Assembly passed two bills that, if signed by the Governor, will impose extensive new requirements on companies operating in the state to enhance online protections for children. The first is the New York Child Data Protection Act, which imposes data minimization, consent and data processor agreement obligations on online services operators that actually know they collect minors' personal information or target their services at minors.

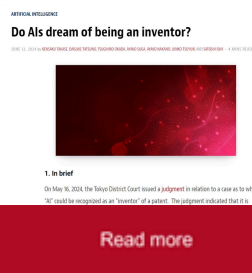
For more information, please contact **Cynthia Cole** or **Jonathan Tam**



Singapore: Parliament passes Cybersecurity (Amendment) Bill on 7 May 2024

The Singapore Parliament has passed the Cybersecurity (Amendment) Bill amending the Cybersecurity Act 2018. The Act, which formerly only regulated Critical Information Infrastructure (CII), has been expanded significantly to cover a wider range of entities in the technology sector and also providers of essential services that use third-party-owned CII. Reporting obligations have been expanded. The penalty regime has also been revised, and the Cybersecurity Agency of Singapore may now issue civil penalties in place of criminal penalties, with the maximum penalties significantly increased to up to 10% of the annual turnover of the entity in Singapore.

For more information, please contact **Andy Leck**, **Ren Jun Lim**, **Ken Chia** or **Sanil Khatri**.



Do AIs dream of being an inventor?

On May 16, 2024, the Tokyo District Court issued a judgment in relation to a case as to whether AI could be recognized as an "inventor" of a patent. The judgment indicated that it is reasonable to conclude that an "inventor" under the Patent Act is limited to natural persons in light of the intellectual property laws and other laws in Japan.

For more information, please contact **Kensaku Takase**, **Daisuke Tatsuno**, **Tsugihiko Okada**, **Ayako Suga**, **Ayako Nakano**, **Junko Tsuyuki** or **Satoshi Ishii**.

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