Hacktivate AI_

OpenAI | Allied FOR STARTUPS

Contents

Across Europe, there is now a broad consensus: AI is no longer a distant promise. It is here, and it can meaningfully contribute to the competitiveness and prosperity of our continent. AI can rejuvenate the European economy, empower individuals, boost productivity, and advance scientific discovery.

Already, millions of Europeans, thousands of businesses and startups, use, iterate, and benefit from AI every day. This is promising, but far from enough if Europe is to truly become an AI continent and unlock the full potential of this transformation. Now is the time for Europe to act boldly to foster AI uptake.

The central question remains: how? What will it take to accelerate AI adoption across the continent? How can people be equipped with the right skills to thrive in the Intelligence Age while receiving the support they need? And how can SMEs, traditional industries, and public institutions be enabled to experiment with and fully embrace this technology?

To explore these questions, Allied For Startups and OpenAI joined forces to launch Hacktivate AI: a first-of-its-kind AI policy hackathon designed to combine expertise, creativity, and bold thinking. Bringing together nearly 70 experts from across Europe — policymakers, entrepreneurs, academics, business leaders, economists, and technical specialists — they worked side by side across seven thematic tracks that will determine the success of AI uptake in Europe.

Hacktivate AI brought the hackathon spirit to policymaking. Agility and speed are the essence of startup DNA, and we applied this ethos to policy design: starting from a blank canvas, breaking free from legacy thinking, and channeling diverse perspectives into something powerful. Like any true hackathon, the energy came from brilliant minds working together, pushing boundaries, and testing bold ideas.

Our ambition is simple: to Hacktivate AI in Europe, for Europe. The mission entrusted to our policy hackers was much harder: to advance Europe's AI journey at scale. From building an AI-ready workforce to addressing technical bottlenecks, boosting adoption incentives, fostering trustworthy AI literacy, and designing macro policies for competitiveness, they tried to address these important challenges within a couple of hours only.

The following report captures the outcomes of this unique exercise. It outlines the proposals developed during Hacktivate AI and reflects the collaborative spirit that drove them. We hope it serves as both a platform for action and a source of inspiration for policymakers, innovators, and all those committed to making AI a collective European success story.

Let's Hacktivate AI, in Europe, for Europe.

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Disclaimer

This report compiles the outcomes of Hacktivate AI, the AI policy hackathon held in Brussels on 23 September 2025, co-organised by Allied For Startups and OpenAI.

It reflects the discussions and recommendations developed by the 63 participants across the 7 tracks during the event and does not necessarily represent the views of the organisers or the other participants. Throughout the report, the names of the members of each of the 7 tracks that discussed and drafted the policy recommendations are listed for transparency and acknowledgement. The content is for informational purposes only and does not constitute an official position or endorsement by either organisation.

Under each of the 7 tracks, the policy proposals are presented as finalized by each team during the hackathon. No change of the substance has been made while compiling this report, only minor edits for clarity, formatting or presentation purposes.

Participants come from

Introduction

Hacktivate AI was designed as a first-of-its-kind policy hackathon dedicated to supporting AI uptake across Europe. Co-organized by Allied for Startups and OpenAI, the event took place in Brussels on September 23, 2025, and gathered 63 experts from across the continent, from various horizons, including policymakers, international organizations, entrepreneurs, business leaders, academics, economists, and technical specialists.

By convening diverse perspectives and applying the fast-paced, solution-driven approach of hackathons to policymaking, Hacktivate AI provided a platform to generate practical ideas that can support EU-level and national efforts to support AI uptake, across 7 tracks, each focused on a critical dimension of AI uptake:

- **Track 1:** Building an AI-ready workforce
- **Track 2:** Creating adoption incentives for organizations
- **Track 3:** Addressing technical bottlenecks to deployment
- **Track 4:** Advancing AI uptake in government
- **Track 5:** Developing monitoring tools and readiness indicators
- **Track 6:** Designing macro policies to boost adoption at scale
- **Track 7:** Fostering ecosystem collaboration

Each track worked intensively under just 4 hours to explore challenges and design actionable policy proposals, under the leadership of a track captain. These ideas were then presented in the afternoon plenary to a wider audience of more than 150 stakeholders.

This report compiles the results of that collective exercise. It presents the proposals developed by the seven tracks and documents the collaborative spirit that animated Hacktivate AI. While the ideas captured here are diverse in scope and ambition, they share one common goal: to provide practical pathways for boosting AI adoption and strengthening Europe's competitiveness, cohesion, and prosperity.

Overview of the policy proposals

Proposal 1: Individual AI Learning Accounts (ILA) - Empowering individuals on their AI journey

Proposal 2: Employer AI incentive program – Supporting AI training with tax credits

Proposal 3: AI Champions network – Accelerating AI adoption across Europe

Proposal 4: AI Learning vouchers – Supporting lifelong learners in AI

Proposal 5: AI Thesis connect – Linking companies with applied AI talent

Proposal 6: First adoption grace period - Supporting early AI adoption through regulatory grace period

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Proposal 8: Applied AI booster - Focusing support on commercialization, not just research

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Proposal 10: Fast-track standards - Facilitating standardization to support AI adoption

Proposal 11: Operational Agentic Heroes - Supporting the public sector transformation with agents

Proposal 12: European GovAI Hub - Mutualizing resources across the entire European public sector

Proposal 13: AI Readiness Index - Monitoring AI uptake through a set of comprehensive indicators integrating existing data

Proposal 14: Real-time LLM monitor - Building a new public-private partnership to monitor LLM usage

Proposal 15: Relentless Harmonisation - Doubling down on achieving the Digital Single Market

Proposal 16: Innovative Institutions - Rethinking institutional design to face new technical challenges

Proposal 17: Inclusive AI program - Onboarding the entire society alongside the AI journey

Proposal 18: EUasis – Creating special AI zones and regulatory sandbox

Proposal 19: Draghi's Den – Boosting capital availability for scaling AI

Proposal 20: The EuroBridge – Connecting corporations and startups

Track 1 : AI-ready workforce

Participants

Track captain: Lucy Czachowski (Bitkom)

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Context

This track explored how Europe can build an AI-ready workforce by equipping people with the right skills to thrive in a time of technological change. Developing and retaining AI talents, and training AI-literate workers, are both a competitiveness imperative and a social necessity: the more Europe succeeds in upskilling and reskilling its workers, the better positioned its economy will be to benefit from technology. At the same time, training and reskilling programs are essential to prepare for the evolution of the labour market and respond to workers' expectations.

At the moment, the European Commission is undertaking a comprehensive effort to address AI talent shortages, cross-sectoral skill mismatches, and global competition for AI experts under the Skills pillar of the AI Continent Action Plan. This initiative aligns with broader EU strategies on digital education, skills development, and workforce preparedness.

How can we deliver basic and practical AI skills to Europe's workforce rapidly, at scale, and without leaving anyone behind? How can we provide and nurture the more advanced AI talents our economy and society need ? How can we anticipate and prepare for the longer-term evolution of skills demand? How can we ensure those skills are portable (recognized across companies and countries) and that access to training is equitable for all groups ?

Proposal 1: Individual AI Learning Accounts (ILA) - Empowering individuals on their AI journey

Overview: Establish a Europe-wide (or national) Individual Learning Account dedicated to AI and digital skills, inspired by France's successful Compte Personnel de Formation (CPF). An AI ILA gives every worker an annual training credit – a monetary entitlement – which they can spend on approved AI-related courses or certifications. This account is portable: workers keep it as they move jobs or during unemployment, ensuring continuous learning rights regardless of employer. The program would be a public-private partnership, drawing on content from leading AI labs, universities, and industry.

How it could work

Key design features:

- **Annual training credit:** Each working-age adult receives a yearly credit (e.g. €500–€1000) to spend on accredited AI training. Unused credits could accumulate over years up to a cap, allowing saving for more extensive programs. Higher credits or top-ups could be provided for priority groups (SME employees, lower-income or at-risk workers) to promote inclusion.

- **Approved course catalog:** A curated catalog of AI courses, micro-credentials, and on-the-job training modules will be established, meeting quality standards. Training can range from basic "AI literacy" courses (e.g. using AI tools safely) to advanced technical courses, as well as sector-specific AI applications (for health, manufacturing, etc.). This ensures credits are spent on high-impact, task-specific training aligned with labor market needs.

- **Quality control and guidance:** A public platform (building on the European Digital Skills and Jobs Portal) will host the catalog and allow easy account access. Career guidance services will be offered to help workers identify relevant courses . Quality assurance mechanisms (e.g. provider accreditation, learner feedback) will maintain training standards and curb low-value offerings or fraud – an important lesson from France's CPF experience.

- **Funding mechanism:** ILAs can be co-funded by governments, employers, and potentially individuals. France's CPF, for example, is financed via a national levy on employers (collected by a public fund, Caisse des Dépôts) and state contributions. At EU level, the European Social Fund+ and Recovery and Resilience Facility could support initial funding, especially to jump-start ILAs in countries that lack them. Employers could be incentivized (or mandated via social partner agreements) to contribute to ILAs as part of skills levies or corporate training plans. The Council Recommendation on ILAs explicitly calls on Member States to put in place such enabling frameworks and financing to make ILAs effective .

Expected outcomes: Within five years, the Individual AI Learning Account could dramatically raise AI skill levels across the workforce. We would aim for 90% of employees obtaining an "AI Certificate" or equivalent training completion within five years (as per the proposal's target). Progress can be measured by ILA uptake rates, number of courses completed, and improvements in self-reported AI proficiency. The broader benefits include a more adaptable workforce that can seize productivity gains from AI. For example, an SME that upskills a majority of its staff in using AI tools may see efficiency improvements in operations, customer service, and product development. Evidence supports positive returns on such training investments: studies have found that a 1% increase in training hours can yield a 0.6% increase in productivity, roughly double the associated increase in labor costs . In sum, ILAs make good economic sense – investing in human capital pays off through higher firm performance, innovation, and employability . By instituting Individual Learning Accounts for AI, the EU would be taking a bold step to future-proof its workforce in an inclusive way, empowering each worker to participate in the digital transition.

Proposal 2: Employer incentive program – Supporting AI training with tax credits

Overview: Complementing the individual-centered ILA, the second proposal incentivizes organizations to actively train their employees in AI skills. This Employer Incentive Program would offer tax credits or other fiscal incentives to firms that achieve a high rate of workforce training each year. The flagship criterion could be a "50% training rate" – i.e. if a company trains at least half of its employees in approved courses over the year, it qualifies for a substantial tax credit on its training expenditures. This threshold ensures broad-based upskilling, rather than a company sending only a few managers to training while leaving most workers untrained.

How it could work

Key features of the program:

- Training tax credit: Firms that train ≥50% of their workforce in a year would receive a tax credit (for example, covering 30–50% of eligible training costs). The credit could scale with the share of employees trained, or be a flat incentive upon crossing the threshold. To encourage SMEs and non-tech sectors, the program can provide extra incentives – for instance, a higher credit rate (say +10 percentage points) for SMEs, or for training that targets non-technical roles. This recognizes that a small manufacturer or a retail company may need greater support to upskill workers compared to a large tech firm. Eligible expenditures would include tuition/fees for external courses, costs of in-house training programs, and even the labor hours spent on on-the-job coaching or attending internal "AI academy" sessions. By covering internal training like on-the-job instruction, the policy supports the "learning in the flow of work" approach (e.g. if a company appoints internal AI champions to coach others, the hours those employees spend training colleagues could count as an eligible cost).

- Light bureaucracy, robust accountability: To encourage uptake, the scheme should be simple to apply for. Companies might submit an annual report of training activities (e.g. number of employees trained, hours, topics) to claim the credit. Reporting can be kept light-touch – possibly integrated into existing annual training reporting or via an online form. Random audits and verification would deter abuse, ensuring companies indeed provided quality training to the claimed number of employees. Employers could be required to maintain attendance records or digital badges of completion for courses as evidence. This balances accountability with low administrative burden.

Public-private partnerships for content: Governments can partner with industry associations, AI vendors, and educational institutions to provide discounted training solutions for companies. For example, a partnership with AI labs or platforms could offer corporate training bundles that qualify under the tax credit. Sector-specific training alliances (similar to the EU's Pact for Skills initiatives) could emerge, where larger firms, training providers, and local universities team up to deliver certified AI training for SMEs in their supply chain – leveraging the tax credit to fund it. The policy thus also stimulates a market for high-quality training offerings tailored to enterprise needs.

Additional ideas

The below ideas were identified as important but not fleshed out during the hackathon.

- Develop a European AI Skills Academy (linked to the AI Action Plan) and scale up AI apprenticeships.
- Explore a “28th regime” for AI talent mobility to make Europe more attractive for international experts and to retain domestic talent.
- Align education, workforce training, and industrial policy by integrating AI skills into curricula at schools and universities.
- Develop better metrics to measure success and ROI of AI training (beyond enrollment numbers), including productivity gains and task-specific adoption.
- Prioritize a skills taxonomy (ESCO) to classify and monitor evolving AI-related competencies across different workforce tiers.

Track 2 : Adoption incentives

Participants

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Context

Many European SMEs and traditional industries lag in AI adoption, with an adoption rate at 13.5% in the EU based on the latest Digital Decade figure. This is often not because of lack of interest, but due to cost, complexity, and lack of internal capacity. While start-ups and large firms are beginning to integrate AI, smaller organizations often lack the expertise, tools, or incentives to get started. This risks widening competitiveness gaps within Europe and among regions.

At the moment, the European Commission is working on its Apply AI Strategy as part of the AI Continent Action Plan, which will focus on adoption in selected strategic sectors (e.g. healthcare, energy...).

How can Europe design effective incentives (financial, regulatory, or practical) that lower the entry barriers for SMEs, and traditional industries? What role could vouchers, shared infrastructure, or fiscal measures play? How can we make adoption inclusive so that every sector and every region of Europe can benefit, not just the digital frontrunners?

Proposal 3: AI Champions network – Accelerating AI adoption across Europe

Overview: AI Champions is a proposed EU-wide initiative designed to accelerate AI adoption in small and medium-sized enterprises (SMEs) by empowering motivated individuals inside organizations to act as internal change agents. While many firms struggle with costs and technical complexity, the real barrier often lies in the absence of "AI champions" who can translate abstract opportunities into concrete projects. This program creates a structured, gamified, and recognized pathway for these early adopters to thrive.

How it works

- Platform and community: An EU-backed digital hub, inspired by platforms like Kaggle, where individuals can enroll as "AI Champions."
- Challenges and badges: Participants complete real-world adoption challenges (e.g., identifying use cases, piloting tools, training colleagues). They earn badges, points, and recognition for both quality and quantity of contributions.
- Two-Way Engagement: The EU AI Office gains a direct channel to communicate policies, gather bottom-up feedback, and crowdsource best practices, while SMEs benefit from curated resources and peer learning.
- Recognition and motivation: Champions become visible role models within their organizations and sectors, building intrinsic motivation beyond financial incentives.

Value proposition

- For Individuals: AI Champions gives early adopters recognition as pioneers within their organizations, with badges and visibility across the EU network. Their intrinsic motivation comes from being seen as innovators, shaping policy, and advancing their careers while contributing to Europe's competitiveness.
- For SMEs: Reduces entry barriers by nurturing internal expertise and creating visible champions who drive first deployments.
- For Policymakers: Provides a scalable, cost-efficient adoption mechanism and a feedback loop from the ground up.
- For Ecosystem Partners (EDIHs, chambers, corporates): Creates a pool of motivated multipliers who can amplify training, playbooks, and voucher schemes.

Impact: By turning motivated individuals into recognized AI leaders, this program builds bottom-up momentum, accelerates adoption across regions and sectors, and closes the competitiveness gap. AI Champions complements financial incentives (vouchers, tax breaks, shared services) with a powerful organizational lever: people.

Proposal 4: AI Learning Vouchers – Supporting lifelong learners in AI

Overview: Many European workers, especially in SMEs, lack access to affordable training in artificial intelligence. While companies often hesitate to invest in upskilling, individuals are increasingly motivated to future-proof their careers. Inspired by successful initiatives in Singapore, the AI Learning Vouchers program would provide publicly backed vouchers to individuals across Europe to pursue AI-related training, courses, or certifications.

How it works

- Vouchers for Individuals: Citizens receive credits (e.g., €500–€1,000) redeemable for approved AI courses, workshops, or certifications.
- Accredited providers: A curated list of universities, EDIHs, training institutes, and online platforms ensures quality and alignment with EU standards.
- Lifelong learning focus: Vouchers are available regardless of employer or job status, ensuring access for freelancers, career changers, and unemployed workers.
- Flexibility: Can be used for introductory AI literacy programs as well as advanced technical training, depending on individual needs.

Value proposition

- For Individuals: Removes financial barriers to lifelong learning, empowers people to take ownership of their careers, and builds intrinsic motivation through personal choice.
- For SMEs: Employees return with new skills and confidence, reducing the training burden on small companies.
- For Policymakers: Scales AI literacy across society, reduces digital divides, and creates measurable impact on workforce readiness.
- For Ecosystem Partners: Expands the market for high-quality training providers and fosters a pan-European AI skills ecosystem.

Impact: AI Learning Vouchers democratize access to AI education, ensuring that Europe's transition to an AI-driven economy is inclusive. By directly incentivizing individuals, the program strengthens resilience, employability, and competitiveness while fostering a culture of continuous learning.

Proposal 5: AI Thesis Connect – linking companies with applied AI talent

Overview: A recurring barrier for SMEs is access to cutting-edge AI expertise that can be applied to their specific problems. At the same time, Europe has a wealth of master's and PhD students eager to work on real-world AI projects. AI Thesis Connect bridges this gap by facilitating matches between companies and students, co-sponsoring applied research projects, and incentivizing firms through tax benefits.

How it could work

- Matching Platform: A European platform where companies post applied AI topics (e.g., predictive maintenance, document processing, supply chain optimization) and students can apply to write their master's thesis or PhD on these problems.
- Co-sponsorship: Companies contribute by mentoring and providing access to data or infrastructure; academic supervisors ensure rigor and learning value.
- Tax incentives: SMEs that host students benefit from partial tax cuts on stipends, salaries, or supervision costs.
- Quality Control: Projects are vetted to ensure alignment with EU AI standards and ethical guidelines.

Value proposition

- For Individuals (students): Gain hands-on experience with real industry problems, build networks, and improve employability.
- For SMEs: Access affordable, cutting-edge AI talent and fresh perspectives while de-risking early adoption.
- For Policymakers: Strengthens the link between research and industry, ensures academic knowledge translates into economic value, and addresses the EU's innovation gap.
- For Universities: Expands applied research opportunities, improves relevance of AI curricula, and deepens ties with industry.

Impact: AI Thesis Connect fosters a pipeline of applied AI projects across Europe, making it easier for SMEs to access talent, for students to gain practical skills, and for policymakers to strengthen the EU's innovation ecosystem. By combining tax incentives with a matchmaking platform, the program creates a win-win for education, industry, and competitiveness.

Proposal 6: First adoption grace period - Supporting early AI adoption through regulatory grace period

Overview: Recognizing that AI Act deadlines may be overly ambitious, provide SMEs with a grace period for compliance to encourage experimentation and adoption.

Key Points:

- Grace period until 2030 for first-year adoption or development of AI applications.
- Excludes high-risk sectors (e.g., healthcare) where immediate compliance is required.
- Clear communication from the EU: early adopters are encouraged to experiment without fear of penalties.

Impact:

- Reduces regulatory fear and risk aversion.
- Encourages SMEs to adopt AI earlier.
- Strengthens regulatory dialogue and learning between companies and authorities.

Track 3 - Technical bottlenecks

Participants

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Context

As successful AI deployment and adoption depend on several technical factors, it is instrumental that Europe develops both the technical and policy infrastructures needed to enable sustainable growth. This includes tackling challenges related to compute power, quality data, and technical tools.

Today, high compute costs, siloed and heavily regulated data sources, and fragmented ecosystems make it significantly harder for European firms and governments to scale AI solutions. Beyond these systemic issues, many sector-specific bottlenecks exist, varying by industry and company size. Without addressing these barriers, AI adoption risks remaining concentrated among a small group of well-resourced players, leaving startups, SMEs, and public administrations behind.

The European Commission is expected to double down on compute and data access through its
AI Continent Action Plan, notably via the upcoming AI Gigafactors program and initiatives under its Data Strategy. It is therefore important to ask: How can Europe ensure state-of-the-art, affordable, and scalable access to compute, data, and tools? How do we build the right infrastructures that equally serve startups, established industries, and R&D institutions? And what practical steps could unblock access to these critical resources for all players, especially SMEs and public administrations, so that AI can scale beyond today's early adopters?

Proposal 7: Data and compute exchange - Facilitating assets sharing

Overview: Under the current rules, access to AI factories is limited for startups, especially those in the pre-product stage. These startups must submit requests specifying how much compute they will need, a challenging task when they haven't yet achieved product-market fit and can't accurately estimate their resource requirements. One solution is to build a mutual-aid ecosystem where participants can freely share and access open resources — specifically, data and compute credits, to lower barriers to entry and accelerate innovation. In this model, data would be exchanged for computing power, creating a collaborative network that benefits all participants.

How it would work:

- "Take a euro, leave a euro": Participants trade harmonized open-source data for compute credits that can be used on EU AI gigafactories.
- Incentivize startups and researchers: Startups and researchers could share domain-specific datasets, for example, in climate, health, or social science, or contribute by cleaning, labeling, and validating data. These contributions would earn them compute credits, while also promoting a harmonized and high-quality data ecosystem.
- Standardize data templates: To support this, the EU could provide standardized data templates, ensuring that everyone works with compatible formats and consistent quality, making collaboration seamless and accelerating AI innovation across the region.

Outcomes: This would lower barriers for early-stage startups by reducing upfront costs and uncertainty, giving them access to compute resources without needing precise forecasts, and helping them reach product-market fit. Additionally, by fostering a circular, collaborative data economy built on standardized EU data templates, valuable domain-specific datasets would be continuously shared, improved, and reused. Together, these measures would accelerate AI innovation in strategic sectors while establishing a strong foundation of harmonized, high-quality data.

Proposal 8: Applied AI booster - Focusing support on commercialization, not just research

Overview: The EU Commission excels in research through programs like Horizon, ERC, and Marie Curie, but lags behind in supporting SMEs and scaling infrastructure. To bridge this gap, there needs to be a comprehensive mapping of existing programs that provide compute resources, expert advice, and funding, aligning them with the real journey companies take, from idea to global expansion. This model evolves through five interconnected stages, supporting startups and organizations as they grow while fostering a shared, distributed compute ecosystem. Think of it like Matryoshka dolls: each layer fits neatly inside the next, serving needs at every stage, from research to startup, scale-up, and ultimately, global reach.

Idea Stage: Pre-product startups, NGOs, seed-stage teams

- Access layer: Snug Home — curated workspaces with guided templates, no-code tools, and safe sandboxes.
- Distributed compute angle: Lightweight pooled compute resources such as shared VMs and community credits.
    - Includes an “open gallery” of starter projects where users can see and learn from what others have built.
- Outcome: Low-barrier experimentation and collective learning for early innovators.

Startup Stage: Pre- and post-product founders, small early teams

- Access layer: Community Layer — peer-supported compute pool.
- Distributed compute angle: Members contribute idle servers or credits, creating a crowdsourced “HPC-lite” infrastructure.
    - Transparent usage: anonymized metrics showing who’s running what to foster inspiration and accountability.
- Outcome: Shared experiments, faster debugging, and collaborative problem-solving across teams.

Acceleration Stage: Post-product SMEs, pre–Series A companies

- Access layer: Managed services offering stable, one-click infrastructure (e.g., databases, ML platforms).
- Distributed compute angle: Federation across EU providers — multiple compute clusters seamlessly stitched together.
    - Observability dashboards to benchmark workloads against peers.
- Outcome: Predictable scaling with insights into how others have solved similar challenges.

Global Expansion Stage: Series A–B+ companies scaling internationally

- Access Layer: Enterprise-grade, compliance-ready infrastructure trusted by the EU.
- Distributed Compute Angle: Shared observability across borders, with cross-EU benchmarking and compliance audit trails.
    - Access to global federated networks, especially for climate, health, and AI commons projects.
- Outcome: Companies contribute to and benefit from the EU's reputation as a trusted global compute hub.

Warehouse Stage (Core Compute): Deep-tech, Series B+, research-heavy teams

- Access layer: Direct access to raw GPU/TPU/HPC clusters for cutting-edge R&D.
- Distributed compute angle: Full participation in open HPC federations like EuroHPC and academic consortia.
    - Shared reproducibility frameworks for large models and advanced research.
- Outcome: Breakthrough innovation that feeds insights back into earlier stages via templates, managed services, and shared best practices.

Outcomes: To remain globally competitive, Europe must move beyond simply producing research papers and grants. What's needed is a conveyor belt of "right-sized" programming and support that matches companies at each stage of their growth journey, from early interventions like simple compliance guides and no-code tools, to advanced resources such as pooled compute and EIB-backed scale-up capital

Proposal 9: Smart Funds - Streamlining and simplifying funding mechanisms

Overview: Current EU funding mechanisms are too slow and rigid to meet the needs of emerging technologies like AI, where startups must move quickly to test and iterate. Long application cycles, heavy compliance burdens, and inflexible deadlines create barriers for early-stage companies developing pilots or MVPs.

How it could work:

- Simplify application processes: Introduce lightweight application templates by replacing 50-page Horizon-style proposals with concise 10-page concept notes for MVP pilots. Alongside this, the EU should publish clear metrics on the adoption and effectiveness of its funding programs to improve transparency and accountability.
- Scale compliance proportionally: Compliance requirements should be scaled proportionally to grant size, reducing the administrative burden on smaller startups. This could be achieved through a revamped EU Innovation Fast Track unit, modeled on the European Innovation Council's Accelerator, but designed to operate with greater speed and flexibility.
- Streamline funding access: Trusted intermediaries, such as accelerators, venture funds, and innovation hubs, could be authorized to re-grant EU funds directly to startups, provided there is strong oversight. In addition, decentralized, sector-specific review boards made up of practitioners should be established to deliver funding decisions within two months.
- Introduce rolling, always-open calls: The European Commission should introduce always-open calls for AI pilots with rolling monthly evaluation deadlines. This would allow startups to apply when ready, rather than being constrained by fixed, infrequent deadlines.

Outcomes: Implementing these changes would create a faster, more agile funding ecosystem tailored to the rapid pace of AI innovation. By streamlining applications and scaling compliance to match grant size, early-stage startups would face lower administrative burdens, allowing them to focus on building and iterating rather than navigating bureaucracy. Collectively, these measures would unlock faster pilot development and MVP testing, strengthen Europe's AI startup ecosystem, and ensure the EU remains globally competitive in the race to develop trustworthy and cutting-edge AI technologies.

Proposal 10: Fast-track standards - Facilitating standardization to support AI adoption

Overview: To accelerate the safe and trustworthy adoption of AI across Europe, the EU should adopt and fast-track international standards such as ISO 42001 and ISO 27001. These are already modelled after the EU AI Act, and utilising these existing standards, would give both public and private sector organizations a clear framework for responsible AI development, deployment, and data management. It would also improve convergence with international standards and contribute to harmonization across jurisdictions.

How It Could Work

- ISO 42001 for AI Governance: CEN-CENELEC could prioritize the rapid adoption of ISO 42001, which focuses on AI management systems, ensuring European AI systems meet high ethical and operational standards.
- Use Procurement to Drive Compliance: The European Commission and Parliament could mandate or incentivize the procurement of 42001-certified products and services, encouraging vendors to comply and setting a clear market signal
- Integrate ISO 27001 for Secure AI Processes: In parallel, ISO 27001, which establishes an Information Security Management System (ISMS) to safeguard data confidentiality, integrity, and availability, could be fully integrated, providing a secure foundation for sensitive AI-driven processes.

Outcomes: Adopting a unified set of standards would lead to faster and more trustworthy AI adoption, as clear and widely recognized frameworks would build confidence across both the public and private sectors, accelerating deployment while reducing risks. By linking procurement to certification, the EU would send a strong market signal for compliance, incentivizing companies to meet high standards and fostering a secure, competitive AI marketplace. This approach would also establish global leadership, positioning Europe as a key influencer in shaping international norms for responsible AI governance. Finally, integrating ISO 27001 would strengthen data protection, ensuring robust practices for safeguarding sensitive information across industries.

Track 4 - AI uptake in governments

Participants

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Context

Governments and public services are major users of technology and could greatly benefit from greater AI adoption. Public administrations can lead by example, using AI to improve services, boost efficiency, and strengthen trust.

Yet government and public services are often fragmented and siloed, and uptake could ultimately remain slower than in other segments of the society, hindered by procurement hurdles, lack of expertise, and fragmented pilots. This not only limits public sector innovation but also reduces the demonstration effect for the wider economy.

What best practices could help public administrations embrace AI responsibly and at scale? How can procurement rules, talent strategies, and cross-government collaboration accelerate uptake? How can the EU and member states ensure governments use AI to serve citizens better while safeguarding accountability and trust?

Proposal 11: Operational Agentic Heroes - Supporting the public sector transformation with agents

Overview: Transforming the state into an agentic player, applying agentic AI, offers a radical value proposition for government and citizens, and also an existential threat to democracy if not taken into account. So far, Governments are working on AI at the margin of the value proposition (e.g. “Copilot for all”, niche microservices). Those running big operational services in government - the future heroes of more efficient and effective services - do not yet understand the agentic value proposition, and face barriers around the culture, default ways of managing change, and procurement of partners with skills and pace to make change.

Grasping this challenge means we need to:

- help operational leaders understand what change looks like
- trial demonstrations of radical new processes and digital systems for those systems
- have procurement processes that enable this new vision of the future, not tied to the old purposes/approaches/companies

The experience of Ukraine drone demo/procurement is a useful metaphor for what we need to achieve.

How it could work

Recommendation at EU level

- Agentic AI strategy/communication: a recommendation that agentified core processes (defined) are where value lies for gov/citizens over the next decade
- Set out the general characteristics of agent services and where they best apply, the technologies that are used to do this
- Expectation that member states apply this to their areas 80/20 of their AI spend, n% of core processes

Recommendation at Member state level:

- Identify the list of agentifiable processes and services, alongside where to start: where is there large operational cost in core processes. What is the roadmap to start
- Expectation of 100 operational leaders taken on ‘hero’ journey
- Finance/digital ministries set out and enforce 80/20 rule for AI spend on core processes, not on the AI periphery. So on e.g. caseworking systems in migration or driving license administration. Not on niche HR access or copilot
- Special procurement process reform limited to next-gen providers for demonstrating agentic core processes, or central procurement for innovative products that can be applied elsewhere
- Certain percentage of innovation procurement in AI, make procurement simpler

Proposal 12: European GovAI Hub - Mutualizing resources across the entire European public sector

Overview: Most public administrations operate in silos, even internally between departments, leading to duplicated projects, wasted resources, and slow AI adoption. Safe and responsible use of AI is further hampered by the absence of a shared EU framework for governance, resources, and evaluation standards.

Addressing this challenge means we need to:

- Align on a common EU vision and policy framework for AI adoption.
- Connect administrations across Member States through a shared platform and expert network.
- Provide clear standards, reusable templates, and evaluation methods to speed safe deployment.
- Enable cross-border learning through a curated catalogue of initiatives and use-cases.

How it could work

Recommendation at EU Level

- Define a federated EU AI governance framework led by the EU AI Office.
- Publish an AI Vision & Values Charter and minimum governance baseline (safety, transparency, interoperability).
- Operate a European GovAI Hub as a single point of entry to map projects, success stories, standards, contacts, costs, and funding opportunities — including clear criteria for safety, accessibility, and transparency.
- Facilitate cross-border communities of practice (AI safety, data protection, MLOps, ethics) and co-fund reuse projects.

Recommendation at Member State Level

- Appoint a National AI Coordinator as the main actor to transpose EU guidance.
- Build a national catalogue of projects and reusable assets, linked to the EU Hub.
- Define sub-networks (AI safety, data protection, legal compliance, standards).
- Identify and prioritize high-value use-cases where AI can reduce operational costs and improve service delivery.
- Enforce common standards across departments and incentivize reuse of shared resources.
- Reform procurement to simplify and accelerate access to innovative AI providers and shared components.

Track 5 - Monitoring and readiness

Participants

Track captain: Pierre-Alexandre Balland (CEPS)

Francesco Fillipucci (OECD), Francisco Rios (CEPS), Julien Burton (DG CONNECT), Paul Pichler (University of Vienna), Simon Bunel (ENS), Zach Meyers (CERRE)

Context

Europe lacks a clear picture of its AI readiness. Current data on adoption, skills demands and labour market evolution, and infrastructure is fragmented, inconsistent, and often outdated. Without reliable indicators, policymakers struggle to measure progress, identify gaps, and design effective interventions.

An EU-wide AI Readiness Index could provide the visibility needed to drive better policy and investment decisions including: EU & national investment allocations (Horizon Europe, Digital Europe, Cohesion/Recovery funds, and EIB loans), sector/region prioritization (original smart specialization framework, but also SMEs in manufacturing vs. hospitals in lagging regions), Industrial policy & competitiveness strategy (inform key technologies roadmaps), benchmark EU vs. US/China adoption gaps to calibrate competitiveness measures, labour market, reskilling & education programs (anticipate displacement risk and skills demand), compute & infrastructure planning, public sector modernization & procurement, SME & cluster support programs, regional development & cohesion (limit divergence between AI core hubs and lagging peripheries), risk monitoring & regulation, international trade & alliances (position EU in transatlantic and global AI value chains, negotiate AI partnerships with US, Japan, Korea, and emerging economies)

Which indicators should such an index include to capture real readiness, beyond surface-level adoption stats? How can monitoring systems remain dynamic in a fast-moving field? How do we ensure comparability across countries and sectors while keeping the tool realistic and useful for decision-makers at all levels?

Proposal 13: AI Readiness Index - Monitoring AI uptake through a set of comprehensive indicators integrating existing data

Overview: This proposal aims to create a holistic European AI Readiness & Monitoring framework by integrating diverse, existing data sources into a single, actionable index and dashboard. This would provide a modular and comparable view across Member States and sectors, moving beyond the limitations of current indices like Eurostat and DESI. The goal is to inform crucial decisions regarding investment, regulation, and strategic planning.

How it could work:

The index would be built upon 8 key pillars, each designed to answer specific policy questions:

1. Innovation & ecosystem dynamics: This pillar measures the vibrancy of the AI ecosystem by tracking AI patents, scientific publications, and VC investments. It helps inform R&D funding priorities, support for startups, and benchmark the EU's global competitiveness.

2. Labour market, skills & education: By analyzing data from job advertisements (like Lightcast), professional networks (LinkedIn/Revelio), and academic programs, this pillar assesses workforce readiness, skill gaps, and the educational pipeline. This information is crucial for designing effective reskilling programs and anticipating labor market shifts.

3. Compute capacity, access & efficiency: This measures the EU's foundational infrastructure by monitoring installed AI-capable compute (HPCs, GPUs), energy consumption, and the geographic location of data centers. This data informs AI infrastructure investment, resilience planning, and green efficiency policies.

4. Data availability, sharing & quality: This pillar evaluates the readiness of the data ecosystem by tracking participation in EU Data Spaces, usage of open data platforms like Kaggle and HuggingFace, and the number of active data trusts. It guides policy on data governance and frameworks for data sharing.

5. Infrastructure resilience & dependencies: To assess strategic autonomy, this pillar tracks dependencies on raw materials and key components by analyzing trade data for chips and rare earths (Comtrade) and corporate filings from companies like TSMC and NVIDIA. This informs industrial policy and resilience strategies against external shocks.

6. Ease of doing AI: This measures the regulatory and business environment for AI development and deployment through indicators on AI-related regulation, tax incentives, and the availability of experimental sandboxes. It helps identify and remove barriers to SME uptake and improve the investment climate.

7. Social readiness & acceptance: Using surveys (like Eurobarometer) and social media sentiment analysis, this pillar gauges public trust and perception of AI. This is vital for developing responsible adoption policies and communication strategies.

Global positioning & alliances: A unique aspect of this framework is its focus on the EU's global standing. It tracks the EU’s AI adoption relative to the US and China, its role in global partnerships like the GPAI, and cross-border flows of talent, data, and computes and scientific & technological collaborations. This informs the EU's geopolitical strategy and alliances.

Proposal 14: Real-time monitor - Building a new public-private partnership to monitor LLM usage

Overview: While the first proposal focuses on integrating existing data, the second is a forward-looking initiative to capture real-time data on the most advanced AI models. It proposes a public-private partnership to monitor the usage of Large Language Models (LLMs) and accelerate their adoption. The notes emphasize the need for such partnerships to unlock untapped data sources.

How it could work:

The key features of this partnership would be

- Data from the source: AI labs would provide aggregated and anonymized data on LLM usage, offering insights that are currently unavailable to a wide audience of decision makers (policy and business leaders) & citizens. This addresses the challenge of collecting timely data on private AI adoption.
- Trusted governance: The partnership would operate under a public-private governance model with standardized methods. The public sector's role would be to harmonize data, build confidence, and ensure independence, while the private sector contributes data.
- Worldwide scope: The monitoring would be global, not just limited to the EU. This allows for a more accurate assessment of the EU's competitive position and informs its international strategy.
- Real-Time insights: With daily updates, this system would provide a dynamic view of AI adoption, a stark contrast to official statistics that are often outdated.
- A shared goal: The foundation of the partnership is the shared objective between public and private sectors to accelerate AI adoption responsibly and effectively.

Outcomes: Together, these two proposals provide a powerful approach. The AI Readiness Index offers a stable, comprehensive benchmark of the entire ecosystem, while the LLM monitoring partnership provides a dynamic, real-time pulse on the technological frontier.

Track 6 : Macro policies for AI uptake

Participants

Track captain : Gintarė Verbickaitė (Unicorns Lithuania)

Max Reddel (Center for Future Generations), Patrick Gayer (Silo AMD), Ettore Russo (Anitec-Assinform), Jan Rempala (Business Europe); Vincent Clay (Novo Nordisk); Henry Wade (Klarna); Kevin Luca Zandermann (Tony Blair Institute), Sebastian Heinz (Stat Worx).

Context

To become a global leader in AI adoption, Europe needs more than targeted, sector-specific measures: it requires bold, economy-wide interventions that can accelerate uptake at scale. The challenge ahead is reminiscent of past transformations such as electrification or the broadband rollout, moments when systemic policies reshaped competitiveness and even the social fabric itself.

Addressing this challenge decisively will require macro-level levers to ensure that AI drives prosperity for everyone, not just a handful of well-resourced players. This raises important questions: What “big bet” policies could turbo-charge AI adoption across the continent? How can Europe design interventions that match the scale of the opportunity while remaining practical and inclusive? And what lessons from past waves of technological adoption can help avoid fragmentation and ensure that AI uptake accelerates across all sectors and regions?

Proposal 15: Relentless Harmonisation - Doubling down on achieving the Digital Single Market

Overview: To achieve a true digital single market, the EU must create an environment where companies can scale seamlessly across borders and access data at scale. Currently, fragmented legislation and inconsistent interpretations by Member States create barriers that slow innovation and increase compliance costs. Achieving harmonisation — not fragmentation, is essential to position Europe as a competitive hub for AI development and deployment.

How it could work

- Legislative alignment: Securing agreements across EU institutions to pass or revise legislation that prioritizes harmonisation, limiting Member States' discretion in interpreting legal provisions.
- Simplification tools: By implementing Better Regulation Guidelines and creating a harmonisation toolbox to identify and resolve conflicting legal provisions, breaking down silos across Commission services.
- Central expertise hub: Ensuring a single point of contact for the entire digital single market, staffed by a cadre of experts to support policymakers and companies rolling out AI solutions.

Outcomes: Given the rapid pace of AI adoption, Immediate action is required and by removing regulatory fragmentation, companies will have greater certainty and lower compliance burdens, unlocking cross-border scaling and data sharing at a continental level. A harmonised regulatory landscape will reduce delays and costs, enabling Europe to compete globally while fostering trust and legal clarity for both public and private actors. This shift would significantly accelerate the rollout of AI-powered services and create a more predictable environment for long-term investment.

Proposal 16: Innovative Institutions - Rethinking institutional design to face new technical challenges

Overview: Europe's institutions are too slow and siloed to keep pace with the speed of AI-driven innovation. Current decision-making processes hinder effective collaboration between public and private sectors, delaying critical policies and investments. To close this gap, the EU must reform its institutions to become faster, more accountable, and innovation-ready, focusing on outcomes rather than bureaucratic processes.

How it could work

- Breaking silos: Create stronger internal incentives within the European Commission to encourage cross-sector collaboration and align actions with core missions.
- Capacity for high-risk innovation: Build institutional capacity to fund early-stage, high-risk, high-reward innovation and quickly discontinue unsuccessful initiatives.
- KPIs and accountability: Establish clear, measurable targets and KPIs to hold institutions accountable, driving faster decision-making cycles and ensuring that actions remain focused on outcomes rather than processes.

Outcomes: Institutional innovation would dramatically reduce decision-making timelines, accelerating processes by up to four times, reducing full loops from two years to six months. Faster, more accountable institutions would enable seamless public-private collaboration, foster confidence in EU governance, and ensure Europe can respond dynamically to emerging technologies like AI.

Proposal 17: Inclusive AI program - Onboarding the entire society alongside the AI journey

Overview: As AI adoption accelerates, there is a risk that large parts of society are left behind, creating a widening digital divide. To ensure equitable access and empower all citizens, the EU must leverage the current wave of AI momentum to provide universal access to state-of-the-art AI tools, training, and opportunities — positioning Europe as a leader in inclusive digital transformation.

How it could work

- AI voucher program: Provide every EU citizen with annual access vouchers for AI tools (€100/year). Initial pilot in three Member States, then scale EU-wide, with a target uptake of 30–40% of the population, funded through reallocation from the European Social Fund (~€15B).
- Graduation program: Every high school graduate receives €1,000 worth of AI tools as a graduation gift to ensure early, hands-on exposure to AI.
- Digital SME Support: Offers API access and training for digital SMEs (€5,000–50,000 per SME). Funding can be diverted from EU research programs and supported by private partnerships with leading AI labs.
- Public-Private Partnerships: Negotiate bulk pricing agreements with leading AI providers (e.g., OpenAI, Anthropic, Google) and the coordination could be led by a dedicated EU “AI Czar”, with Member States handling voucher distribution via existing social benefit infrastructure.
- Timeline: Q1 2026: Negotiate bulk deals, launch pilot voucher program, Q2 2026: Roll out citizen voucher programs across the EU, Q3 2026: Launch graduation program, Q4 2027: Full evaluation and potential expansion.

Outcomes: Within three years, 180 million EU citizens would gain practical AI experience, ensuring that the benefits of AI are distributed equitably across society rather than concentrated among a privileged few. Every high school graduate would enter higher education or the job market equipped with hands-on AI skills, while SMEs would gain access to the same cutting-edge APIs as their global competitors, closing the innovation gap with Silicon Valley. This widespread adoption could generate €15 billion in productivity gains and foster the growth of thousands of AI-native European businesses. By bridging the digital divide and promoting equal access, the program would build public trust in AI and position Europe as a global leader in ethical, inclusive AI adoption.

Track 7: Ecosystem collaboration

Participants

Track Captain: Lucien Burm, (Dutch Startup Association).

Bartosz Kubiak (Center for Future Generations), Billy Jorgensen (AI Sweden), Fernando Pacheco (AEVO Innovate), Jurij Lampič (European Investment Fund), Leena Whittaker (EuroCommerce), Louis Wirla (BMW), Luis Galdamez Echeverria (FoundersMESH), Luís Viegas Cardoso (IDEA), Robert Praas (CEPS), Torlach Grant (European Parliament).

Context

Today, the key players in the European AI startup ecosystem — startups, corporates, universities, and governments — often operate as isolated entities rather than as parts of an interconnected ecosystem, limiting their collective potential. This fragmentation results in scarce resources, stunted growth, and slow innovation, making it difficult for Europe to compete globally.

To transform this landscape into a vibrant, self-sustaining ecosystem, Europe must focus on three critical areas. First, funding must be improved to ensure startups have access to the financial resources they need to grow and scale. Second, talent and collaboration must be strengthened by attracting and developing skilled individuals while fostering deeper cooperation between academia, industry, and government. Finally, bureaucratic barriers must be reduced by streamlining regulations and removing administrative hurdles that slow progress and discourage innovation.

By addressing these challenges together, Europe can create the conditions for its AI ecosystem to flourish, enabling startups to grow faster, collaborate more effectively, and deliver groundbreaking innovations that position the EU as a global leader in AI.

Proposal 18: EUasis – Creating special AI zones and regulatory sandbox

Overview: Europe's AI startup ecosystem is hindered by fragmented regulations, slow decision-making, and high administrative burdens, making it difficult for companies to scale globally. Instead of trying to reform every regulation across all Member States at once — a slow and politically complex process — the EU can create focused "oases" of innovation. These Special AI Zones (AIZs) would combine regulatory flexibility, tax incentives, and access to financing in clearly defined physical and virtual environments, providing a fast-track pathway for AI innovation while maintaining strong EU governance.

How it could work

- AIZ framework: The EU offers Member States a compelling package to host Special AI Zones, with tax and regulatory simplifications covering competition rules, state aid, and labor laws — all managed digitally. These zones would offer reduced bureaucracy, faster approvals, and financial incentives to attract high-potential startups and global talent. In exchange, Member States receive equity stakes in the companies and long-term spillover benefits from innovation hubs.

- Golden handcuffs, golden cage: Companies operating within AIZs must remain headquartered in the EU, ensuring that value creation stays within Europe while still benefiting from lighter regulations and high-growth potential. Workers accept greater flexibility in labor rights, balanced by significant upside opportunities, such as equity participation.

- Regulatory sandbox + 28th Regime: A digital-first regulatory sandbox enables rapid experimentation while maintaining transparency and oversight. Over time, AIZ rules could evolve into a "28th regime", creating an EU-wide unified framework for high-tech innovation.

Outcomes: EUasis would create globally competitive innovation hubs, attracting top talent and capital while safeguarding European sovereignty. By concentrating deregulation and incentives within clearly defined areas, the EU can accelerate innovation without overhauling its entire regulatory framework. Member States gain shared equity and economic spillovers, while companies benefit from a predictable environment for growth. Over time, the lessons learned from AIZs could inform broader EU policy reforms, creating a scalable blueprint for digital competitiveness.

Proposal 19: Draghi's Den – Boosting capital availability for scaling AI

Overview: Even with regulatory improvements, Europe's AI companies struggle to access growth-stage capital at the scale needed to compete with U.S. and Chinese giants. The EU lacks a centralized mechanism to mobilize and deploy large amounts of risk capital, leaving promising companies vulnerable to foreign acquisition or stagnation.

How it could work

- Create Draghi's den: A private-oriented investment bank funded through EIB bond issuances and backed by a consortium of Member States.
- Primary capital convenor: Draghi's Den would operate as the primary capital convenor for EU-based projects, pooling resources from public and private stakeholders.
- Target Special AI Zones and the 28th Regime: Focus on companies operating within Special AI Zones and the 28th regime, providing them with access to the kind of massive growth-stage financing typically seen in Silicon Valley or China.
- Ensure accountable and balanced governance: Maintain a strong governance structure to balance risk-taking with accountability, ensuring EU taxpayers benefit from upside.

Outcomes: Draghi's Den would unlock growth capital at scale, allowing European AI companies to remain independent and globally competitive. By consolidating resources and deploying them strategically, the EU can create homegrown champions while reducing reliance on foreign investors. This would significantly strengthen Europe's digital sovereignty and accelerate the development of a self-sustaining AI economy.

Proposal 20: The EuroBridge – Connecting corporations and startups

Overview: Large corporations face complex innovation challenges but often lack direct access to the agility and creativity of startups. Meanwhile, startups struggle to secure corporate partnerships due to slow contracting processes, unclear incentives, and bureaucratic hurdles. This disconnect limits Europe's ability to commercialize cutting-edge AI solutions at scale.

How it could work

- A Corporate Challenge Market: Corporates publish problem briefs with clear success metrics; startups apply and are shortlisted within 10 days. It would include a fast-track match with curated introductions and a moderated scoping call take place in two weeks.
- Standardize Legal Agreements for Speed: Building standardized pre-approved templates for NDAs, pilots/PoCs, and master agreements with a two-round negotiation cap. If no response is received within five business days, terms are automatically accepted.
- VAT Rebates: Include VAT rebates in deals completed within 60 days qualify for, encouraging quick collaboration.
- Network Flywheel: Quarterly co-funded events to showcase success stories, generate new challenges, and connect stakeholders ensuring a networking flywheel effect.

Outcomes: The EuroBridge would dramatically reduce the friction between corporates and startups, speeding up the time from first contact to live pilots. By simplifying contracts and offering tax incentives, it creates a clear market signal for collaboration, driving faster adoption of AI solutions. Startups gain predictable access to corporate customers, while corporates benefit from rapid innovation cycles. Over time, this creates a flywheel of co-creation, positioning Europe as a leader in industrial-scale AI commercialization.

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And a massive thank you to each one of the 65 participants who joined the policy hackathon during the morning. You had limited time to make an impact, and you made the best use of it : the success of Hacktivate AI is mostly yours.

Below is the list of participants - including the track captains - in alphabetical orders:

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Filip Swiderski (European Parliament)
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Zach Meyers (CERRE)

Conclusion

The proposals gathered in this report underscore both the urgency and the opportunity before us. Europe cannot afford to delay. The AI revolution has already started and fostering AI uptake is essential to strengthen competitiveness, sustain growth, and ensure that prosperity is broadly shared. Acting now will determine whether Europe will fully reap the benefits of the Intelligence Age for the years and decades to come.

But success will not come from any single actor alone. It will require collective effort: from policymakers, businesses, startups, researchers, and citizens working together. Hacktivate AI has shown what can be achieved when diverse voices and expertise converge around a shared mission.

We hope Hacktivate AI can fuel something bigger. The momentum created here should be a starting point, not an endpoint. We invite all stakeholders to build on these ideas, take them forward, and invent new ways of supporting AI uptake. By joining forces, Europe can turn ambition into reality and ensure that AI becomes a driver of opportunity, competitiveness, and shared progress for all.

Let’s Hacktivate AI, let’s Hacktivate Europe!

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