

# Building the Glass Box: A Human-Centered Framework for Explainable AI in Cyber-Physical Systems

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November 19, 2025

# Acknowledgment

We would like to express our sincere gratitude to our project guide, **Prof. Bharati Mishra**, for their invaluable guidance, support, and encouragement throughout this research. Their expertise and insightful feedback were instrumental in shaping this report.

We also extend our thanks to the panel members, **Prof. Swati Vipsita**, **Prof. Puspanjali Mohapatra**, **Prof. Anjali Mohapatra**, and **Prof. Bharati Mishra**, for their time and constructive criticism, which helped us refine our work.

Our gratitude also goes to **IIIT Bhubaneswar** for providing us with the necessary resources and a conducive environment for our research.

Finally, we would like to thank our colleagues, friends, and families for their unwavering support and patience during this entire process.

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# Certificate

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This is to certify that the report entitled:

## **Building the Glass Box: A Human-Centered Framework for Explainable AI in Cyber-Physical Systems**

is a bonafide record of the research work carried out by:

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towards the partial fulfillment of the requirements for the degree of **Bachelor of Technology** in **Computer Science Engineering**.

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## **Abstract**

The integration of Artificial Intelligence (AI) and Cyber-Physical Systems (CPS) is driving a new industrial transformation. However, the "black box" nature of high-performance AI models creates catastrophic risks in safety-critical systems, leading to a crisis in trust and accountability. Explainable AI (XAI) emerges as the essential solution to provide transparency and human-interpretable explanations for AI-driven decisions. This report analyzes the landscape of XAI in CPS, reviewing key applications, benefits, and the persistent research gaps. We identify a critical failure in current XAI methods—a lack of context-awareness—and propose a novel, human-centered methodological framework to guide the design, development, and evaluation of trustworthy and context-aware XAI-CPS.

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# 1 Introduction

## 1.1 Defining the New Industrial Revolution

Society is in the midst of a transformation driven by two key technologies: Artificial Intelligence (AI) and Cyber-Physical Systems (CPS). Cyber-Physical Systems are the backbone of this new era, representing systems that integrate physical components, advanced sensors, and cyber components (computing and networking) for the purpose of monitoring and controlling elements in the physical world. These systems form the foundation of modern critical infrastructure, from smart power grids and intelligent transportation to robotic manufacturing and advanced medical devices [1].

Artificial Intelligence, in this context, is the engine providing the intelligence, autonomy, and predictive power for these CPS. AI, specifically through machine learning (ML) and deep learning (DL), allows these systems to move beyond simple automation. They can learn from data, analyze highly complex patterns, adapt to changing environments, and make autonomous, high-stakes decisions [1].

## 1.2 The Black Box Crisis in Critical Systems

This integration of complex AI into complex CPS creates a central conflict. The most powerful and high-performing AI models—such as deep neural networks—are also the most opaque. They function as “black boxes,” where even the experts who design them cannot fully explain the internal logic, connections, and equations that lead to a specific output.

While this opaqueness might be acceptable in low-stakes applications like media recommendations, it represents a catastrophic risk in high-stakes, safety-critical CPS. When an autonomous vehicle is involved in a collision, a medical CPS recommends an incorrect treatment, or a smart grid is compromised by a cyber-attack, the inability to answer the question “Why did this happen?” is a fundamental failure. This “black box” crisis creates unacceptable vulnerabilities in safety, ethics, and legal accountability.



### 1.3 The Solution: Explainable AI (XAI)

Explainable Artificial Intelligence (XAI) emerges as the essential solution to this crisis. XAI is not a single technology but a set of methods, tools, and frameworks designed to provide clear, understandable, and human-interpretable explanations of how an AI model works and why it makes a specific decision.

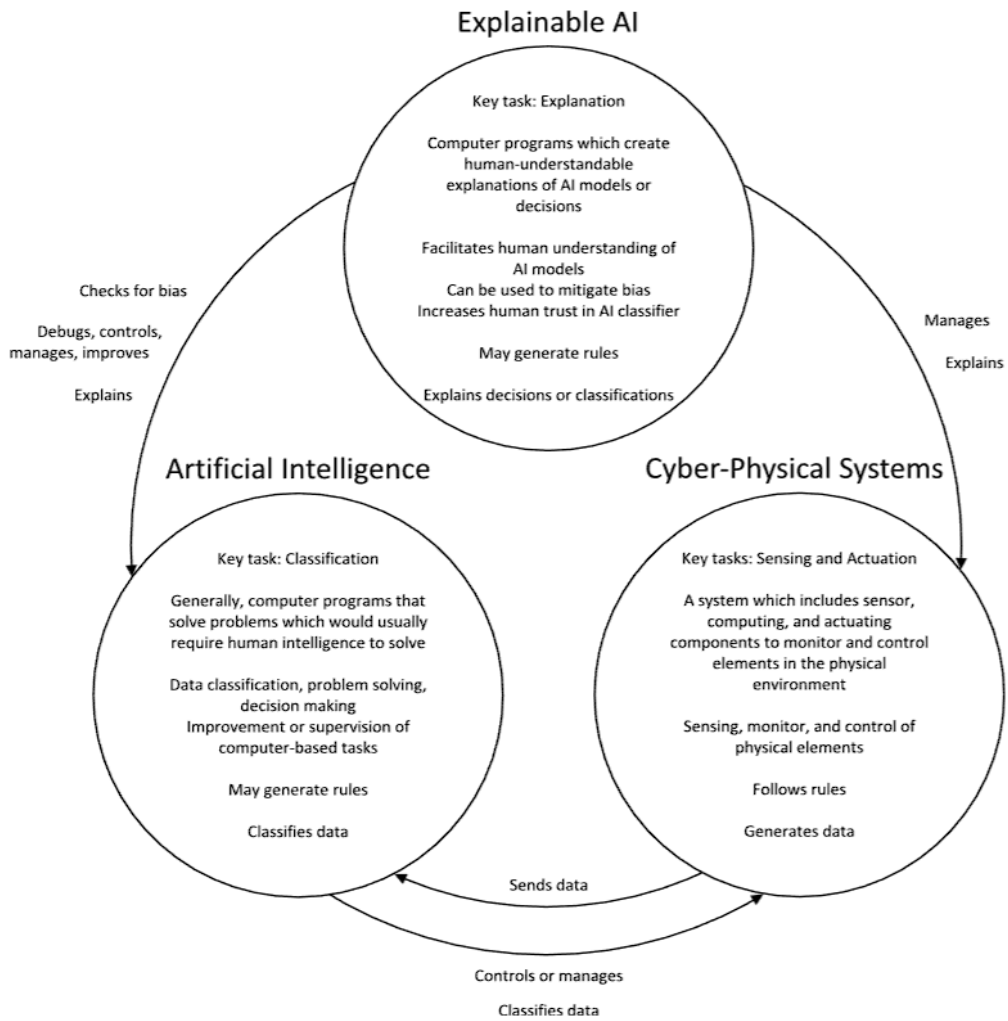
XAI provides the "glass box" needed to peer inside the "black box." It is the mechanism that enables human oversight, debugging, and control over complex AI systems. By explaining the *rationale* behind an AI's decision-making process, XAI makes it possible to audit for bias, ensure fairness, verify safety, and, most importantly, build trust between human operators and their increasingly intelligent machine partners [1, 1].

### 1.4 Thesis and Report Structure

This report analyzes the current landscape of XAI in CPS by synthesizing foundational reviews with cutting-edge research. It reviews the key applications and benefits, identifies the persistent research gaps, and proposes a novel, human-centered methodological framework to guide the design, development, and evaluation of trustworthy and context-aware XAI-CPS [1].

This report is structured as follows:

- **Section 2: Literature Survey** reviews the foundational concepts of XAI and CPS, key application domains, and the critical research gaps.
- **Section 3: Motivation** discusses the technical, economic, legal, and human-centric drivers for integrating XAI with CPS.
- **Section 4: Objectives** outlines the specific goals of this research.
- **Section 5: Methodology** proposes a novel, human-centered framework for developing and evaluating XAI-CPS.
- **Section 6: Recommendations and Future Research** explores future directions for technology, human-AI interaction, and the research community.
- **Section 7: Conclusion** summarizes the findings and the path forward.



**Figure 1:** A comparison diagram showing the characteristics and connections between AI for classification, XAI, and cyber-physical systems [1].

## 2 Literature Survey

This section reviews the foundational literature on Explainable AI (XAI) and Cyber-Physical Systems (CPS), examines their integration across key application domains, and identifies the core, persistent research gaps that motivate this report [1].

### 2.1 Foundations of Explainable AI (XAI)

XAI aims to solve the "black box" problem by developing models that are either inherently understandable or by creating methods to explain opaque models after they are trained (post-hoc) [1]. XAI models can be classified according to their intrinsic properties, as detailed in Table 1.

The primary conflict in AI development has long been a trade-off: inherently interpretable models (like decision trees) are easy to understand but often lack the predictive power to handle complex, real-world data. Conversely, uninterpretable "black box" models (like deep neural networks) have exceptional performance but are opaque. The goal of XAI is to eliminate this trade-off, enabling *both* high performance and *high* interpretability, allowing human users to manage, debug, and trust their AI partners [1, 1].

**Table 1:** Taxonomy of Artificial Intelligence Models (Adapted from [1,1])

Model Type	Examples	Characteristics
<b>Inherently Interpretable (Transparent Models)</b>	Sparse linear models, Decision trees, K-nearest neighbors, Bayesian classifiers, Rule-based learners	Components can be directly inspected and are meaningful. Easier to understand how predictions are made. Transparent, traceable, and interpretable by design. Typically used for simpler problems.
<b>Uninterpretable (Black Box / Opaque Models)</b>	Recurrent Neural Networks (RNN), Convolutional Neural Networks (CNN), Long Short-Term Memory (LSTM) Networks, Ensemble Systems	Direct inspection of components (e.g., individual neurons) is not inherently meaningful. Difficult for humans to understand how predictions are made. High number of internal components and complex, nonlinear associations. Typically higher accuracy on complex tasks.

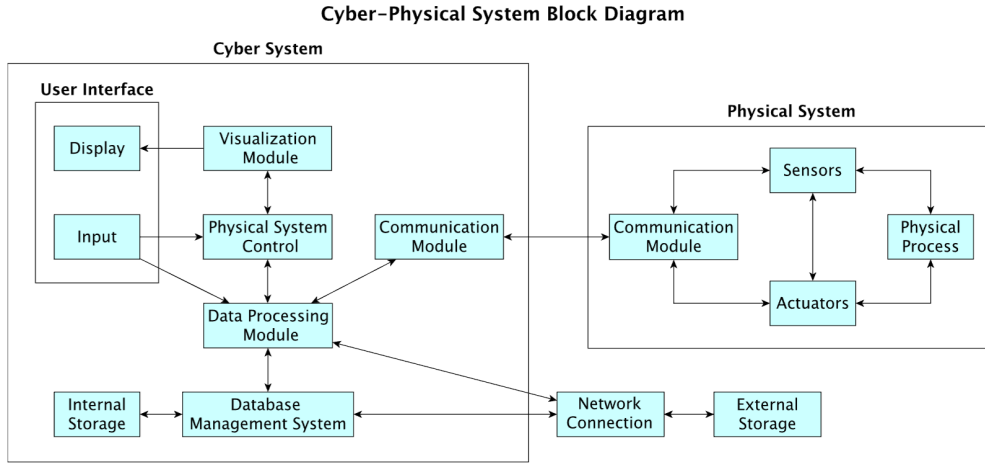
## 2.2 Cyber-Physical Systems (CPS) in Modern Society

CPS are the foundational technology of the Fourth Industrial Revolution (Industry 4.0). Industry 4.0 is defined by the fusion of physical production systems with digital technologies like the Internet of Things (IoT), cloud computing, and big data, creating "smart factories".

The field is now evolving toward **Industry 5.0**, which represents a significant paradigm shift. While Industry 4.0 focused on automation and efficiency, Industry 5.0 re-introduces a human-centric approach, emphasizing human-machine collaboration, social and environmental sustainability, and system resilience [1, 1]. This vision of Industry 5.0 is fundamentally dependent on XAI, as true human-machine collaboration is impossible if the human expert cannot understand or trust their AI counterpart [1, 1].

As CPS become the backbone of modern critical infrastructure—including smart grids, autonomous vehicles, smart water systems, and transportation networks—they also become high-value targets. This deep integration creates severe **cybersecurity and cyber-resilience challenges**. An attack on a CPS is not just a data breach; it can cause widespread

physical-world consequences, making the ability to detect, explain, and mitigate these threats paramount [1, 1].



**FIGURE 2.** A block diagram showing the components of a cyber-physical system.

**Figure 2:** A block diagram showing the components of a cyber-physical system[1].

## 2.3 Application Domains and Key Challenges

The integration of XAI and CPS is being actively researched across numerous high-stakes domains [1].

### 2.3.1 Industrial and Manufacturing Systems

In industrial CPS, AI models are extensively used for fault diagnosis and predictive maintenance. For example, XAI techniques like SHAP and LIME can be used to explain the outputs of models that predict the Remaining Useful Life (RUL) of machinery. This allows a factory manager to not only know *when* a machine will fail but *why* the model thinks so (e.g., "due to high vibration and temperature"), enabling more trusted and efficient maintenance [1, 1, 2]. For example, a 2021 review by Oliveira et al. [4] specifically analyzed these applications in the chemical industry, confirming that XAI is critical for fault diagnosis and process optimization in complex industrial settings.

### 2.3.2 Medical Cyber-Physical Systems

In healthcare, AI-driven CPS are used to analyze complex biomedical signals from devices like electrocardiograms (ECG), electroencephalograms (EEG), and electromyography (EMG) systems to detect diseases. However, the "black box" nature of these models is a major barrier to clinical adoption. Clinicians require transparency for patient safety, legal accountability, and to trust the recommendations of a Clinical Decision Support System (CDSS).

To address this, researchers like Alimonda et al. [6] are developing formal evaluation frameworks, such as their "Clinician-informed XAI evaluation checklist with metrics (CLIX-M)," to specifically measure clinically relevant attributes like an explanation's "reasonableness" and "actionability [1, 3].

### 2.3.3 Cybersecurity and Intrusion Detection

This is one of the most critical and developed applications for XAI-CPS. Standard Intrusion Detection Systems (IDS) often use "black box" AI to detect attacks, but when an alarm is triggered, a human security analyst *must* know "why" to validate the threat and respond. XAI provides this rationale. The field has moved beyond general XAI models to develop highly specific, hybrid frameworks [1]:

- **Hybrid XAI Frameworks:** A framework proposed by Sivamohan et al. [7] combines a Convolutional Neural Network (CNN) for high-accuracy anomaly detection, SHAP-based feature interpretation, and rule-based reasoning to validate the decision with human-understandable logic [1, 4].
- **Explainable Resiliency Graph (ERG):** Detailed by Almuqren et al. [8], this framework provides a formal, explainable method for analyzing CPS resiliency. It models the system as a combination of attack graphs (cyber) and fault trees (physical) to identify how a cyber-attack could cascade into a physical-system failure [1, 5].
- **Transparency Relying Upon Statistical Theory (TRUST):** Developed by Patil et al. [9], this is a model-agnostic XAI model designed specifically for the numerical, high-speed data common in Industrial Internet of Things (IIoT) cybersecurity applications [1, 6].

## 2.4 The Core Research Gap: Lack of Context-Awareness

Despite this progress, the literature, including a key overview by Jha [5], identifies a single, fundamental technical gap: **current XAI methods are not context-aware** [1, 7, 8].

This is a critical failure because a Cyber-Physical System is *defined* by its constant, dynamic interaction with its physical and virtual environment. The behavior of a CPS is influenced not only by its internal logic but by external, contextual variables like weather, network latency, physical vibrations, or time of day [1, 7].

A human expert’s question is almost always contextual: ”Why did the autonomous car brake *today* but not *yesterday* on the same road?” or ”Why did the smart grid fail *during the heatwave?*” [1].

Popular XAI methods like LIME and SHAP are context-agnostic. They are excellent at explaining the internal logic of the *AI model* (e.g., ”The model braked because ’pixel\_group\_A’ was highly weighted”). However, they are incapable of explaining the *system’s behavior* as it relates to its environment (e.g., ”...which was caused by a shadow from the low-lying sun that only occurs at 4 PM”) [1, 7]. Because they lack this contextual information, the explanations are often ”unintelligible” and ”not actionable” [1, 7]. This ”context-awareness gap” is widely recognized as the next major hurdle for XAI-CPS, with emerging research exploring solutions like knowledge graphs and counterfactual explanations to model this context, a path forward specifically recommended by Jha [1, 5, 7, 9].

## 3 Motivation

The drive to solve these challenges and integrate XAI into CPS is motivated by a powerful convergence of technical, economic, human-centric, and legal imperatives [1].

### 3.1 The Imperative for Trust and Adoption

Trust is the single most significant barrier to the widespread adoption of AI-powered CPS. Stakeholders—including engineers, doctors, managers, and regulators—are reluctant to deploy and cede control to ”black box” technologies they do not understand, especially in highly regulated or high-stakes sectors.

This is not just a matter of feeling; it is a critical economic and operational imperative. An estimated 90% of AI models developed in industrial settings never reach production. A primary reason for this failure is concern over their complexity, performance, and, most importantly, their lack of explainability [1].

### 3.2 Ensuring Safety, Accountability, and Cyber-Resilience

In safety-critical systems, "why" is not a luxury; it is a requirement.

- **Safety and Accountability:** In the event of an accident involving a CPS (e.g., an autonomous vehicle), XAI provides the indispensable audit trail. It is the only mechanism to perform a technical "post-mortem" to understand the AI's decision-making process, determine legal accountability, and implement changes to prevent future failures [1].
- **Bias Detection:** AI models are trained on data, and if that data reflects historical human biases, the AI will learn and scale those biases. XAI is the primary tool for auditing a model's logic to detect, expose, and correct such discriminatory behavior [1].
- **Cyber-Resilience:** XAI is a powerful tool for enhancing cyber-resilience. As seen in frameworks like the Explainable Resiliency Graph (ERG), XAI can help human operators understand *how* a cyber-attack could propagate from the digital domain to cause a physical failure, allowing them to move from a reactive to a proactive defense [1, 8].

### 3.3 Enabling Human-Machine Collaboration (Industry 5.0)

The vision for the future of industry is shifting from the automation-focused Industry 4.0 to the human-centric Industry 5.0. This new paradigm focuses on human-machine collaboration, where AI systems and human workers leverage their respective strengths [1]. This collaborative synergy is impossible if the AI is a "black box." A human expert cannot collaborate with a tool they do not understand. XAI provides the "common language" for this partnership, transforming the AI from a simple, opaque tool into a transparent collaborator [1].



### 3.4 Meeting Ethical and Legal Compliance

The motivation for XAI has recently transitioned from a "good-to-have" feature to a non-negotiable legal requirement. The **European Union AI Act of 2024** is a landmark piece of legislation that mandates transparency and explainability for AI systems, especially those deemed "high-risk" [1]. This law codifies that "black box" models are no longer legally acceptable in critical domains. Organizations deploying AI-CPS will be legally required to explain how their systems work and justify their automated decisions. These multifaceted goals are summarized in Table 2.

**Table 2:** Multidisciplinary Goals and Benefits of XAI in CPS (Adapted from [1])

Domain	Key Goals and Benefits
<b>General</b>	Communicate and foster understanding of AI model processes, build trust, find strengths/weaknesses, debug, improve security, enable human monitoring.
<b>Conceptual Applications</b>	Ethics, transparency, legal compliance, bias detection and reduction, fairness, control and management of AI, cybersecurity improvement.
<b>Cyber-Physical Systems</b>	Improve control of CPS, increase understanding of system functions, enhance cybersecurity, increase stakeholder willingness to implement AI, improve efficiency, decrease costs, verification and validation of AI-CPS processes, regulatory compliance, safety.
<b>Human Factors</b>	Enable creativity, facilitate engagement, educate users, enable human-machine collaboration, meet Industry 5.0 goals for social sustainability, improve human supervision.
<b>Industrial / Industrial CPS</b>	Decrease waste and resource use, increase efficiency, generate predictive maintenance recommendations, allow product customization, prevent accidents, create cyber-resilience.
<b>Environmental</b>	Monitor environment, make recommendations to protect environment, agricultural applications (e.g., crop prediction), smart grids, water management.
<b>Scientific / Research</b>	Facilitate interdisciplinary communication, discovery of new predictive features, creation of understandable explanations for users of different expertise levels.

## 4 Objectives

Based on the motivations and research gaps identified in the literature, this report pursues the following specific objectives:

1. To systematically review the foundational concepts, key applications, and benefits of integrating Explainable AI (XAI) with Cyber-Physical Systems (CPS), based on the comprehensive 2024 topical review by Hoenig et al. [1].
2. To conduct further research to analyze the persistent, cutting-edge challenges in the field, with a specific focus on the technical gap of **context-awareness** [10] and the adoption gap of **formalized, human-centered evaluation standards** [14, 15].
3. To synthesize this research and propose a novel, **human-centered methodological framework** for the design, development, and validation of trustworthy and context-aware XAI-CPS.

## 5 Methodology: A Human-Centered Framework for XAI-CPS

### 5.1 The Need for a New Methodology

The literature survey (Section 2.0) revealed that the widespread, trusted adoption of XAI in CPS is blocked by two fundamental gaps:

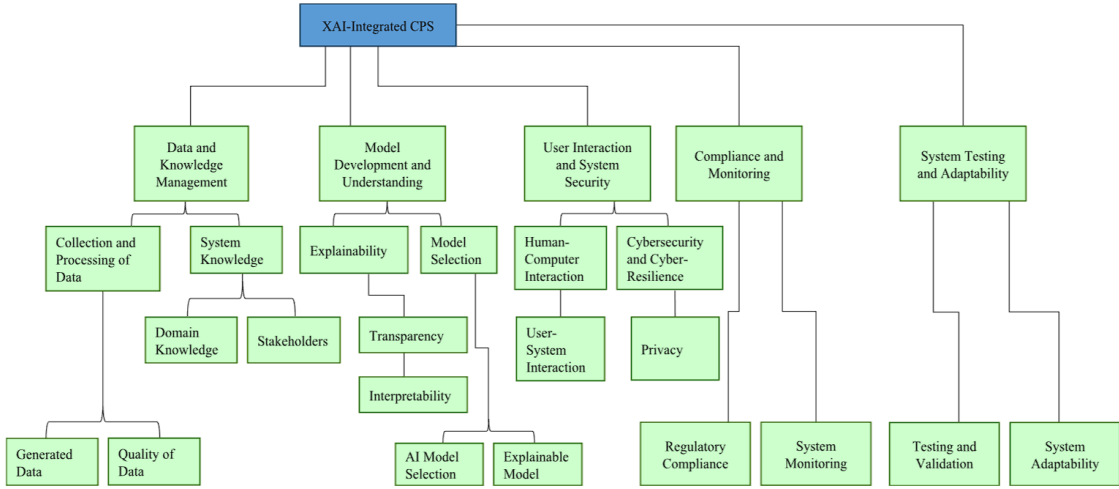
1. **The Technical Gap:** Current XAI methods are largely context-agnostic, failing to explain the *system’s interaction with its dynamic physical environment* [1, 10].
2. **The Evaluation Gap:** The field lacks formalized standards for evaluation, particularly human-centered metrics that measure if an explanation is *actually useful and trustworthy* to a human operator [1, 14, 15].

Simply applying a generic XAI method (like LIME or SHAP) as an afterthought is insufficient to solve these problems. This report proposes a **Human-Centered Methodological**

**Framework** for *building* XAI-CPS, which integrates solutions to these gaps directly into the development lifecycle. This framework consists of three main phases: System Design, Human-Centered Evaluation, and Context-Awareness Testing [1].

## 5.2 Phase 1: System Design and Requirements Analysis

This foundational phase, adapted from the requirements analysis in [1], frames explainability not as an add-on, but as a core system requirement from the very beginning. This process is visualized in Figure 3.



**FIGURE 5.** Requirements analysis diagram of an XAI-integrated cyber-physical system.

**Figure 3:** Requirements analysis diagram of an XAI-integrated cyber-physical system [1].

The core requirements are as follows:

- **Data and Knowledge Management:** The process begins with defining all data sources (sensor data, network data, etc.). Critically, this includes ensuring training datasets are representative and unbiased, and establishing methods for incorporating human *domain knowledge* (e.g., the physics of the system) into the model.
- **Model Selection:** This phase involves a conscious trade-off. Is a simple, inherently interpretable model (like a rule-based system) sufficient? If not, and a "black box" model (like a CNN) is required for performance, the specific XAI explanation method (e.g., SHAP, GRAD-CAM) and the *domain-specific framework* (e.g., a hybrid model) must be chosen concurrently [1, 7].

- **Human-Computer Interaction (HCI):** The designer must define *who* the explanation is for (an expert engineer, a manager, a clinician?) and *how* it will be delivered. The user interface for the explanation—whether visual, natural-language, or even multisensory—is a critical design component [1].
- **Cybersecurity-by-Design:** The system must be designed for security and resilience from the start. This includes adopting principles from frameworks like the Explainable Resiliency Graph (ERG) to model how the system will explain and respond to attacks and failures [1, 8].

### 5.3 Phase 2: Human-Centered Evaluation (HCE)

This phase directly addresses the "Evaluation Gap." Instead of measuring an explanation's quality by purely algorithmic metrics (like "fidelity" to the model), this framework mandates a *human-centered evaluation* using formal user studies to measure if the explanation *works for the human* [1, 15].

This approach is based on the growing consensus in HCI research that "goodness" of an explanation must be defined and measured by its effect on the human user [15, 16]. We propose a set of key quantitative and qualitative metrics, synthesized from recent literature, to be used as a standard for evaluation. These are detailed in Table 3.

**Table 3:** Human-Centered XAI Evaluation Metrics (Synthesized from [6, 15–18])

Metric	Definition	Example Method	Evaluation
<b>Trust</b>	The user’s level of confidence in the system’s accuracy, reliability, and recommendations.	<b>Questionnaire:</b> “I trust the system’s recommendations.” (e.g., 5-point Likert-scale) [17].	
<b>Objective Understanding</b>	The user’s <i>demonstrable</i> mental model of how the AI works.	<b>Proxy Task:</b> “Given this new scenario, what do you predict the AI will do?” The user’s accuracy on this task measures their <i>true</i> understanding [18].	
<b>Usability / Satisfaction</b>	The user’s subjective assessment of how easy, clear, and satisfying the explanation is to use.	<b>Questionnaire:</b> “The explanations were easy to understand.” “The system was satisfying to use.” [16, 17].	
<b>Actionability</b>	The user’s ability to use the explanation to take a <i>correct and effective action</i> or make a decision.	<b>Questionnaire:</b> “The explanation provided was informative and helped me decide what to do.” (e.g., Likert-scale: “Not actionable” to “Highly actionable”) [6].	
<b>Reasonableness</b>	How well the explanation aligns with the user’s own domain knowledge and common sense.	<b>Questionnaire:</b> “The explanation’s reasoning for this diagnosis is coherent with my medical knowledge.” (e.g., Likert-scale: “Very incoherent” to “Very coherent”) [6].	
<b>Query-Based Understanding</b>	Measuring the user’s <i>need</i> for an explanation by allowing them to ask “what-if” and “why-not” questions.	<b>Interactive Task:</b> “Why did the model predict X and not Y?” “What do I need to change to get prediction Y?” [19].	

## 5.4 Phase 3: Testing for Context-Awareness

This phase specifically targets the "Technical Gap" of context-awareness. A standard XAI evaluation might confirm that an explanation is faithful to the *model*, but this phase tests whether the explanation is faithful to the *entire system in its environment* [1].

The proposed method is **Context-Aware Counterfactual Testing**. This involves presenting a user (typically a domain expert) with scenarios and asking them to evaluate the system's *contrastive* explanation [10].

- **A "Bad" Explanation (Context-Agnostic):**
  - **User Query:** "Why did the delivery drone's battery fail *today* but not *yesterday*? The routes were identical."
  - **XAI Response:** "The battery failed because 'Discharge\_Rate' (Feature\_1) exceeded its threshold."
  - *Analysis:* This explanation is technically correct but useless. It does not answer the user's *contrastive, contextual* question [10].
- **A "Good" Explanation (Context-Aware):**
  - **User Query:** (Same as above)
  - **XAI Response:** "The battery failed today because 'Discharge\_Rate' exceeded its threshold. This was caused by the system compensating for high winds (a *physical context* variable from the weather sensor) which were not present yesterday." [10, 13].

This phase of the methodology mandates that an XAI-CPS must be able to pass such contextual tests, proving it can explain the interaction between its internal logic and its external environment.

## 5.5 Case Study: Current Methodological Frameworks (2023-2024)

Table 4 analyzes several of these new methodologies [1].

**Table 4:** Analysis of Modern XAI-CPS Methodologies (2023-2024) (Adapted from [1])

Framework / Paper	Domain	Methodology	Key Contribution (Alignment)
<b>Hybrid XAI Framework</b> [7]	Cybersecurity (CPS)	Convolutional Neural Network (CNN) + SHAP + Rule-Based Reasoning	<b>(Phase 1: Design)</b> A hybrid, explainable-by-design framework. It integrates a black-box (CNN) for performance, a post-hoc XAI (SHAP) for logic, and an interpretable model (Rules) for validation.
<b>Explainable Resiliency Graph (ERG)</b> [8]	CPS Resiliency (Security)	AI Planning + Attack Graphs + Fault Trees	<b>(Phase 1: Design / Phase 3: Context)</b> Provides <i>causal, actionable</i> explanations for system-level failures. It is inherently context-aware, as it models the <i>interaction</i> between cyber and physical.
<b>CLIX-M Checklist</b> [6]	Medical CPS	Human-Centered Evaluation Checklist	<b>(Phase 2: Evaluation)</b> A formal, domain-specific <i>evaluation</i> framework. It provides concrete metrics for "Actionability" and "Reasonableness."
<b>TRUST XAI</b> [9]	IIoT Cybersecurity	Statistical Theory + Mutual Information	<b>(Phase 1: Design)</b> A domain-specific, high-speed, model-agnostic XAI built <i>specifically</i> for the numerical sensor data common to industrial CPS.



## 6 Recommendations and Future Research Directions

By adopting the proposed human-centered methodology, the field can accelerate progress. However, significant research challenges and opportunities remain. This section builds upon the future directions identified in [1] and other recent works.

### 6.1 For System Development: Smarter, Self-Explainable CPS

The ultimate goal is to move beyond post-hoc explanations (where one system "explains" another) and toward **self-explainable systems** [1, 20]. A truly "smart" CPS, as envisioned in [1] and [20], should be able to explain its own behavior in context. This requires the system to be "self-aware," meaning it must be able to model and reason about [1, 5, 25]:

1. Its internal states (e.g., its software logic).
2. Its working environment (e.g., its physical context).
3. The user's profile and goals.
4. The interaction between all of these components.

Achieving this will require advances in integrating AI with knowledge graphs and semantic technologies, allowing the system to not only process data but to *understand* what it means in the real world [1, 5].

### 6.2 For the Human-AI Interface: Beyond the Dashboard

The output of an explanation is as important as its content. The future of XAI-CPS must explore new, more intuitive, and more human-centric ways to communicate information [1].

#### 6.2.1 Multisensory Explanations

Current XAI methods typically output text, graphs, or heatmaps. This is limiting. A key new research idea is the development of **multimodal or multisensory explanations** [1, 14, 20].

For example, in a noisy factory (an industrial CPS), a complex visual dashboard is the *wrong* way to explain an urgent problem. A better explanation might be [1]:

- **Auditory:** A specific warning tone indicating a *type* of error.
- **Haptic:** A targeted vibration in a smart-glove or tool, "guiding" the operator's attention.

This approach, which draws on research from creative fields like XAI for the arts (XAIxArts), focuses on matching the *modality* of the explanation to the human's immediate needs and sensory environment [21,22].

### 6.2.2 XAI for Employee Wellbeing

A novel and profound application of XAI lies in addressing the "social sustainability" goal of Industry 5.0. This involves using XAI to **reduce occupational burnout and increase employee engagement** [1, 20, 26].

The connection is this: a primary source of workplace burnout is a "state of exhaustion and cynicism," often stemming from a lack of control, agency, or meaning [1, 28].

- A **"black box" CPS** that dictates tasks to a human operator without rationale is a source of this cynicism. It treats the human as a cog, a mere actuator for an opaque algorithm [1].
- An **"explainable" XAI-CPS** changes this dynamic. By explaining *why* a decision is being recommended and *inviting* the human expert to verify, correct, or collaborate with it, the system grants the human a sense of control, agency, and task significance [1].

This transforms the human's role from passive follower to active, engaged collaborator. This application of XAI is not just about technical transparency; it is about creating a more human-centric, meaningful, and sustainable work environment [1].

### 6.3 For the Research Community: The Urgent Need for Formalized Standards

The single most urgent recommendation for the entire research community is the development and adoption of **formalized standards** [1,14,24]. The field is currently fragmented, making it difficult to compare, validate, and trust new XAI methods [1,23,24].

This lack of standardization is a barrier to both scientific progress and regulatory approval [5,23]. The community must collaborate to create:

- **Standardized Vocabulary:** A clear, shared definition for terms like "explainability," "interpretability," and "transparency" [5,24].
- **Benchmark Datasets:** Standard, open datasets designed specifically to test XAI-CPS, including their context-awareness [1,5].
- **Standardized Evaluation Metrics:** Formal adoption of human-centered evaluation frameworks, such as the one proposed in Section 5.3 (Table 3), to measure human comprehensibility and trust in a repeatable way [1,15,27].

## 7 Conclusion

### 7.1 Summary of Findings

This report has synthesized a broad body of research to analyze the critical role of Explainable AI (XAI) in the future of Cyber-Physical Systems (CPS). The "black box" problem—the opaqueness of the powerful AI models needed to run complex CPS—stands as the single greatest barrier to their adoption [1]. This opaqueness creates unacceptable risks in safety, cybersecurity, and ethics, and has become legally untenable in the wake of new regulations like the 2024 EU AI Act [1].

XAI presents the essential solution, providing a "glass box" to enable trust, accountability, and true human-machine collaboration [1]. Our review identified two critical gaps in the current state of the art: a **technical gap** (a lack of context-awareness [5, 10]) and an **evaluation gap** (a lack of human-centered standards [1, 14, 15, 23]).

### 7.2 A Path Forward

The current, context-agnostic XAI methods that treat explanations as a simple add-on are insufficient for the dynamic, high-stakes, and context-dependent reality of CPS [1, 5].

A path forward requires a new approach. The **human-centered, context-aware methodological framework** proposed in Section 5.0 of this report offers a comprehensive strategy for this. By integrating human-centered evaluation (HCE) into the design process, mandating a new standard of context-awareness testing, and building upon the domain-specific, hybrid frameworks already emerging in the field [6–9], this methodology provides a practical pathway for developing the next generation of XAI-CPS.

Ultimately, building "glass box" systems is not a technical challenge for its own sake. It is the foundational work required to build the future envisioned by Industry 5.0—a future where intelligent technology is not just powerful, but also safe, trustworthy, and truly collaborative for its human partners [1, 26].

## 8 References

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