

PETERKA PARTNERS

YOUR CEE LAW FIRM

NEWSLETTER
February 2026



Czech Republic Slovakia Ukraine Bulgaria
Poland Romania Hungary Croatia Slovenia

www.peterkapartners.com



New campaign: #SuccessStoriesByPETERKAPARTNERS

Last year, we showed our colleagues all across the CEE, presenting their offices and the towns where our offices reside in as a part of our 25-year celebration at PETERKA PARTNERS.

Building on the success of #People #Places #PETERKAPARTNERS, we have decided to pursue further and share with our partners, colleagues and friends inspiring stories in our new campaign #SuccessStoriesByPETERKAPARTNERS.

These Success Stories have been prepared once again by our talented colleagues, where they share funny, interesting or educational stories that their office or themselves have gone through.

You can watch all of our Success Stories on our Youtube channel [HERE](#).

You can also visit [our LinkedIn page](#) every Tuesday and Friday to see our next success stories videos.

SUCCESS STORIES



BY PETERKA PARTNERS

Anastasiia Kusherets Joins UBA Labor-Law Council

We are pleased to announce that **Anastasiia Kusherets**, Senior Associate in our Ukrainian office, had been elected to the **Council of the Ukrainian Bar Association (UBA) Committee on Labor Law**. Her appointment had been confirmed by UBA Board Resolution No.392 on 8 January 2026.

We congratulate **Anastasiia** on this important **professional milestone** and look forward to her continued contributions to the development of labor law and to supporting our clients and partners in Ukraine.

The UBA Committee on Labor Law serves as a **professional forum** that **gathers leading experts** to **develop, interpret, and apply** the rules governing labor relations in Ukraine.

Labor law remains **one of the most dynamic areas** of Ukrainian law, especially as the country pursues economic transformation, European integration, post-war recovery, and new forms of employment.

Anastasiia's election reflects her strong expertise in labor and employment law and her active contribution to improving legal practice in this field. In her new role, she plans to take part in the

Committee's strategic initiatives, expert discussions, and legislative analysis, all aimed at strengthening labor-law regulation in Ukraine.



PETERKA PARTNERS
YOUR CEE LAW FIRM

ANASTASIIA KUSHERETS

Elected to the
Council of the Ukrainian Bar Association Committee on Labor Law

Highlights from the AIJA Half-Year Conference in Hamburg

In December of last year, our Senior Associate **Anastasiia Kusherets** attended the International Association of Young Lawyers (AIJA) Half-Year Conference in Hamburg.

The program examined how innovation, artificial intelligence, data, and emerging technologies intersect with legal frameworks and affect personal rights. Topics ranged from intellectual-property-driven technology and healthcare mergers and acquisitions to sustainable trade, workplace transformation, and the future of work and well-being.



Representing **PETERKA PARTNERS**, she was joined by colleagues **Cosmina Aron**, Partner and Director for our Romanian office and **Marcin Kryszko**, Senior Associate from our Polish office. Their joint presence reinforced the firm's commitment to international cooperation and knowledge sharing.

UKRCHAM & PETERKA PARTNERS Christmas Cocktail

At the end of last year we hosted a joint **Christmas cocktail** with **UKRCHAM**, the Ukrainian – Czech Chamber of Commerce. The evening turned out to be a truly special occasion, filled with **warm conversation, gratitude, and optimism for the future.**

We welcomed several distinguished guests to our headquarters in Prague, including His Excellency **Vasyl Zvarych**, and **Petr Krogman**, chairman of UKRCHAM. As a **proud founding member of UKRCHAM**, we valued the chance to **strengthen Czech-Ukrainian cooperation.**

Our Founder and Managing Partner, **Ondřej Peterka's** long-standing **commitment to Czech-Ukrainian relations** and **support for Ukraine** was also **highlighted** by his **speech.** Petr Krogman and Ambassador Zvarych shared insights on the need for continued engagement between the two countries.

During the program we **reflected** on the **achievements of the past year**, reviewed the **goals** we had **reached**, and outlined our priorities for the coming year.



Celebrating Our First Year of “On Air: Legal Briefs by PETERKA PARTNERS”

One year ago, the PETERKA PARTNERS Warsaw office launched the “On Air: Legal Briefs by PETERKA PARTNERS” newsletter. The idea, originally driven by our Senior Associate and Director of the Office in Rzeszów **Dagmara Klimek**, Senior Associate and Leader of Litigation and Insolvency **Beata Składanek-Wikieł** and Associate **Karol Olszewski**, had grown into a **monthly briefing** that now has **twelve issues**. The Bulgarian office had also begun **contributing regularly**, adding depth and perspective to the publication.

The newsletter was designed to translate complex aviation-law rulings into clear, practical updates for our clients and colleagues. Each issue summarizes recent aviation court decisions, explaining how the rulings affect passenger-compensation claims. For example, the January anniversary edition highlighted a range of recent developments across the world.

With the first year behind us, we promise **continued coverage** of aviation-law trends and new passenger-claim cases.

We invite you to follow our [LinkedIn Page HERE](#), so you can catch up on the latest Aviation news.

You may also find the latest edition of On Air: Legal Briefs by PETERKA PARTNERS [HERE](#).



Our Contributions to International Lawyers Network Guides

Last year, PETERKA PARTNERS offices once again helped produce several legal guides published annually by the International Lawyers Network.

- **Bankruptcy, Insolvency & Rehabilitation Proceedings** – Our Romanian team contributed an overview of the procedures and recent developments. The guide is available [here](#).
- **Establishing a Business Entity** – Offices in the Czech Republic, Romania, and Ukraine collaborated on a corporate publication that outlined the legal steps required to set up a company in each jurisdiction. The full guide can be read [here](#).
- **Data-Privacy Guide 2025** – The same three offices supplied material that prepared readers for upcoming data-protection legislation and practical compliance measures. The guide is accessible [here](#).
- **Buying and Selling Real Estate** – We also contributed to a comprehensive handbook covering real-estate transactions in 27 jurisdictions, including the Czech Republic, Romania, and Ukraine. The guide is available [here](#).

We hope our input proved useful to clients and colleagues seeking clear, up-to-date legal insight across these key practice areas.

PETERKA PARTNERS
YOUR CEE LAW FIRM

ILN

ILN GUIDES 2025

Bankruptcy, Insolvency & Rehabilitation Proceedings <ul style="list-style-type: none">• Romania	Data Privacy Guide <ul style="list-style-type: none">• Czech Republic• Romania• Ukraine
Establishing a Business Entity <ul style="list-style-type: none">• Czech Republic• Romania• Ukraine	Buying and Selling Real Estate <ul style="list-style-type: none">• Czech Republic• Romania• Ukraine

Taras Utiralov Recognized Among Ukraine's Top-100 Lawyers in 2026 Choice

We were delighted to close last year with excellent news from our Ukrainian office. Taras Utiralov, partner and director of PETERKA PARTNERS Ukraine, had been named one of Ukraine's TOP-100 Lawyers in the Client's Choice 2026 awards presented by Yurydychna Gazeta (Legal Newspaper). This marked the second time he had appeared on the prestigious list, confirming his strong professional reputation, deep expertise, and unwavering commitment to clients.

PETERKA PARTNERS also reaffirmed its leading market position in Intellectual Property and IT law, with Taras highlighted as one of the top specialists in those practice areas. Because the award was based on client feedback, the recognition underscored the trust and appreciation that our clients place in us every day.

We sincerely thank our clients, colleagues, and friends for their continued confidence and support. Their belief in us inspired the team to raise standards further and continue delivering excellence throughout the coming year.



The image shows a certificate or award graphic. At the top, it features the PETERKA PARTNERS logo in white on a dark blue background, with the tagline 'YOUR CEE LAW FIRM' in a smaller blue box below it. To the left is a portrait of Taras Utiralov, a man in a suit and tie. To the right of the portrait, the text reads: 'TARAS UTIRALOV AMONG THE UKRAINE'S TOP-100 LAWYERS BY THE CLIENT'S CHOICE 2026'. At the bottom left is a stylized yellow fish logo. At the bottom right is the 'ЮГ' logo in a blue circle, followed by a blue vertical bar containing the text 'ВИБІР КЛІЄНТА 100 ЮРИСТІВ УКРАЇНИ 2026'.

PETERKA PARTNERS
YOUR CEE LAW FIRM

TARAS UTIRALOV
AMONG THE UKRAINE'S
TOP-100 LAWYERS BY THE
CLIENT'S CHOICE 2026

ЮГ

ВИБІР КЛІЄНТА
100 ЮРИСТІВ
УКРАЇНИ
2026



Benchmark Litigation Europe Rankings

We are pleased to share that we were listed in the recent Benchmark Litigation Europe rankings. Seeing our dispute-and-litigation work recognized in the directory gave the team a great sense of accomplishment.

The achievement reflected the dedication of our litigation group, which had been led by Jiří Černý, our Equity Partner, and Beata Składanek-Wikieł, our Senior Associate. Their enthusiasm and day-to-day commitment had driven the results that earned the inclusion.



We also express sincere gratitude to our clients, whose trust in us for handling important disputes had made the recognition possible. Their confidence had been essential to our success.

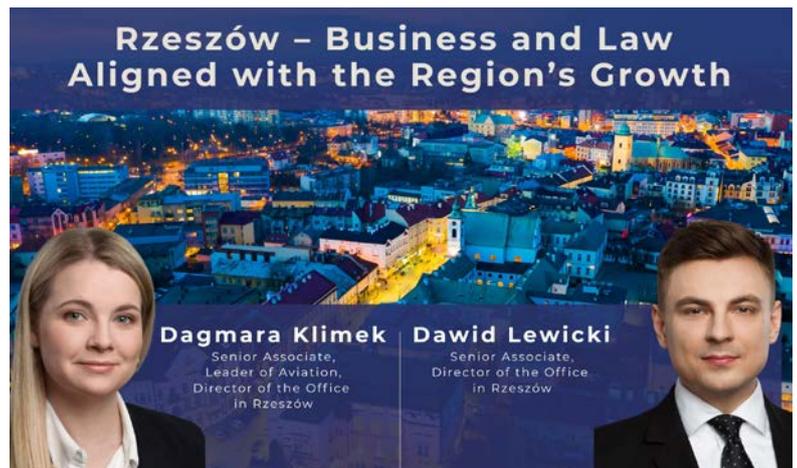
PETERKA PARTNERS Rzeszów - exclusive interview

We are pleased to share our latest interview featured in *Rynek Prawniczy*. "Rzeszów – Business and Law Aligned with the Region's Growth," presented the views of Senior Associates and Directors of the office in Rzeszów Dagmara Klimek and Dawid Lewicki.

In the interview they explained why Rzeszów had become increasingly attractive to businesses and investors. They highlighted the city's expanding role as a transport and aviation hub, its strategic position for cross-border cooperation with Ukraine, and the growing importance of specialised legal services to support that dynamic growth.

Key points from the interview include:

- The city's development as a logistics and aviation centre, creating new opportunities for trade and travel.
- The need for modern, integrated legal advice to match the fast-moving business environment.
- PETERKA PARTNERS' expertise in aviation law and cross-border projects, which helped clients navigate complex regulatory landscapes.
- The outlook for Rzeszów as a future hub for innovative business ventures.



We encourage you to explore the full interview to learn more about why Rzeszów is becoming one of Poland's most promising business environments.

Read the interview:

In Polish [HERE](#).

In English [HERE](#).

In Czech [HERE](#).

Ukraine Remains Open for Business– Legalweb.cz interview

Last year we celebrated the 20th anniversary of our Kyiv office's continuous presence and were reminded that the Ukrainian market still remains vibrant and full of opportunity. International investors increasingly recognise long-term potential in sectors such as logistics, construction, IT, healthcare and others, despite the challenges created by the war.

Our Partner and Director of the Ukrainian office, Taras Utiralov, shared with Jan Januš of legalweb.cz how PETERKA PARTNERS helps foreign companies navigate this complex environment. We assist them in selecting the appropriate entry structure, ensuring compliance with martial-law regulations, and obtaining "Critically Important Company" status, which protects key talent.

PETERKA PARTNERS
YOUR CEE LAW FIRM

Rozhovor s partnerem
a ředitelem ukrajinské kanceláře
Tarasem Utiralovem

*Ukrajina zůstává otevřená pro
podnikání i během války*

Interview with Partner and Director
of the Ukrainian Office
Taras Utiralov

*Ukraine remains open for
business, even during
the war*

„[...] Why would foreign investors consider entering the market now? Because despite the war, Ukraine is still functioning as an economy. Demand hasn't disappeared.“

If you would like to read more about this subject, see the links below:

[ENGLISH version](#)

[CZECH version](#)



Hidden Risks in Croatia's Real-Estate Market – Article written by Anja Haramija for CEELM

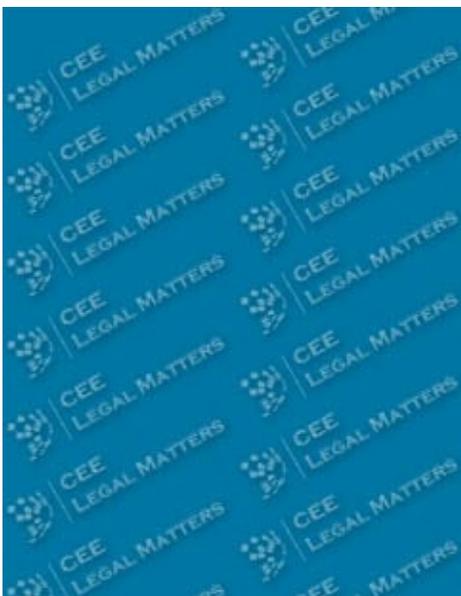
In November of last year CEELM released an article written by our Attorney-at-Law in Croatia, **Anja Haramija**. The piece explained why a seemingly transparent market can still hide legal pitfalls.

She highlights the main pitfalls that investors often overlook:

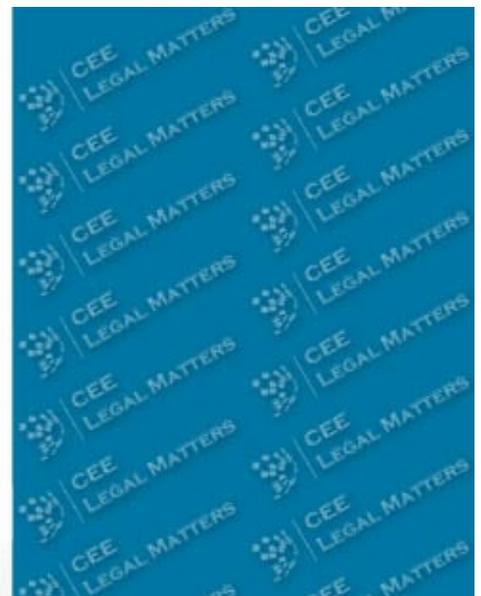
- **Missing permits** – buildings constructed after June 2011 without a valid permit could face demolition or legal penalties.
- **Zoning limits** – agricultural or protected land could not be easily switched to residential or commercial use.
- **Unregistered rights** – leases, servitudes or ways of way that were not in the land-book still bound the new owner.

Anja concluded that investors who combined title checks with a review of permits, zoning and any existing encumbrances would find Croatia a **stable market**, while those who skipped these steps could encounter unexpected legal obstacles.

We invite you to read the full article [HERE](#).



Anja Haramija



BULGARIA

New Draft Law on Use and Development of Artificial Intelligence

A new draft law establishes a national framework for implementing the EU AI Act. It regulates the use of AI in both the public and private sectors, designates responsible institutions, and appoints a national coordinator. The draft also aims to develop employees' AI skills, encourage investment, and protect national security by restricting certain high-risk and foreign AI systems. In addition, it bans certain deepfake content, and introduces penalties for non-compliance.

Law Amending and Supplementing Competition Protection Act

The amendments align Bulgarian legislation with the Digital Markets Regulation and the Foreign Subsidies Regulation and expand the powers of the Commission for the Protection of Competition (“CPC”) to cooperate with European institutions. The amendments establish new cases where merger control may be initiated, introduce a new settlement option, enhance transparency, and grant CPC access to certain data created or processed by undertakings providing public electronic communications networks and/or services.

New Electronic Register for Arbitration

Ordinance No. H-2 of 18 November 2025 establishes an electronic Register for Arbitration at the Ministry of Justice standardizing registration, access, and retention for Bulgarian-seated and certain foreign arbitrations. The system uses structured electronic files, qualified e-signatures, and tiered access. Public access is limited, while courts and authorized officers have broader access. The Register supports searches and provides paid certificates and extracts, improving transparency, efficiency, and judicial oversight.

Council of Ministers Approves Amendment regarding Re-Registration of Non-Profit Legal Entities

The Council of Ministers has approved a draft amendment to the Non-Profit Legal Entities Act, allowing non-profit legal entities (“NPLEs”) to re-register free of charge in the unified electronic register maintained by the Registry Agency until 31 December 2026. Entities that fail to re-register within the prescribed period will be deemed to have ceased their activity as of 1 January 2027, and those that have not re-registered by 31 January 2030 will automatically be deregistered. The amendment clarifies the legal consequences of missed re-registration, resolves inconsistencies in court interpretations, and ensures equal treatment of all NPLEs.

CROATIA

Newest Amendments to Construction Sector Collective Agreement

The Croatian Construction Sector Collective Agreement was amended with effect from 1 February 2026, bringing higher minimum gross base wages across all tariff groups and increasing several employee cash entitlements. Employers should expect higher costs for items such as “occasional rewards” (EUR 125), fieldwork allowances (EUR 25/day if staying on site or EUR 20/day if returning home daily), a meal allowance where meals are not provided (EUR 80/month, pro-rated), and compensation for mandatory pupil/student practice (EUR 165/month, pro-rated). The amendments also update solidarity payments (including support for a newborn child up to EUR 1,500) and revise jubilee awards based on continuous service with the same employer. In addition, employers should align employment contracts to clearly state either the basic gross wage (hourly/monthly) or the applicable tariff group/subgroup.

Minimum wage set for 2026

The Croatian Government has adopted the Regulation on the Minimum Wage for 2026, setting the statutory gross minimum wage at EUR 1,050 for the period 1 January–31 December 2026. Employers should review payroll settings, employment cost projections, and HR documentation to ensure compliance as of 1 January 2026.

CZECH REPUBLIC

Work accidents reporting

From 1 January 2026, all employers are required to report work accidents and submit accident records via the State Labour Inspection Office e-portal. Paper forms or emails will no longer be accepted. Firstly, the company's statutory representative must log in to the portal. Another person or persons can then be appointed via the aforementioned portal to represent the employer in reporting accidents.

Unified Employer Report

Act on the Unified Monthly Employer Report aims to reduce the administrative burden on employers and will come into force as of 1 January 2026. The individual obligations will be implemented gradually.

- **From 1 April 2026 onwards**, they will be required to submit a unified monthly report (“UMR”) on a regular monthly basis by the 20th day of the following month (i.e., the first UMR will be submitted for April and must be submitted by 20 May at the latest).
- **Between 1 April and 30 June 2026**, file an UMR for each of the months of January, February and March 2026 (for each month separately).

Employers should also verify with their local Czech Social Security Administration that all their mandatory information is registered with this official authority.

Amendment to the Criminal Code

A major amendment to the Criminal Code places greater emphasis on the existence and effectiveness of compliance programmes in legal entities. When deciding on the type and severity of punishment, courts shall now take into account whether the legal entity has implemented an effective set of preventive measures aimed at compliance with legal regulations and prevention of criminal activity, as well as whether, after the offence was committed, it took effective remedial measures to reduce the risk of similar conduct in the future. The importance of compliance programmes will also be reflected in a new diversion in the form of a conditional waiver of criminal prosecution of legal entities, under which the court may impose an obligation to prepare and implement appropriate preventive and remedial measures. To ensure compliance with this obligation, the amendment introduces independent oversight, the aim of which is to ensure that compliance programmes are not only formally adopted but also applied in practice.

New regulation of kratom as a psychomodulatory substance

At the end of 2025, new Czech legislation regulating kratom and kratom extract came into force. These were classified as psychomodulatory substances, i.e. psychoactive substances with a low risk of negative health or social effects. The new regulations introduced requirements for packaging, consumer information and warnings, technical requirements (e.g. composition, appearance, quality), and good manufacturing practice. Entrepreneurs must obtain a permit from the Ministry of Health. Handling psychomodulatory substances without a permit constitutes as a misdemeanour or criminal offence and is subject to substantial fines. Sales to minors, via vending machines, and outside specialised stores are prohibited.

HUNGARY

Changes to Corporate Criminal Liability

Beginning in 2026, a new regulation will significantly tighten corporate criminal liability. Companies may be held liable for negligent conduct, as well as for crimes committed by their employees where the company's management was unaware of such conduct due to negligence, having failed to take the measures necessary for prevention or avoidance. Criminal proceedings may also be initiated against companies established after the offence was committed. This regulation is primarily intended to address situations where a corrupt act—namely the promise of an unlawful advantage—is made in order to secure a subsequent contract that is concluded only after the company has been established. The minimum fine will be 1 million HUF (ca. 2,500 EUR) while the maximum will range from 3 to 5% of the company's net revenue from the previous year. However, the initiation of criminal proceedings or seizure will not automatically be recorded in the company register in all cases. According to the legislative amendment, the company court must generally be notified of the need for registration only if the dissolution of the company is expected as a possible subsequent criminal measure.

VIDA Package in Hungary

The VIDA (VAT in the Digital Age) package aims to digitize the EU VAT system and will significantly transform current invoicing and reporting practices in Hungary. According to the draft legislation, electronic invoicing will be mandatory for transactions between domestic and intra-community businesses. Paper invoices will only be allowed in limited cases. The regulation introduces new elements, such as buyer reporting and "status reports," as well as an optional PEPPOL connection for international electronic invoicing. VIDA-based e-invoicing will gradually become available, starting in 2028. Mandatory implementation will occur in multiple stages and be completed by 2035 at the latest.

POLAND

Collective Labour Settlements

A new law on Collective Labour Settlements was introduced in November/December 2025. Under the new provisions, certain Collective Labour Settlements, as well as their amendments and terminations, will have to be notified to the National Register of Collective Labour Settlements maintained by the Ministry of Labour.

UOKiK fine for consumer credit interest rate clauses

The President of the Office of Competition and Consumer Protection (UOKiK) has found that PKO BP's clauses concerning changes to interest rates on consumer credits were unlawful. UOKiK has banned the use of these clauses and imposed a PLN 79.3 million fine on the bank. If the decision becomes final, the challenged provisions will no longer be binding on consumers.

UOKiK takes firm stance on "greenwashing"

Bolt, Tchibo, and Zara have been requested to explain their marketing activities related to sustainable development and environmental responsibility. The President of UOKiK believes their campaigns might be eco-scams and is initiating proceedings against the companies. In the meantime, new legislation is being developed with the aim of raising the standards for businesses reporting their "green" activities.

ROMANIA

Changes to minimum share capital

Limited liability companies with a net turnover exceeding the threshold of RON 400,000 (approximately EUR 80,000) are obliged to increase their share capital to a minimum of RON 5,000 (approximately EUR 1,000) by 18 December 2027. Newly incorporated limited liability companies must have a minimum share capital of RON 500 (approximately EUR 100).

Amendment to internship agreements

As of 11 December 2025, interns are entitled to paid leave, directly proportional to the duration of their internship programme, and granted during the course term of the internship agreement.

New rules on dismissals

When an employer enforces, on its own initiative, a court decision on the reinstatement of an employee to a position they held prior to an unlawful dismissal, the employer must notify the employee of both the reactivation of the labour agreement and of the effective date of resumption of work.

Increased sanctions for undeclared work

Hiring one or more persons without concluding an individual labour agreement may be sanctioned by an administrative fine of RON 40,000 (approximately EUR 8,000) for each person, but not exceeding the cumulative limit of RON 1,000,000 (approximately EUR 200,000).

SLOVAKIA

Slovakia's New Consumer Protection Law – Key 2026 Changes

In 2026, Slovakia introduced expanded pre-contract information duties for traders (including reparability and environmental claims), new definitions such as “sustainability label”, and additionally, prohibited misleading commercial practices.

Slovakia Tightens Direct Marketing Rules Under Electronic Communications Act

Slovakia's amended Electronic Communications Act broadens the definition of direct marketing, aligns cookie consents with the GDPR and requires opt-in consent for emails, SMS, and automated contact. Soft-opt-in use of customer contacts is time-limited.

New Origin & Geographical Indication Rules

On 1 January 2026, Slovakia implemented a new Act on product origin and geographical indications, aligning national law with EU standards and extending protection also to non-agricultural products (e.g., crafts, industrial goods).

Update of UBO Rules: New Identification Standards from 1 March 2026

Slovakia's AML Act will clarify and expand the identification and verification of ultimate beneficial owners (UBOs), include UBOs for asset associations and foreign trusts, and require identifying natural persons in key management roles under the revised regime.

Slovakia Expands eKasa Sales Recording

From 2026, most businesses in Slovakia must record all sales in the eKasa system. This update modernizes revenue reporting, covering more sellers and streamlining daily accounting while ensuring the transparent tracking of transactions.

SLOVENIA

Informative Decision as New Procedural Instrument in General Administrative Procedure

Article 210.a of the ZUP-I amendment (the General Administrative Procedure Act, effective from 7 February 2026) introduces the informative decision as a new procedural instrument in general administrative procedure. This allows the authorities to notify parties of relevant facts before a final ruling. Parties may object within 21 days; if no objection is filed, the informative decision becomes final, effectively waiving the right to appeal or seek judicial review.

Increase in Minimum Wage for 2026 – €1,482 Gross for €1,000 Net in 2026

In line with the Minimum Wage Act and updated minimum living costs for 2025, the new minimum wage amount for 2026 has been determined at €1,481.88 gross (approximately €1,000 net), representing a 16% increase compared to last year. The decision was published in the Official Gazette on 30 January 2026.

Mandatory Winter Bonus

The new Act on the Right to Winter Bonus and the Reform of the Tax Base with Standardized Costs (ZPZR), adopted on 11 November 2025 and in force from 20 November 2025, grants employees the right to a mandatory winter bonus in cash equal to half of the minimum wage (about €639 in 2025), which employers must pay no later than 18 days after the November wage payment period.

Supreme Court Decision on Dismissal of Executives Following Statutory Removal (VIII Ips 3/2025)

In decision VIII Ips 3/2025 of 11 March 2025, the Supreme Court ruled that the statutory removal of an executive does not in itself justify termination for incapacity, holding that a company's articles of association are not mandatory regulations and that executives remain subject to general labour law rules under the Employment Relationships Act. The decision further clarifies the distinction between managers and executives and the legal nature of a company's articles of association in employment law.

UKRAINE

Martial law extended for 90 days

Martial law has been extended from 3 February 2026 for 90 days. This means that all related restrictions will remain in place till 4 May 2026.

Introduction of new classification of economic activities

On 28 October 2025, Ukraine adopted a new EU-aligned classification of economic activities (NACE 2.1-UA). The transition will begin on 1 January 2027 and is expected to be completed by the end of 2028. Businesses will be required to re-register their types of activities in the State Register..



Simplified procedure for obtaining payment institution status

The National Bank of Ukraine approved a new procedure allowing financial companies to obtain payment institution status without suspending the provision of payment services while the application is being considered.

Introduction of business loss compensation mechanism

From 1 January 2026, businesses may apply for partial compensation for destroyed or damaged property due to the war, as well as partial compensation for insurance premiums under insurance contracts against war risks.

BULGARIA

New threshold for mandatory VAT registration

As of 1 January 2026, a taxable person established in Bulgaria must register for VAT when their annual turnover in Bulgaria exceeds the national threshold of EUR 51 130. This replaces the previous regulation based on turnover for a period of 12 consecutive months. For the purpose of this threshold, turnover includes supplies that are exempt, with the right to deduct input VAT, as well as exempt supplies of immovable property.

New conditions for mandatory VAT registration of taxable persons applying SME schemes

As of 1 January 2026, mandatory VAT registration applies also to taxable persons established in another EU Member State, regardless of whether they have a permanent establishment in Bulgaria, if they apply the EU SME scheme in Bulgaria and their annual turnover in the country exceeds the national threshold of EUR 51 130, or their annual turnover in the Union exceeds the Union threshold of EUR 100 000.

Mandatory VAT registration of taxable persons not established in Bulgaria

Taxable persons established in another EU Member State (or, if not established, having their permanent address or habitual residence there) as well as those not established in the European Union, must register before the VAT becomes chargeable on their first taxable supply carried out in Bulgaria, if they do not apply the EU SME scheme, unless supplies are covered by EU or non-EU special schemes, or the VAT is payable by the recipient (reverse charge).

Introduction of a special regime for small enterprises

As of 1 January 2026, a taxable person established in Bulgaria may apply, for VAT purposes, either the special domestic scheme for small enterprises in Bulgaria; or the Union scheme for small enterprises in Bulgaria and other Member States; or the Union scheme for small enterprises in other Member States only. The law also introduces rules governing how these schemes can be applied.

New rules on financial reporting following introduction of Euro

As of the date of the adoption of the euro in Bulgaria, i.e., 1 January 2026, current accounting records and reporting must be maintained in euros, and the annual financial statements (AFS) also must be prepared in euro. However, the AFS for 2025 should be prepared in BGN as this was the official currency at the end of the reporting period.



CROATIA

Amendments to VAT Act

Croatia has adopted Amendments to the VAT Act (effective 1 January 2026), introducing several practical changes for taxpayers. Key VAT reporting and payment deadlines that previously fell on the 20th day of the month have been moved to the last day of the current month, which may require updates to internal compliance calendars. In addition, where mandatory e-invoicing applies under the fiscalization rules for issuing and fiscalizing e-invoices, the recipient's consent to accept an electronic invoice is no longer required. Companies should review their VAT workflows and e-invoicing set-up to ensure they are aligned with the new timing and documentation requirements.

CZECH REPUBLIC

CZ tax non-residents: No WHT on remuneration of statutory body members from 2026

The taxation method for certain types of income received by CZ tax non-residents will change. Specifically, the remuneration paid to members of statutory bodies (executive directors, members of supervisory boards, etc.) from 2026, will be subject to standard taxation including the progressive rate for monthly income in excess of CZK 146,901 (EUR 6,000). Such income will be taxed through standard monthly tax advances and annual reconciliation, rather than by the flat-rate withholding tax of 15% in 2025. The overall taxation effects vary according to the income level and the state of residency, i.e., whether the credit and exemption method of double taxation applies. Moreover, when income exceeds the progressive threshold, Czech tax non-residents will be required to file a Czech personal income tax return, i.e., for 2026 income, this would be filed for the first time in 2027.

VAT refunds to non-EU tourists – new electronic system postponed till 1 April 2026

The new electronic VAT refund system for non-EU tourists was originally intended to go into effect on 1 January 2026, but its implementation has been postponed. The new system will be administered by the customs authorities and is now expected to become operational on 1 April 2026. The retailer will then be required to issue a sales document at the time of sale containing all mandatory information, including the tourist's name and passport number. The retailer must also immediately inform the customs authorities about the sale electronically. The conditions remain the same – the goods must be of a non-business nature, the total price including VAT must exceed CZK 2,000 (EUR 80), and goods must be placed in the traveller's luggage.

Selected parametric changes in 2026

For the widely-used agreements to perform work outside of an employment relationship (in Czech "DPP" or "dohoda o provedení práce"), the monthly threshold for mandatory social security and health insurance contributions will be CZK 12,000 (EUR 480), increased from CZK 11,500 in 2025. The threshold for the progressive income tax rate remains at 36 times the average salary. Thus, a progressive tax rate of 23% applies for income exceeding CZK 1,762,812 (EUR 70,500) in 2026. Progressive advance payments apply from monthly income in excess of CZK 146,901 (EUR 6,000) starting with the January 2026 salary. The maximum annual assessment base for social security remains at 48 times the average salary. Thus, no social security contributions will be paid on income above CZK 2,350,416 (EUR 94,000) in 2026.



Changes in classification of accounting units and mandatory audit requirements

An amendment to the Accounting Act has brought numerous changes to the classification of accounting units (micro, small, medium, large), and consequently to their related accounting obligations. The criteria for mandatory auditing of financial statements have also changed significantly.

Employee stock and option plans (ESOPs)

To support start-ups, from 2026, a new category of qualified option plans was introduced. Income arising from the exercise of qualified options will be taxed as “other income”, i.e., not subject to social security and health insurance contributions. On the other hand, time-based tests for income exemptions cannot be used. The qualified options include many administrative conditions, valuation obligations and restrictions, for instance regarding eligible employers and employees.

Employee stock and option plans (ESOPs)

To support start-ups, from 2026, a new category of qualified option plans was introduced. Income arising from the exercise of qualified options will be taxed as “other income”, i.e., not subject to social security and health insurance contributions. On the other hand, time-based tests for income exemptions cannot be used. The qualified options include many administrative conditions, valuation obligations and restrictions, for instance regarding eligible employers and employees.

R&D allowance even more beneficial in 2026

To support innovation activities, from 2026, the R&D allowance will increase from 100 per cent of incurred R&D expenses to 150 per cent, up to a limit of CZK 50 million. The limit applies at the level of a group of companies.

Abolition of CZK 40 million limit for exemption of income from sale of securities, shares in corporations and crypto currencies

The time tests for personal income exemption remain the same, i.e., 3 years for securities, 5 years for shares in corporations, and 3 years for crypto assets. In 2025, income was exempt only to an extent not exceeding an aggregate limit of CZK 40 million. In 2026, the limit of CZK 40 million applies only to crypto asset. There are no restrictions to tax exempt income from the sale of securities and shares in corporations.

HUNGARY

Hungary Introduces New Environmental Tax Incentive

From 1 January 2026 on, Hungary will introduce a new environmental tax incentive within the corporate tax system. The incentive applies to investments and renovations with a current value of at least 100 million HUF (ca. 250,000 EUR) aimed at the rehabilitation of natural habitats or the implementation of climate-related solutions. Companies may apply the incentive in the tax year following the commissioning of the investment or in the year of the investment and the subsequent five tax years. The amount of the incentive depends on the type of the project and can reach up to 100% of eligible costs for environmental damage remediation or 70% for other ecological purposes. The maximum tax relief available for a single investment and taxpayer is the equivalent of 30 million EUR.



POLAND

KSeF goes live in phases from February 2026 (KSeF 2.0)

As of 1 February 2026, the first wave of mandatory structured e-invoicing via KSeF has begun, alongside the transition to KSeF 2.0 as the target version of the system. Market practice suggests a phased rollout (starting with large taxpayers, followed by broader groups). Taxpayers should also prepare for operational matters such as authorizations, tokens/certificates, and continuity procedures during outages/maintenance windows.

Ministry of Finance issues draft guidance on “fixed establishment” and KSeF scope

In January 2026, the Ministry of Finance published draft tax guidance on how to assess a fixed establishment (FE) in the KSeF context. The key takeaway is that KSeF obligations may depend on whether a Polish FE actively participates in the supply on the sales side, which can force businesses (especially cross-border groups) to segment transactions into those “with FE involvement” and those “without FE involvement”, and reassess operating models, resources, and control tests.

Draft regulation: extended deadlines for submitting accounting books for CIT purposes (JPK_CIT)

A draft regulation published in January 2026 proposes extending deadlines for submitting accounting books for CIT purposes (JPK_CIT) to the end of the 7th month following the end of the relevant tax/financial year (subject to defined applicability windows). In practice, this is a compliance relief measure, but it also shifts project timelines—data mapping, chart of accounts tagging, and ERP/reporting integrations may need to be rescheduled rather than deprioritized.

ROMANIA

Higher tax on dividends

Starting 1 January 2026, the tax on dividends increased from 10% to 16%. This rate applies to dividends distributed after this date, regardless of the year in which the profits were generated.

Higher tax on earnings from virtual currency transactions

As of 1 January 2026, income from virtual currency transactions is taxed at a 16% rate. The taxable income is calculated as the positive difference between the sale price and the purchase price, including any direct costs related to the transaction. Earnings below RON 200/transaction are not taxed, provided that the total earnings in a fiscal year do not exceed RON 600.

Obligation to hold at least one bank account

Starting 1 January 2026, all legal entities are required to maintain a bank account with a commercial bank or the National Treasury for the entire duration of their activities. Newly established legal entities must open an account within a maximum of 60 working days from the date of incorporation.



Obligation to accept payment by bank cards (POS)

1 January 2026, legal entities registered with the Trade Register are required to accept payments made through modern means of payment (debit cards, credit cards, etc.). This obligation can be fulfilled by using POS terminals or payment applications on mobile devices.

SLOVAKIA

VAT on Company Cars: The 50% Rule is Coming

In Slovakia, as of 1 January 2026, the VAT deduction on passenger vehicles partly used for private purposes has been limited to 50% of the input VAT. The full 100% deduction remains only if used exclusively for business and with the required records being kept. This applies to purchasing, leasing, fuel and services.

Mandatory E-Invoicing for VAT Payers from 2027

From 1 January 2027, Slovakia will require all VAT-registered businesses to issue and receive structured electronic invoices (e-Invoices) for domestic B2B/B2G transactions, in a Peppol-compliant XML format, with real-time data reporting to the tax authority.

Slovakia Raises VAT on Sugary & Salty Foods from 2026

From 1 January 2026, Slovakia moved select foods with high sugar/salt content from the reduced rate of 19% VAT to the standard rate of 23% (e.g., sweets, salty snacks, ice cream, jams). Diet-specific products remain at 19%.

SLOVENIA

Amendment to Tax Procedure Act (ZDavP-2) – Key Changes Introduced by ZDavP-2P

Alongside other procedural changes, an amendment to the Tax Procedure Act, ZDavP-2P, effective from 1 January 2026, introduced the mandatory electronic submission of all applications via the eDavki system for business entities, stricter conditions for tax enforcement deferrals, instalment payments and tax write-offs, extends the deadline in tax inspections for submitting amended tax returns to 30 days, and transposes two EU directives enabling the exchange of data between EU Member States on crypto-assets, transactions, income, and holders.

UKRAINE

Introduction of updated rules for tax notices

As of 26 February 2026, key changes will set out special rules for paying tax liabilities during martial law, new forms of tax notices and additional tools for taxpayers relating to the content of tax notices.

VAT and customs duty exemptions for defence goods

Ukraine has expanded the list and extended customs duty and VAT exemptions for the import of certain defence goods. These measures aim to accelerate the supply of drones, combat simulators, and other equipment critical for defence needs.

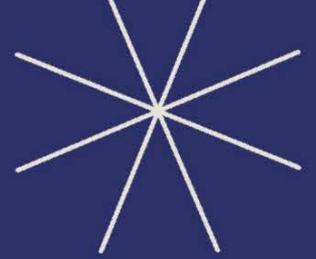


Supreme Court clarifies issue of state paying penalties to taxpayers for overdue VAT refunds during martial law

The Supreme Court ruled that martial law does not automatically constitute force majeure and does not exempt the state from paying penalties for overdue VAT refunds. To avoid liability, the tax authority must prove specific force majeure circumstances caused by martial law that made VAT refunds impossible.

PETERKA PARTNERS

YOUR CEE LAW FIRM



PETERKA PARTNERS is an independent full-service law firm with a special commitment to the region of Central and Eastern Europe. The only truly Central Eastern European law firm that has built its own strong regional presence in key markets, PETERKA PARTNERS offers a pan-regional legal and tax competency and dynamic alternative to the top law firms, both international and purely local, on these markets.

Operating ten fully-owned offices across the region, in the Czech Republic, Slovakia, Poland, Hungary, Romania, Bulgaria, Ukraine, Croatia and Slovenia, PETERKA PARTNERS is organized and acts as „one firm“ and leverages its unique integrated infrastructure, legal excellence, industry insight and deep local expertise to deliver complex legal solutions with exceptional commercial value to its clients.

For further information on any of the issues discussed in this edition of the Newsletter, or if you should have any other enquiries, please contact us through the contacts listed below or visit our website at www.peterkapartners.com.

GLOBAL CONTACT

Ondřej Peterka
Managing Partner
peterka@peterkapartners.cz

CZECH REPUBLIC

Karlovo náměstí 671/24
CZ – 110 00 Prague 1
+420 225 396 300
krbcova@peterkapartners.cz
urbancova@peterkapartners.cz

BULGARIA

96, Georgi S. Rakovski Str.
BG – 1000 Sofia
+359 2 984 11 70
peev@peterkapartners.bg

SLOVAKIA

Námestie Mateja Korvína 1
SK – 811 07 Bratislava
+421 254 418 700
lesko@peterkapartners.sk

UKRAINE

40/85 Saksahanskoho Str.
UA – 01033 Kyiv
+380 44 581 11 20
utiralov@peterkapartners.ua

SLOVENIA

Kersnikova ulica 3
SI – 1000 Ljubljana
+386 516 255 88
florjancic@peterkapartners.si

POLAND

Śniadeckich 10
PL – 00-656 Warsaw
+48 22 696 72 01
ploskowicz@peterkapartners.pl
siwinska@peterkapartners.pl

ROMANIA

33 Aviatorilor Blvd, 1st District
RO – 011853 Bucharest
+40 21 310 48 82
aron@peterkapartners.ro

HUNGARY

Vörösmarty Tér 4
HU – 1051 Budapest
+36 1 235 10 90
cseho@peterkapartners.hu

CROATIA

Vlaška ulica 81
HR – 10000 Zagreb
+420 225 396 100
haramija@peterkapartners.hr

POLAND

al. Majora Waława Kopisto 8a
PL - 35-315 Rzeszów
+48 22 696 72 01
klimek@peterkapartners.pl
lewicki@peterkapartners.pl

www.peterkapartners.com