

Doing Business in the Czech Republic 2026

BDO in the Czech Republic

January 2026



TABLE OF CONTENTS

THE CZECH REPUBLIC AT A GLANCE

General information	4
History, politics & government	4
Currency, time zone, weights & measures	5
General economic outlook	5

DOING BUSINESS

Establishing a business presence	7
Labour relations & working conditions	11
Work permits, residence permits, visas, etc.	13
Intellectual property	13
M&A and business restructuring	13

FINANCE AND INVESTMENT

Banking & finance	15
Exchange controls	15
Investment incentives	15
Legislation in the field of IT	16

THE ACCOUNTING AND AUDIT ENVIRONMENT, PUBLICATION AND ARCHIVING

Accounting regulations	18
Audit requirements	19
Publication and archiving	20
Upcoming changes in accounting legislation	20

OVERVIEW OF THE TAX SYSTEM

Taxes	22
Prospective changes	23
Appeals	23
Tax code	23
Changes to EU regulations	23

TAXES ON BUSINESS

Corporate income tax	25
Value added tax	37
Global anti-base erosion model rules (pillar II)	43

PERSONAL TAXATION

Personal income tax	27
Inheritance and gift taxes	54
Wealth tax and exit tax	54

OTHER TAXES

Real estate tax	56
Real estate acquisition tax	56
Road tax	56
Excise duties	56
Customs duties	57
Environmental tax	57

SOCIAL SECURITY CONTRIBUTIONS

Employers and employees	59
Self-employed contributors	59

APPENDIX I: DOUBLE TAX TREATIES

Comprehensive double tax treaties	61
Double tax treaties: air transport and shipping	62
Double tax treaties: estates, gifts and inheritances	62
Agreements on mutual administrative assistance	62
Social security agreements	63
Authors	64



THE CZECH REPUBLIC AT A GLANCE

GENERAL INFORMATION



BORDERED BY

North



Poland

East



Slovakia

South



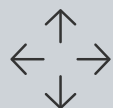
Austria

West



Germany

AREA

78,864 km²

LANGUAGE

Czech language

member of the western Slavic group of languages

POPULATION



10.9 million*

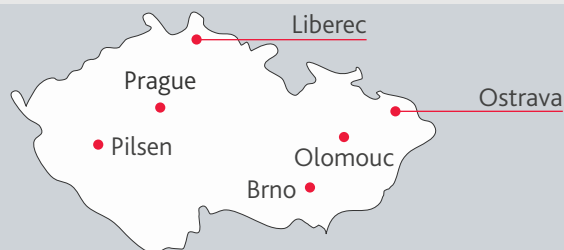
CAPITAL CITY

Prague
largest city
1.4 million inhabitants

CLIMATE

The climate is continental, with mild, sometimes hot summers and frequently cold winters. Rainfall is generally moderate

MAJOR URBAN CENTRES



*as of 31 December 2023

HISTORY, POLITICS & GOVERNMENT

The modern Czech Republic (*Česká republika*) consists of the historical territories of Bohemia and Moravia, plus a small part of Silesia. Originally a small duchy around Prague, under the Přemyslid dynasty and their successors, Bohemia became a powerful state and was elevated to a kingdom in 1212. Although formally a part of the Holy Roman Empire from 1002, it was only after the Battle of Mohács in 1526 that Bohemia was integrated into the Habsburg monarchy. It was the Bohemian revolt, which commenced with the famous Defenestration of Prague in 1618, that sparked the Thirty Years' War. During the 19th century, Bohemia, now part of the Austro-Hungarian Empire, became the most industrially advanced region in the Empire. Increasing nationalist sentiment culminated in the establishment of the Czechoslovak Republic (consisting of the Czech lands and Slovakia) in 1918, following the collapse of the Empire after its defeat in World War I. After 1934, Czechoslovakia remained the only full democracy in Central and Eastern Europe, but after the Munich Agreement of 1938, was progressively occupied and annexed by Nazi Germany (although a puppet state was established in Slovakia). After the end of World War II, the Communist party seized power in a coup d'état in 1948 and imposed Soviet-style Communism on the country. The Prague Spring in 1968, in which a partial liberalisation of the Communist regime began, led to an invasion by Warsaw Pact forces in August

1968. In the Velvet Revolution of 1989, the Communist regime collapsed and democratic rule was restored. On 1 January 1993, Czechoslovakia was peacefully divided into two constituent states – the Czech Republic and Slovakia. The Czech Republic became a member of NATO in 1999 and of the European Union in 2004.

The Czech Republic is a parliamentary republic, in which the president as head of state has certain reserved powers. The president may serve no more than two consecutive terms. Until 2013, the president was elected by a joint session of the two houses of parliament, but in 2013 the first direct elections were held, in which Miloš Zeman of the centre-left Party of Civic Rights (SPOZ) was the winner. The current president, Petr Pavel, was elected in 2023 for a five-year term. The head of the government is the prime minister, who is currently Andrej Babiš, chairman of ANO. He was appointed by the president on December 6, 2025.

The Czech Parliament is bicameral. The lower house, the Chamber of Deputies, consists of 200 members elected every four years from 14 constituencies under the party-list system of proportional representation. The upper house, the Senate, is also directly elected and comprises 81 members, elected for six-year terms, in thirds every two years, in single-member constituencies in a two-round majority system.

CURRENCY, TIME ZONE, WEIGHTS & MEASURES

The currency of the Czech Republic is the Czech koruna, ISO symbol CZK. At the time of writing (22 January 2026), the koruna exchange rate was EUR 1 = CZK 24.305 and USD 1 = CZK 20.756. At the beginning of April 2017, the Czech National Bank decided to discontinue the use of the exchange rate as an additional monetary policy instrument and the koruna exchange rate now moves according to supply and demand on the foreign exchange market. Experts do not expect larger exchange rate fluctuations next year.

The Czech Republic uses Central European Time (UTC+1) and in "summer" UTC+2 CEST (Central European Summer Time). The metric system and the Celsius scale are used.

GENERAL ECONOMIC OUTLOOK

The Czech Republic has been a member of the European Union since 1 May 2004. Since that day, the Czech market has been entirely open for both existing and new EU Member States. The Czech Republic does not apply any restrictions on businesses based in the EU area.

Foreign investors especially appreciate the Czech Republic's unique location in Central Europe, its infrastructure, economic stability, expert knowledge and flexible labour force.

The Czech economy is diversified and highly export-oriented, with key sectors including automotive, engineering, IT and pharmaceuticals. In 2024, GDP grew at around 1.0% year-on-year. Unemployment remains below the European average, at 3.9% in 2024. Inflation fell to 2.4%, which is a result of the stabilisation of the Czech National Bank's monetary policy.

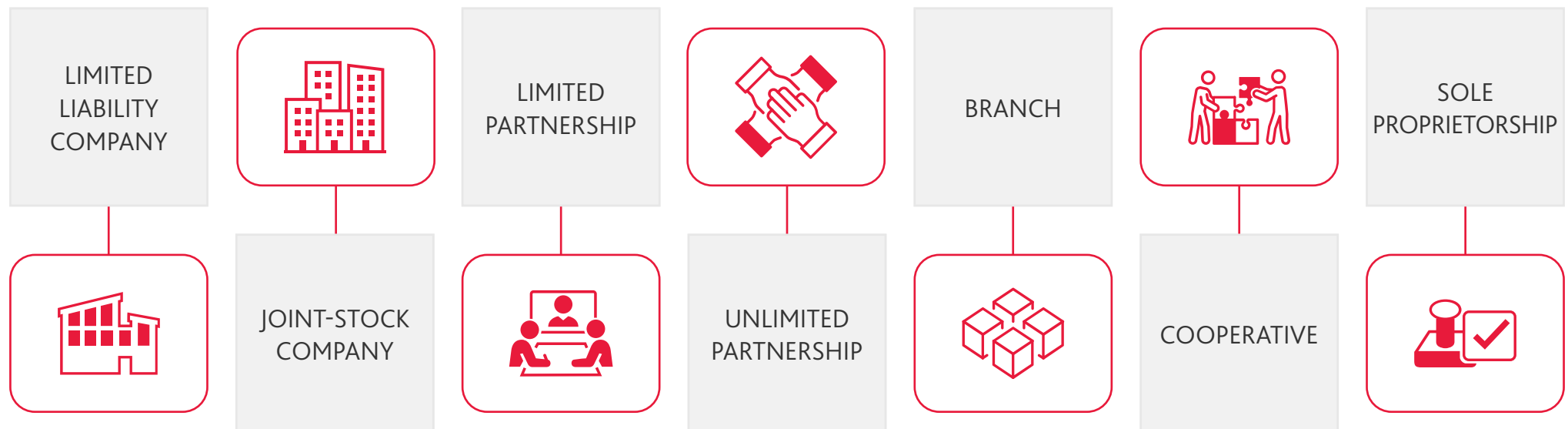




DOING BUSINESS

ESTABLISHING A BUSINESS PRESENCE

Foreign investors wishing to establish a business presence in the Czech Republic have a variety of options. The main corporate legal framework is provided by the Civil Code and the Business Corporations Act, and the primary national legal forms through which business may be conducted in the Czech Republic are:



All the above legal entities, as well as branches and foreign non-EU or non-EEA sole proprietors, are required to register in the Czech Commercial Register prior to commencing their business activity.

Establishing a company in the Czech Republic is neither financially demanding nor time-consuming. For example, a limited liability company whose business is not subject to specific regulatory requirements can be established and can start operating within one month. In the case of a sole shareholder, the minimum mandatory registered capital is only CZK 1.

The most frequent types of businesses are limited liability companies and joint-stock companies, which are briefly introduced below.

Besides the listed national legal forms, business in the Czech Republic may of course be carried out through companies incorporated under one of the European legal forms, which can simplify future M&A transactions, including the relocation of a company's seat between two Member States. Interestingly, the Czech Republic is home to by far the largest number of Societates Europaeae (SE) among all EU/EEA Member States.

Limited liability company (s.r.o.)

A limited liability company is one whose registered capital is created by shareholders' contributions. The shareholders are liable for the company's obligations only up to the amount of their unpaid contributions as registered in the Commercial Register. Articles of association are the main corporate document.



Registered capital

Registered capital must be at least CZK 1 (approximately EUR 0.03), and the minimum contribution of a single member must also be CZK 1. Contributions in kind (non-monetary) are permitted. The law also allows the creation of different kinds of shares (with specific rights). Shares may also be incorporated into certificated registered securities.

Transfer of shares

Shares in a limited liability company are transferable by written share purchase agreements (the transfer is effective as of the date set in the agreement) with notarised signatures. Specific limitations for transfer of shares may be introduced in the company's articles of association. Shares may be subject to encumbrances, such as pledge or negative pledge.

Shareholders

A limited liability company can be established by a sole founder and there is no limit to the number of shareholders. Shareholders are registered in the Commercial Register.

Company bodies

Shareholders form a general meeting, which is the company's supreme body and takes place at least once a year, no later than six months after the end of the financial year. The company is managed by one or more executive officers, who act as the company's statutory body. Executive officers may act individually or jointly, with the possibility of introducing specific conditions binding on third parties. The establishment of a supervisory board is generally optional. Executive officers or other members of the company's bodies must be registered in the Commercial Register. Both individuals and companies may serve as executive officers.

Joint-stock company (a.s.)

A joint-stock company is a company whose registered capital is created by contributions from shareholders, who are generally not held liable for the company's obligations. The registered capital is divided into a certain number of shares. Articles of association are the main corporate document.



Under the more common dualistic structure, the board of directors is the statutory body of the company while the supervisory board has a controlling role. Unless stipulated otherwise in the articles of association, each board has three members. Members of the company's statutory or supervisory bodies are registered in the Commercial Register. Both individuals and companies may become members of the elected bodies.

Shareholders

A joint-stock company can also be established by a sole founder and there is no limit on the number of shareholders. Save for the case of a sole shareholder, shareholders are not registered in the Commercial Register.

Registered capital

The registered capital of a joint-stock company must be at least CZK 2 million (approximately EUR 78,800). Contributions in kind (non-monetary) are possible.

Shares

A joint-stock company can issue either registered shares (as certificates or as book-entry securities) or bearer shares (which are always book-entry or immobilised). The law allows different kinds of shares (with specific rights) to be created. Shares may be subject to encumbrances, such as pledge or negative pledge.

Transfer of shares

Registered shares are transferable by contract, upon endorsement and delivery. For the transfer of book-entry shares, registration in the Central Securities Depository or one of the EU-licensed central depositories is required (notably Euroclear and ClearStream, a subsidiary of the Deutsche Börse). Specific limitations for transfer of shares could be introduced in the company's articles of association for registered securities (shares with restricted transferability). Bearer securities are transferable without the possibility of limitation.

Company bodies

Shareholders form a general meeting, which is the supreme body of the company and takes place at least once a year, no later than within six months of the end of the financial year. A joint-stock company can have a monistic or dualistic structure as regards statutory and supervisory bodies. Under the monistic structure, the company constitutes a managing board which ordinarily has three members, although a single-member board is possible. Under the dualistic structure, the company constitutes a board of directors and a supervisory board. Members of the company's statutory or supervisory bodies are registered in the Commercial Register.

Unlimited partnership (v.o.s.)

An unlimited partnership is a company in which at least two individuals or legal entities carry on the business under the same corporate name. Partners guarantee the company's obligations jointly with all their assets. The company does not have to create registered capital. All partners become officers of the company, by default.

Limited partnership (k.s.)

A limited partnership is formed by two or more natural or legal persons. At least one of the partners must be a limited partner, liable for the company's liabilities up to the amount of its unpaid contribution as registered in the Commercial Register. At least one partner must be a general partner, with unlimited liability for the company's debts. All general partners become officers of the company, by default.

Registered branch

A foreign company may also establish a registered branch in the Czech Republic. A registered branch is not an independent legal entity. Any actions by the branch are seen as actions by the entity registering the branch, e.g. the foreign company. The head of the branch may be a Czech national or a foreign individual who can act in all matters regarding this branch. The head of the branch is registered in the Commercial Register.

Registration of a branch is mandatory in certain cases, notably when applying for a business licence or employing a work-permit holder.

European Company (SE)

A European Company, known formally by its Latin name *Societas Europaea* ("SE") is able to operate on a European-wide basis. An SE may be set up in one of four ways: (i) by the merger of two or more existing joint-stock companies from at least two different EU Member States; (ii) by the formation of a holding company by companies fulfilling specific conditions; (iii) by the formation of a subsidiary of companies fulfilling specific conditions; or (iv) by the transformation of a joint-stock company that has had a subsidiary in another Member State for at least two years. An SE is a legal entity and its subscribed capital is at least EUR 120,000.

Sole proprietorship

Individuals, including foreigners, can carry out business activities in the Czech Republic in their own name based on a valid trade licence or other relevant business permit. Non-EU nationals must adhere to further visa obligations.

Business permits

Every business entity may operate its business activity based on a relevant permit or authorisation, unless the respective activity does not require a permit (e.g. lease of real estate). Generally, prior to its registration in the Czech Commercial Register or prior to carrying out the relevant business activity, a company must obtain a trade licence as specified in the Trade Licensing Act, authorising it to carry out the respective business activity. The Trade Licensing Act stipulates several types of trades. Most are so-called free trades where no professional competence or other specific prerequisites are required.

For specific business activities not covered by the Trade Licensing Act, a special authorisation or permit may be required (e.g. certain financial services, telecommunications, healthcare, energy, etc.).

Legal entities in the Czech Republic must register their ultimate beneficial owners in the Register of Beneficial Owners. A beneficial owner is an individual who can directly or indirectly exercise decisive influence over the company or is the ultimate recipient of the company's distributions.

Non-compliance may result in potentially severe consequences, including restrictions on profit distribution, limitations on holding general meetings, and even involuntary wind-up of the company.

LABOUR RELATIONS & WORKING CONDITIONS



Labour relations are governed by Act No. 262/2006 Coll., Labour Code, as amended. Employment arises most frequently based on written employment contracts. The employment contracts must include at least:

THE TYPE OF WORK

THE PLACE OR PLACES OF WORK

THE COMMENCEMENT OF EMPLOYMENT

All employees employed under an employment contract must undergo an initial medical examination before the commencement of employment. A trial period may be agreed for a maximum of three months (six months for management positions) starting at the commencement of employment (first day at work). Fixed-term employment is possible for a maximum period of three years and may be extended only twice (i.e. the fixed-term employment cannot last more than nine years total). Exceptions apply in case of serious operational reasons. Less formal employment alternatives include agreements to perform work and agreements to complete a job. These can be concluded for seasonal or part-time work.

Employment can be terminated as follows:



Termination agreement, which must be in written form.



Notice of termination, which must be given in writing and delivered to the other party. The minimum notice period is two months and commences on the first day of the month following the delivery of notice to the other party. Employers can serve notice of termination only for reasons specified in the Labour Code (e.g. organisational reasons, performance reasons, breaches of obligations). Employees can serve notice of termination without stating a reason. The notice period may be prolonged only by an individual written agreement between the employer and the employee.



Immediate dismissal where both the employer and the employee may immediately cancel the employment for stipulated reasons.



Termination in the trial period, during which both the employer and the employee can terminate the employment immediately without stating a reason.



Upon expiry of the agreed period, if the employment was agreed for a definite period. The employment is changed to employment for an indefinite period if the employee, with the employer's knowledge, continues to work after the expiry of the agreed period.



Upon the cancellation of a foreigner's residence permit or the expiry of their work permit, Employee Card or Blue Card, or their deportation.



Death of the employee.

Statutory minimum severance pay in case of termination by the employer for organisational reasons is from one to three times the employee's average monthly earnings, depending on the length of employment. In the case of an accident, occupational disease or threat of occupational disease, the statutory minimum severance pay amounts to 12 times the employee's average monthly earnings.

Vacation

The minimum vacation entitlement is four weeks (20 days at a 40-hour workweek).

Remuneration

The Czech Republic has a mandatory minimum wage. As of 1 January 2026, the minimum wage is CZK 22,400 (approximately EUR 926) per month or CZK 134.40 per hour.

For overtime work, employees are entitled to an additional payment of at least 25% of their average earnings, unless the employer and employee agree on compensatory leave. It is also possible to agree that the salary will include remuneration for overtime work. For ordinary employees, a maximum of 150 overtime hours per calendar year may be included; for managers, the limit is 416 overtime hours per calendar year.

Statutory working hours are 40 hours per week. This may be lower under specific circumstances (e.g. two- or three-shift operations).

Trade unions

The formation of trade unions is regulated by law. A collective bargaining agreement may only be entered into with a trade union organisation, either for a fixed term or for an indefinite period, in which case it can be terminated with six months' notice. Collective bargaining agreements are rarely effectuated for a whole industry; instead, they usually apply to the respective employer only.

Strikes are allowed notably, but not exclusively, in support of the negotiation of collective bargaining agreements.

Employees and employers make social security contributions ([see Social security contribution](#)).



WORK PERMITS, RESIDENCE PERMITS, VISAS, ETC. M&A AND BUSINESS RESTRUCTURING

The Czech Republic has been part of the Schengen Area since 21 December 2007. As a result, customs checks on goods and persons have been moved across international borders. As the Czech Republic has no external EU border, all checks are carried out only at international airports.

Employees from the EU, EEA and Switzerland (as well as their family members) do not need work permits. Employees from all other countries must obtain a work permit and residence permit for employment purposes before commencing work.

The law regulating long-term residency of foreign nationals seeking work in the Czech Republic was simplified in line with EU law. The Green Card has been replaced by the Employee Card, which is issued by the Ministry of the Interior for specific job positions as determined by the Ministry.

An employee who receives such a card no longer needs to apply individually for a residence permit. Large groups of foreign nationals may enjoy free access to the Czech labour market, notably family members of EU nationals, Czech-based university graduates, etc., although further conditions apply.

Foreign nationals may also apply for a Blue Card, which is an integrated residence and work permit. The Blue Card is issued to workers with higher vocational or university education who have an employment contract for at least one year, for the statutory weekly working hours, and who have an agreed gross monthly or annual salary amounting to at least 1.5 times the average gross annual salary in the Czech Republic.

INTELLECTUAL PROPERTY

The Czech Republic is a member of the World Intellectual Property Organization (WIPO-Madrid System), European Patent Organisation (EPO), European Union Intellectual Property Office (EUIPO) and a contracting party of the Agreement on Trade Related Aspects of Intellectual Property Rights (TRIPS).

The system of legal protection of intellectual and industrial property in the Czech Republic is consistent with the principles of a market economy and is harmonised with EU law. The designated public body with authority over intellectual property claims in the Czech Republic is the Industrial Property Office (ÚPV). As in other EU Member States, many IP protection instruments may be registered both nationally and at the EU level. Trademark registration is a relatively simple process that can be completed online.

Intellectual property, trademarks and copyrights are protected in the Czech Republic by law, primarily by the Copyright Act, Trademark Act and other relevant legislation.

The Czech Republic is an active market for mergers and acquisitions, especially in the financial, industrial and technology sectors. In 2024, 102 transactions worth more than CZK 30 billion took place on the Czech market. The number of mergers and acquisitions is growing.

When executing M&A transactions, the following aspects must be taken into account:

- ▶ Due diligence – examination of the financial, tax and legal situation of the target company
- ▶ Regulatory approval - the Competition Authority's approval is required for large transactions
- ▶ Tax aspects – optimisation of transaction structure, e.g. through holding companies

In the event of financial problems, companies can use insolvency proceedings, pre-packaged reorganisations or optimisation of operational processes.





FINANCE AND INVESTMENT

BANKING & FINANCE

The Czech National Bank (*Česká národní banka – CNB*) is the central bank of the Czech Republic. The CNB regulates monetary policy, banking supervision and the financial markets.

Securities are traded on the Prague Stock Exchange (*Burza cenných papírů Praha*), which was founded in 1861 but reopened in its present form in 1993. It operates two markets – SPAD for large and medium investors, and module auctions for smaller investors. The Exchange is owned by CEESEG Aktiengesellschaft - Wiener Börse AG. Several other (mostly commodities-focused) smaller exchanges also operate here.

The Czech banking system is one of the most stable in Central Europe. The main players on the market are Česká spořitelna, ČSOB, Komerční banka and UniCredit Bank, with a share of the banking market exceeding 80%.

Companies can use various forms of financing:

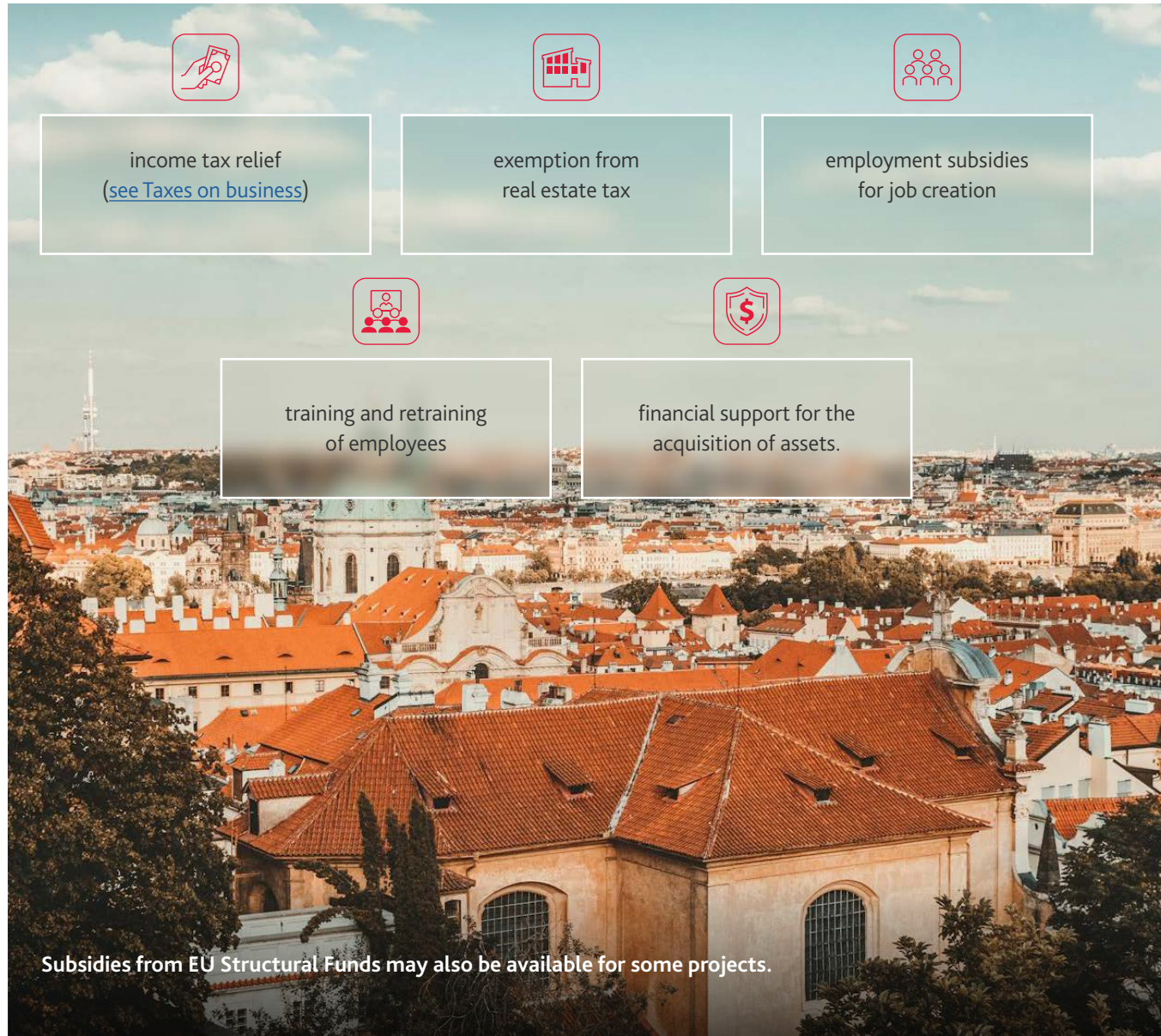
- ▶ Bank loans - suitable for established companies with a proven track record
- ▶ Venture capital and private equity funds - often used by technology startups
- ▶ EU grants and subsidies - support innovation, digitalisation and sustainable business
- ▶ Exchange financing - access to the Prague Stock Exchange (PSE), which offers both primary and secondary markets.

EXCHANGE CONTROLS

The Czech Republic does not operate exchange controls, so funds may flow freely into and out of the country. Certain statistical reporting is, however, necessary.

INVESTMENT INCENTIVES

The Czech Republic offers a variety of investment incentives under various conditions, including:



LEGISLATION IN THE FIELD OF IT

Legislation in the field of IT

The Czech Republic offers a well-established, EU-aligned legal framework for IT and digital business. The following overview reflects the regulatory landscape as of 2026 and highlights practical considerations for foreign investors.

Data protection and privacy

Personal data is protected under the EU General Data Protection Regulation (GDPR) and the Czech Personal Data Processing Act (No. 110/2019). The Office for Personal Data Protection (UOOU) oversees compliance. Organizations must establish a legal basis for processing, provide transparent notices, enable data subject rights, and ensure adequate security. Breach notifications and record-keeping are mandatory in many cases. Czech law also reflects the EU ePrivacy Directive and requires prior user consent (opt-in) for cookies and tracking technologies. A new EU ePrivacy Regulation is under discussion and may further harmonise digital privacy rules.

Cybersecurity

Cybersecurity obligations are defined in the new Czech Cybersecurity Act No. 264/2025, effective from 1 November 2025, which implements the EU NIS2 Directive. The Act broadens the scope of regulated entities and introduces stricter obligations on risk management, incident reporting, and governance. The National Cyber and Information Security Agency (NUKIB) supervises compliance. Non-compliance can result in significant penalties of up to 2% of global turnover or EUR 10 million.

Digital services and electronic communications

Telecommunication services are governed by the Electronic Communications Act (No.127/2005), aligned with the EU Electronic Communications Code. The Czech Telecommunication Office (CTU) oversees licensing and regulation. In addition, the EU's Digital Services Act (DSA) and Digital Markets Act (DMA) apply directly in the Czech Republic, imposing transparency, content moderation, and competition obligations on online platforms and gatekeepers. The eIDAS Regulation (EU 910/2014) ensures mutual recognition of electronic identification and trust services.

Electronic signatures and trust services

Qualified electronic signatures under the eIDAS Regulation have the same legal value as handwritten ones in the Czech Republic. Act No. 297/2016 implements eIDAS nationally and regulates trust service providers. This legal infrastructure allows contracts, filings, and business documents to be executed digitally with full legal effect.

Intellectual property and software

Software is protected under the Czech Copyright Act (No. 121/2000), with computer programs treated as literary works. Unless otherwise agreed, copyright to software created by employees in the course of their duties automatically belongs to the employer. Open-source software is widely used but must comply with relevant licence terms. Companies are advised to maintain clear IP ownership structures, especially when engaging third-party developers.

Cloud services and IT outsourcing

There is no specific Czech law governing cloud computing or outsourcing, but general legal and regulatory obligations apply. Contracts should address security, data protection, service levels, and audit rights. In regulated sectors (e.g., banking, insurance, healthcare), additional supervisory requirements apply. The EU Digital Operational Resilience Act (DORA), applicable from January 2025, requires financial entities to manage ICT risks across their supply chains and outsourcing arrangements.

Future outlook

The regulatory landscape continues to evolve. The Data Governance Act (EU Regulation 2022/868, applicable from September 2023) promotes safe data sharing and reuse across the EU. The Data Act (EU Regulation 2023/2854), effective from September 2025, establishes rights to access and share non-personal data, including IoT-generated data. The AI Act, finalised in 2023, introduces a risk-based framework for artificial intelligence. Its obligations for high-risk AI systems will become fully applicable by August 2026. Further reforms are expected in areas such as digital identity, cross-border data flows, and cybersecurity certification. Foreign investors are advised to monitor these developments closely and ensure their compliance programs reflect the latest EU and Czech IT regulations.



THE ACCOUNTING AND AUDIT ENVIRONMENT, PUBLICATION AND ARCHIVING

ACCOUNTING REGULATIONS

Czech accounting legislation is largely harmonised with EU law. Nevertheless, the tax and accounting legislation differ considerably.

The contents of financial statements are prescribed by law and must be drawn up according to Czech generally accepted accounting standards. Czech accounting differs slightly from International Financial Reporting Standards (IFRS). For instance, a leased asset is to be shown in the lessor's balance sheet.

Annual financial statements must consist of a balance sheet, income statement and notes to the financial statements. A statement of cash flows and statement of changes in equity are mandatory for companies that have obligatorily audited financial statements. Annual financial statements are published in the Commercial Register and must be filed together with the company tax return at the relevant local tax office.

The Act on Accounting defines four categories of accounting units (AU):

Table 1

	Micro	Small	Medium	Big
Net assets	≤ 11,000	>11,000 ≤ 120,000	>120,000 ≤ 600,000	>600,000
Annual turnover	≤ 22,000	>22,000 ≤ 240,000	>240,000 ≤ 1,200,000	>1,200,000
Average number of employees	≤ 10	>10 ≤ 50	>50 ≤ 250	>250

Note: Data related to net assets and turnover are in T CZK.

Micro, Small, Medium and Big accounting units are those that meet at least two of the above-stated criteria. A public entity or a selected entity is always considered to be a Big entity.

Under the Czech Accounting Directives and the Act on Accounting (*Zákon o účetnictví*), the controlling entity is obliged to prepare consolidated financial statements when the group of companies on a consolidated basis exceeds two of the three following criteria:

CZK **100** million
net assets

50 employees

CZK **200** million
turnover

The Small group is not obliged to prepare consolidated financial statements (only in case of public interest).

Companies traded on the stock exchange must use IFRS, as modified by EU law.

The Accounting Directives and the Act on Accounting regulate not only double-entry bookkeeping, but also simple accounting for certain small entities.

Entities are required to keep accounts in the Czech language. Accounting documents may be drawn up in a foreign language only if the condition of comprehensibility is fulfilled. Entities are required to keep accounts in Czech crowns. In the case of foreign currency receivables and liabilities, it is necessary to use the foreign currency at the same time.



AUDIT REQUIREMENTS

In accordance with the Act on Accounting, financial statements, consolidated financial statements and annual reports must be audited by an independent auditor when prepared by Big and Medium accounting units.

Micro accounting units are not obliged to have their financial statements audited.

A newly established company can even be audited for the first year depending on the likelihood that it becomes a Big or Medium company.

Regardless of the above-defined criteria, the obligation of any accounting unit to be audited can issue from another legal regulation (e.g. under the Act on Transformations).

Financial statements are audited under International Auditing Standards.

PUBLICATION AND ARCHIVING

Companies must publish annual financial statements in the Collection of Deeds of the Commercial Register. Audited companies publish an annual report containing financial statements, a report on relations and an auditor's report.

Accounting documents must be archived for a minimum period of five years up to 30 years depending on the type of document. Regardless of the archival period, documents related to taxes must be available for the taxable periods where the statute of limitations has not expired yet.

UPCOMING CHANGES IN ACCOUNTING LEGISLATION

The Ministry of Finance has submitted a draft of a new Act on Accounting, which will result in major changes in the regulation of accounting in the Czech Republic and will have a direct impact on the business of companies through many changes, such as:



extension of the obligation to report in accordance with IFRS and also extension of the possibility of voluntary conversion to IFRS



changes to accounting for leases and rentals, where leased assets will be reported with the company that actually uses them and not with the owner



option to report in a functional currency other than CZK



adoption of some asset and liability valuation practices from IFRS, such as amortised cost (discounting) or using fair value model



increasing the limits for statutory audits, i.e. reducing the number of companies with statutory audits



use of IFRS for determining the tax base

The effective date of the law will depend on the implementation of all related accounting directives and other changes to related laws. According to the current estimates, the effective date should be from 1 January 2028.



OVERVIEW OF THE TAX SYSTEM

TAXES

**Immovable property tax
/ Real estate tax**
(*daň z nemovitých věcí*)

Customs duties
(*cla*)

Value added tax (VAT)
(*daň z přidané hodnoty*)

Corporate income tax
(*daň z příjmů
právnických osob*)

Road tax
(*silniční daň*)

Personal income tax
(*daň z příjmů
fyzických osob*)

- ▶ the Czech Income Tax Act (*Zákon o daních z příjmů*) regulates both the taxation of corporate bodies and individuals.

**Excise duties /
Consumption taxes**
(*spotřební daně*)

- ▶ on mineral oils
- ▶ on alcohol
- ▶ on beer
- ▶ on wine and its intermediate products
- ▶ on tobacco products

**Environmental taxes /
Energy taxes**
(*ekologické daně /
energetické daně*)

- ▶ on natural gas and certain other gases
- ▶ on solid fuels
- ▶ on electricity

The locally authorised tax office is determined by the company's headquarters or by the residence of the taxpayer. A Specialised Tax Office (STO) has nationwide jurisdiction for large taxpayers making a significant contribution to tax revenue (turnover exceeding CZK 2 billion), banks, credit unions, the investment funds (if they have legal personality), investment fund administrators (unless they have legal personality), pension companies, etc.

The STO conducts tax audits for taxpayers that it manages itself. A tax audit for a taxpayer managed by one of the other 14 ("regular") tax offices can be conducted by any of these offices.

PROSPECTIVE CHANGES

The most important prospective changes applicable to 2026 will be discussed in the various chapters of this guide.

APPEALS

Taxpayers have the right to appeal against decisions of the tax authorities arising from a tax audit and leading to an increase in their tax liability. Appeals must be made in writing to the authorities within the period relevant to the decision (usually 30 days).

Appeals against the determination of tax by the financial office are handled by a single appellate body, the Appellate Financial Directorate, which is based in Brno. This ensures a centralised and efficient process for handling tax disputes. Taxpayers who are dissatisfied with the appeal decision may then appeal to the courts.

TAX CODE

Effective from 1 January 2024, Act No. 349/2023 Coll., which amends certain laws in connection with the consolidation of public budgets (the “consolidation package”), came into effect. This act brought about changes to many laws, but only minor, largely technical, changes to the tax code. One of these changes is the option to pay taxes in cash in a foreign currency under certain precisely defined specific circumstances, provided it is a currency for which the Czech National Bank declares a foreign exchange market rate.

CHANGES TO EU REGULATIONS

In early January 2024, the tax portal of the Czech Tax Administration (the “MOJE daně” portal) published a form called “Notification of Reported Activity by a Reported Seller”, which serves to fulfil the reporting obligation according to DAC 7. Reporting platform operators are required to submit the Notification by 31 January 2024, for the reported period of 2023. The reporting platform operator must attach an XML file to the Notification with relevant information about the reported sellers as per DAC 7. Access to the DAC7 Application is granted based on a previously submitted Declaration by the Czech reporting platform operator. In the case of a non-established platform operator, access to the DAC 7 Application can be obtained based on a Registration Request by the non-established platform operator.

In essence, DAC 7 is a European Union directive on international cooperation that affects all operators of online platform that allow the sale of goods and selected services (e.g., the provision of real estate, means of transport or some form of personal service) through their web interface. The aim is to identify entities generating profits through digital platforms and ensure they are appropriately taxed across all relevant taxes.



TAXES ON BUSINESS

CORPORATE INCOME TAX

Nature and scope

Corporate bodies are subject to corporate income tax, which is governed by the Income Tax Act (*Zákon o daních z příjmů*) and related legislation.

Resident companies are taxed on their worldwide income, while non-resident companies are taxed only on income sourced in the Czech Republic.

Definition of residence

A company is considered a resident of the Czech Republic if it has its legal registered office or its place of effective management within territory of the Czech Republic.

Taxable persons

Legal entities and other corporate bodies (government branches, mutual and investment funds, funds of pension companies, trust funds, etc.) are subject to corporate income tax. The treatment of partnerships is mixed. In a general partnership, only income subject to a final withholding tax is taxed at the partnership level; other income is taxed in the hands of the individual partners. In a limited partnership, the shares of the limited partner or partners are subject to corporate income tax, while the shares of general partners are taxed at the level of those partners.

Taxable period

The taxable period corresponds to the accounting period, which is the calendar year by default. Companies wishing to adopt an accounting period other than the calendar year (an economic year) must first notify the tax authorities and do so at least three months before the intended commencement date of the new period.

Filing of tax return

The income tax return is filed no later than three months after the expiration of the taxable period. If the taxpayer is obliged based on a special Act to have the Financial Statement certified by an auditor, or if its tax return is being filed by a tax advisor (based on a power of attorney), then the tax return must be filed no later than six months after the expiration of the taxable period.

Taxable income

Income subject to tax includes income from all activities and the management of all assets, unless otherwise provided herein.

The taxable profit is based on the profit before tax as recorded in the income statement and is adjusted for exempt income and non-tax-deductible items.

Exempt income

A tax exemption applies, for example, to dividends or capital gains under the parent-subsidiary directive, which has been incorporated more broadly into local law, so certain exemptions are also available to EEA and non-EEA companies.

Capital gains

Capital gains are generally taxable as income. However, gains derived from the disposal of shares qualifying for the participation exemption (see under "[Dividends](#)" below) are exempt in turn.

Deductions

All expenses (costs) incurred to reach, secure and maintain taxable income will be deducted for tax purposes.

Depreciation

The depreciation of tangible assets will be set out under the conditions of Czech GAAP. Tangible assets refer to individual tangible movable assets or sets of tangible movable assets with a distinct technical-economic purpose, having an entry price exceeding CZK 80,000, as well as buildings, houses, units and other similar assets.

According to Czech GAAP, asset depreciation must correspond to the expected useful life of the asset.

Fixed assets are divided into six depreciation groups, each with its own depreciation period, and tax depreciation is independent of the date of acquisition and the age of the asset. Companies may also choose not to take depreciation in any accounting period. Tax depreciation can thus considerably diverge from accounting depreciation, especially if accelerated depreciation is available for tax purposes.

Generally, the rate of depreciation does not simply correspond to the inverse of the depreciable period, since the rate applied in the year of acquisition is generally lower and the rate in subsequent years generally higher than the rate that would apply if depreciation were taken uniformly.

Table 2 shows six groups of tangible assets and the corresponding (straight-line) rates of depreciation under the default method.

Table 2

Depreciation group	Description of assets	Depreciation period (years)	First-year rate (%)	Rate in subsequent years (%)
1	IT and office equipment, some horticultural and agricultural machinery	3	20	40
2	Motor vehicles, aircraft, some machinery	5	11	22.25
3	Heavy machinery	10	5.5	10.5
4	Pipelines, power lines, light buildings	20	2.15	5.15
5	Other buildings, bridges	30	1.4	3.4
6	Office buildings, hotels, shopping centres	50	1.02	2.02





Companies that predominantly derive agricultural or silvicultural income and are the first owners of machinery used in those activities may apply a different set of rates for assets in groups 1 to 3. Similarly, companies that are the first owners of water-purification equipment may apply a different set of rates to assets in those categories. Yet another set of rates (increasing the first-year rate at the expense of subsequent-year rates, but not in the case of motor vehicles) may be adopted for groups 1 to 3 by companies that are the first owners of those assets.

A special depreciation regime applies to tangible fixed assets used for the production of electricity from solar power.

Finally, companies may opt for accelerated depreciation, calculated according to a formula (using depreciation coefficients according to the ITA), the result of which is to produce a modified version of reducing-balance depreciation.

Extraordinary tax depreciation was enacted for a limited period as a tool for tax planning related to assets included in the first and second depreciation groups, which were acquired between 1 January 2020 and 31 December 2023. The amendment to the Income Tax Act with effect from 1 January 2024 allows extraordinary depreciation to be used only for emission-free vehicles acquired in the period from January 2024 to 31 December 2028. Assets depreciated under this scheme will be depreciated according to the existing rules. Extraordinary depreciation can only be used by the first owner of the asset, cannot be interrupted and is calculated to the nearest month (group 1 – over 12 months; group 2 – over 24 months – 60% of the acquisition price is applied for the first 12 months and the remaining 40% of the acquisition price for the second 12 months).

With effect from 1 January 2024, tax depreciation for M1 passenger cars is also limited to a maximum entry price of CZK 2 million. Tax depreciation on the amount above CZK 2 million is not a tax-effective expense. Exceptions are ambulances, hearses, vehicles acquired for licensed taxi services and financial leasing providers. The tax-deductible portion of depreciation cannot be claimed even when these assets are disposed of. This limitation also applies to the acquisition of a vehicle by way of a finance lease. In the case of operating leases, the limitation applies to the lessor.

It remains the case that the category of intangible assets does not exist in the ITA. As of 1 January 2021, definitions and specific depreciation rules have been completely deleted. However, intangible fixed assets still exist in accounting as a category of long-term usable and thus depreciated assets. At the same time, each entity still exclusively decides about setting a threshold for the acquisition price for long-term intangible assets, as well as the length of their depreciation in accordance with accounting methods.

Bad and doubtful receivables

Provisions against receivables and doubtful receivables are deductible if they can be created according to the Act on Provision for the Determination of the Income Tax Base.

There are rules for creating provisions against receivables

01 from debtors in insolvency

02 of small value (up to CZK 30,000)

03 that are not barred

04 acquired by assignment (up to CZK 200,000).

For example

for not barred receivables due starting 1 January 2015 – if the receivable is more than 18 months overdue, a provision of 50% of the receivable can be created; if the receivable is more than 30 months overdue, a provision of 100% of the receivable can be created.

Non-deductible expenses

Expenditures not deductible for tax purposes include, e.g.:



expenditures incurred in generating non-taxable income



gifts



entertainment expenses (including meals with customers)



shortages and damages (exceeding of the compensation)



expenditures paid for other taxpayers



fines, penalties, interests on late payments

Dividends

Dividends received from other Czech resident companies are generally taxable, but subject to a final withholding tax (see under "[Withholding taxes](#)" below) and thus not included in taxable profits.

For substantial corporate shareholdings, however, there is a participation exemption. In the case of dividends from other Czech-resident companies, the exemption applies where:



the recipient company has held at least 10% of the distributing company's share capital for an uninterrupted period of at least 12 months immediately before the distribution; and



the distributing company is resident in the Czech Republic and subject to Czech corporate income tax.

The holding-period requirement may also be satisfied afterwards.

With regard to foreign dividends, the participation exemption applies where:



the recipient company takes one of the forms listed in the EU Parent-Subsidiary Directive (2011/96/EU) and has held at least 10% of the distributing company's share capital for an uninterrupted period of at least 12 months immediately before the distribution;



the distributing company is resident in the European Union, takes one of the forms listed in the EU Parent-Subsidiary Directive (2011/96/EU) and is subject to corporate income tax as listed in the Directive and is unable to opt for exemption from that tax.

If the distributing company is resident outside the European Union, the participation exemption applies if:



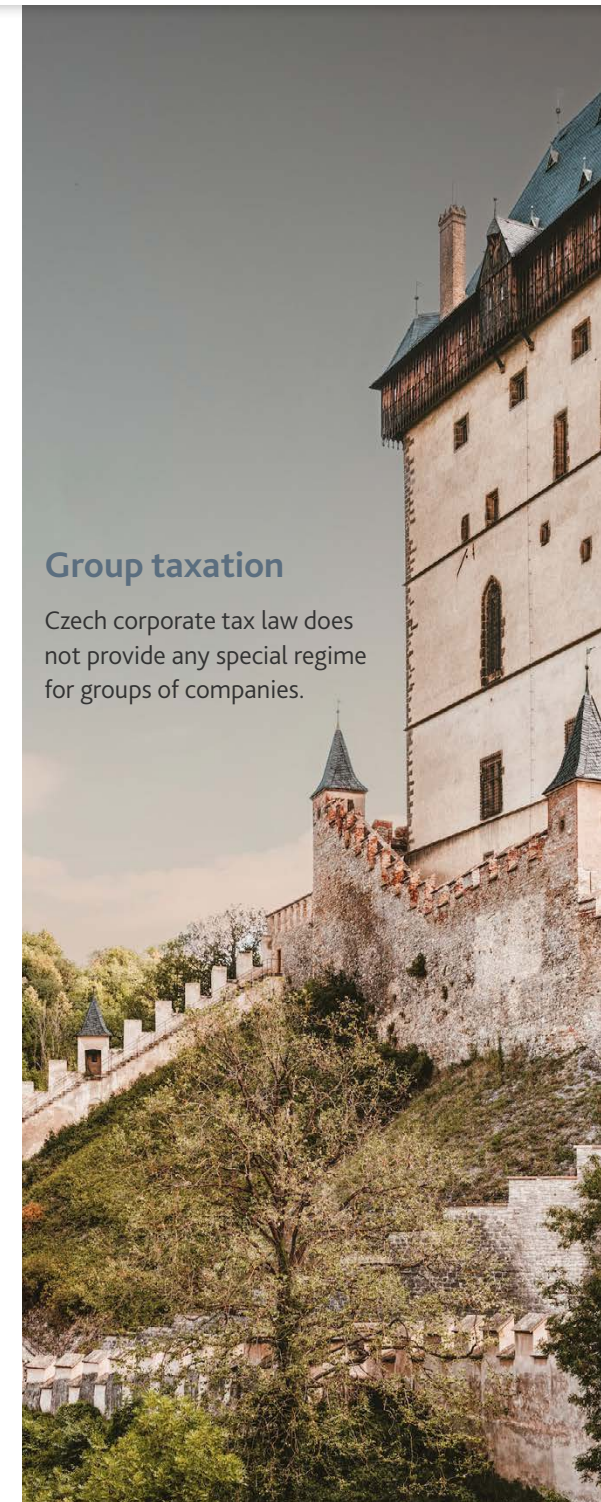
the recipient company has held at least 10% of the distributing company's share capital for an uninterrupted period of at least 12 months immediately before the distribution; and



the distributing company must have a legal form comparable to a Czech a.s., s.r.o. or cooperative, be resident in a jurisdiction with which the Czech Republic has concluded a double tax treaty ([see Appendix 1](#)) and be subject to corporate income tax at an effective rate of at least 12%.

Group taxation

Czech corporate tax law does not provide any special regime for groups of companies.



Losses

A legally determined tax loss or its part may be deducted from the tax base:

IN **2** TAX PERIODS

immediately preceding the tax
period (tax loss carry back)

IN **5** PERIODS OF TAXATION

immediately following the period
for which the tax loss is determined

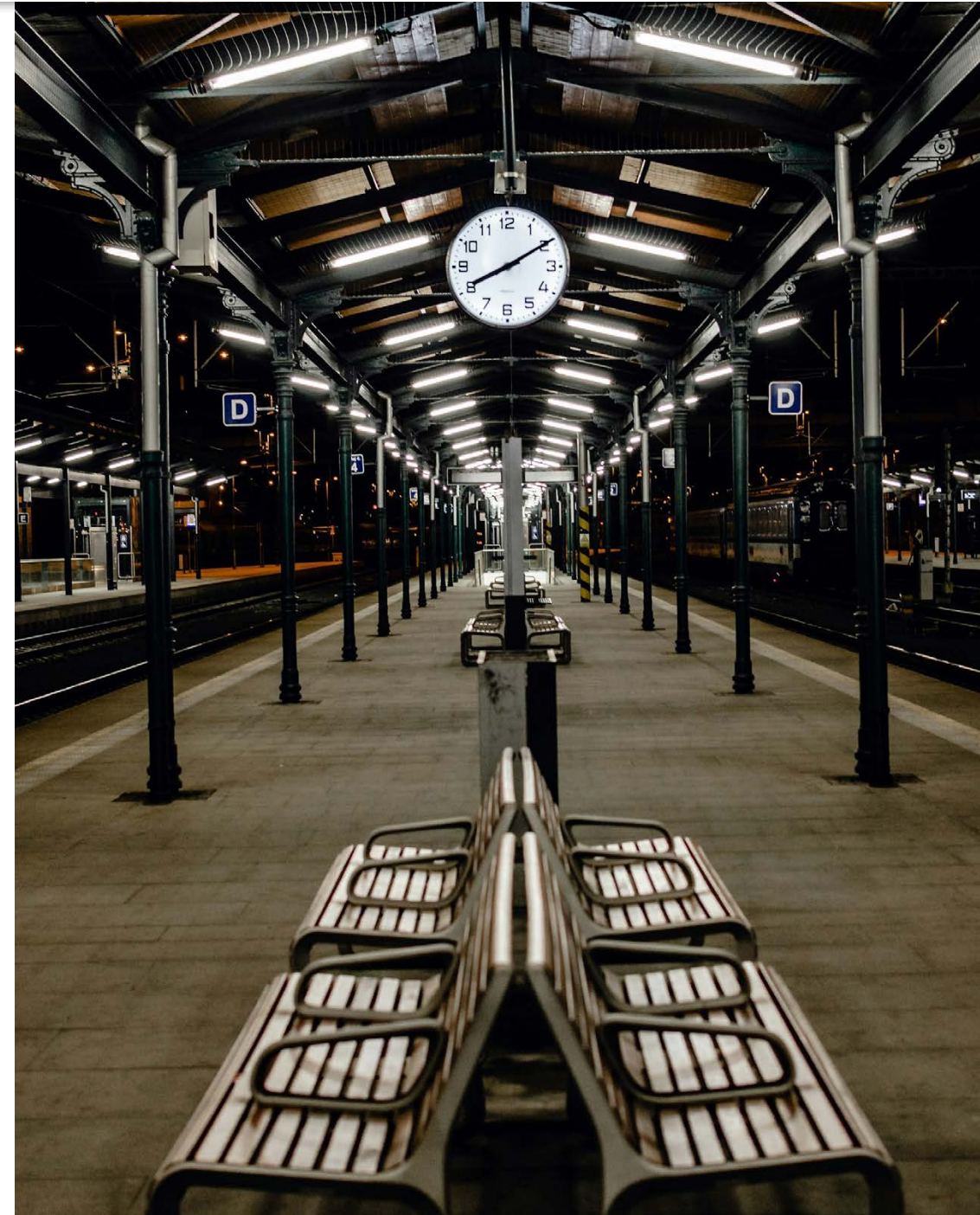
Losses may be set off against capital gains as well as ordinary income. A change of ownership affecting more than 25% of the registered share capital or voting rights will result in a forfeiture of unrelieved losses unless the company derives at least 80% of its income in the relevant period from activities identical to those performed in the period in which the loss was incurred.

Capital losses, however, are generally not deductible, except for losses arising from the sale of shares not representing a controlling or significant holding.

Thin capitalisation

Interest payable is generally deductible if the rate is no greater than arm's length and is incurred with respect to taxable income. However, financing costs (interest and related expenses) of loans from related parties are not deductible to the extent to which the debt-equity ratio exceeds 4:1 (6:1 in the case of banks and insurance companies). Any excess interest may, subject to a relevant double tax treaty, be re-characterised as a dividend.

In accordance with the ATAD, the next tool relating to borrowing expenses (e.g. interest from loans and credits, exchange difference relating to financial expense) is the restriction of their tax deductibility if they are higher than the limit – 30% of EBITDA or CZK 80 million (so-called excessive borrowing expenses).



Windfall tax

As of 1 January 2023, a windfall tax was introduced into the Income Tax Act, affecting only a selected group of entities – large companies in the banking, energy and mining sectors. This is a temporary taxation valid from 2023 to 2025. The windfall tax is a separate corporate income tax and the Specialised Tax Office is the administrator. The tax rate on windfall gains reaches 60% (surcharge to 19% corporate income tax). The windfall gains are determined as the positive difference between the tax base (of the current period) to be compared and the arithmetic average of the adjusted comparative historical tax bases for the 2018 – 2021 period, while this average is increased by 20%.



Transfer pricing

Transfer-pricing rules require prices between related parties (wherever the other party is resident) to be at arm's length. Where they are not, and the taxpayer cannot present valid economic reasons, appropriate adjustments will be made.

Where a Czech company pays an above arm's length price to a related party resident outside the European Economic Area, the excess is reclassified as a dividend, subject to the appropriate rate of withholding tax.

Czech law does not prescribe what methods must or may be used to keep arm's length prices, but the tax authorities generally follow OECD guidelines.

There are no mandatory requirements for transfer-pricing documentation, but Decree D-334 sets out recommendations, broadly in line with the EU Code of Conduct on Transfer Pricing Documentation. Although transfer pricing documentation is not legally required, the tax authority always requests it in the event of a tax audit.

Taxpayers may apply to the tax authorities for binding rulings on the appropriateness of the methods they use to derive arm's length prices.

An annex to the corporate income tax return has been introduced effective from the 2014 taxable period to cover an overview of transactions with related parties. The annex must be filled in by taxpayers who meet at least one of the following criteria:

> CZK **40** million
in assets

> CZK **80** million
in net turnover

> **50**  employees

And assuming that the company:

conducted a transaction with
a related party located abroad



showed a loss in the tax return
and, at the same time, made
a transaction with a related party
(in the Czech Republic or abroad)



holds the promise of investment
incentives in the form of tax relief
and, at the same time, made
a transaction with a related party

If the company shows a loss in the tax return or holds the promise of investment incentives, it must fill in this annex for all related parties involved in these transactions. In other cases, the company will only state foreign transactions.

Nowadays, Czech tax authorities increasingly focus on prices set by related entities in their business and consider them from the point of view of arm's length principles.

Controlled foreign company (CFC) rules

The CFC rules target entities considered “empty shells” that do not engage in any other economic activities and are used solely to generate passive income in a specific jurisdiction with favourable tax treatment. The Czech Income Tax Act treats the activities of a CFC (a Czech non-resident company in which the Czech company participates in more than 50% of voting rights or profits) in dealing with its assets that generate passive income as if they were the activities of the controlling entity in the Czech Republic. The goal is to prevent an intentional relocation of assets that generate passive income, to be held by foreign entities based in jurisdictions with low or zero taxation.

Notification of cross-border transactions

The amendment to the Act on International Cooperation in Tax Administration seeking to implement the DAC Directive 6 is effective as of 25 September 2020. Selected cross-border transactions, in which the main benefit is obtaining a tax advantage, must be electronically reported to the tax administrator.

Tax optimisation schemes that have been implemented, are ready for implementation, or for which the first step has been taken by 1 January 2021, must be reported within 30 days of that decisive event.

Withholding taxes on outbound payments

Dividends

Dividends paid to resident companies and individuals are subject to a final 15% withholding tax.

Dividends paid to non-resident persons are subject to withholding tax of either 15% or 35%. The 35% rate applies where the recipient resides outside the European Economic Area and in a jurisdiction that has neither a double tax treaty nor a bilateral agreement for tax information exchange with the Czech Republic.

For dividend payments to companies within the European Economic Area (including Liechtenstein) and Switzerland, there is no withholding tax where the recipient company has held at least 10% of the share capital of the Czech distributing company for an uninterrupted period of at least 12 months immediately preceding the distribution. The same procedure is applied when profits are distributed from companies from the European Economic Area and Switzerland to a parent company from the Czech Republic. It is possible for the holding-period requirement to be satisfied *post facto*. Dividend payments in this connection extend to excess interest and transfer prices re-characterised as dividends. These rates may be reduced under a double tax treaty.

Interest

As with dividends, interest paid to a resident natural person is subject to a final withholding tax of 15%, whereas interest paid to a resident legal person is exempt from withholding tax.

Similarly, interest payable to non-resident persons is subject to withholding tax of 15% or 35%. The 35% rate applies where the recipient is resident outside the European Economic Area or in a jurisdiction that has neither a double tax treaty nor a bilateral agreement for tax information exchange with the Czech Republic.

For interest payments to companies resident within the European Economic Area (including Liechtenstein) or in Switzerland, there is no withholding tax where the beneficial owner of the interest is an associated company. A company is associated with the paying company where one of them has had a direct holding of at least 25% in the share capital of the other company or a third party has had a direct holding of at least 25% in both for an uninterrupted period of at least two years immediately preceding the payment. It is possible for the holding-period requirement to be satisfied *post facto*. A decision of the tax administrator certifying the tax exemption is necessary.

Royalties

The same rules apply to royalties as to interest payments.

Royalties received from domestic sources are taxable at the ordinary rate of corporate income tax. If the payer is resident in the Czech Republic, there is no withholding tax. The exemption applies under similar conditions as in the case of dividends; however, the recipient of royalties must file an application with the tax office in advance.

Other income

Payments for rents payable to foreign persons are subject to withholding tax at either 15% or 35%. The same rules apply in respect of the 35% rate as in respect of dividends, interest and royalties; namely, the 35% rate applies where the recipient is resident outside the European Economic Area or in a jurisdiction that has neither a double tax treaty nor a bilateral agreement for tax information exchange with the Czech Republic. There is no exemption corresponding to the Parent-Subsidiary or Interest and Royalties Directives, but tax treaties may reduce the applicable rate, down to zero in certain cases.

Notification of income going abroad

A taxpayer who is a payer of income from sources in the Czech Republic to a non-resident taxpayer, from whom a tax is withheld according to a special tax rate is obliged to notify the tax administrator of this fact, even if that tax is exempt or if an international treaty stipulates that it is not subject to taxation in the Czech Republic. The notice of income paid to a foreign country must be filed once for the year, by 31 January of the following calendar year.

The taxpayer is not obliged to file this notification for exempted income and income that is not subject to taxation in the Czech Republic if the aggregate value of the income of a given type does not exceed CZK 300,000 in the calendar month in which the taxpayer would be obliged to make a tax withholding from the income to a tax non-resident.

Double taxation relief

Foreign income paid abroad can be credited or exempt from the tax liability in the Czech Republic; however, such payments are generally deductible as expenses in the year following the year in which they were paid, unless a tax treaty provides otherwise or unless the tax relates to income that is exempt from corporate profit tax in the Czech Republic.

Tax incentives

Major investment

A number of tax incentives exist under varying conditions for companies making large-scale investments in the Czech Republic. The criteria for a qualifying investment may be its value in monetary terms or the number of new jobs that it creates. Incentives are available for investment in the manufacturing industry, technological centres or strategic service centres.



Manufacturing industry

Minimum investment in long-term tangible and intangible assets in the amount of CZK 40 million in regions with high unemployment, of which at least CZK 20 million must be invested in new machinery; in "other" regions CZK 80 million, of which at least CZK 40 million must be invested in machinery. Lower thresholds apply for SMEs. Additional conditions related to higher value added (minimum salary, minimum percentage of employees with university education, or partial investment in research and development) must be met (with some exceptions).



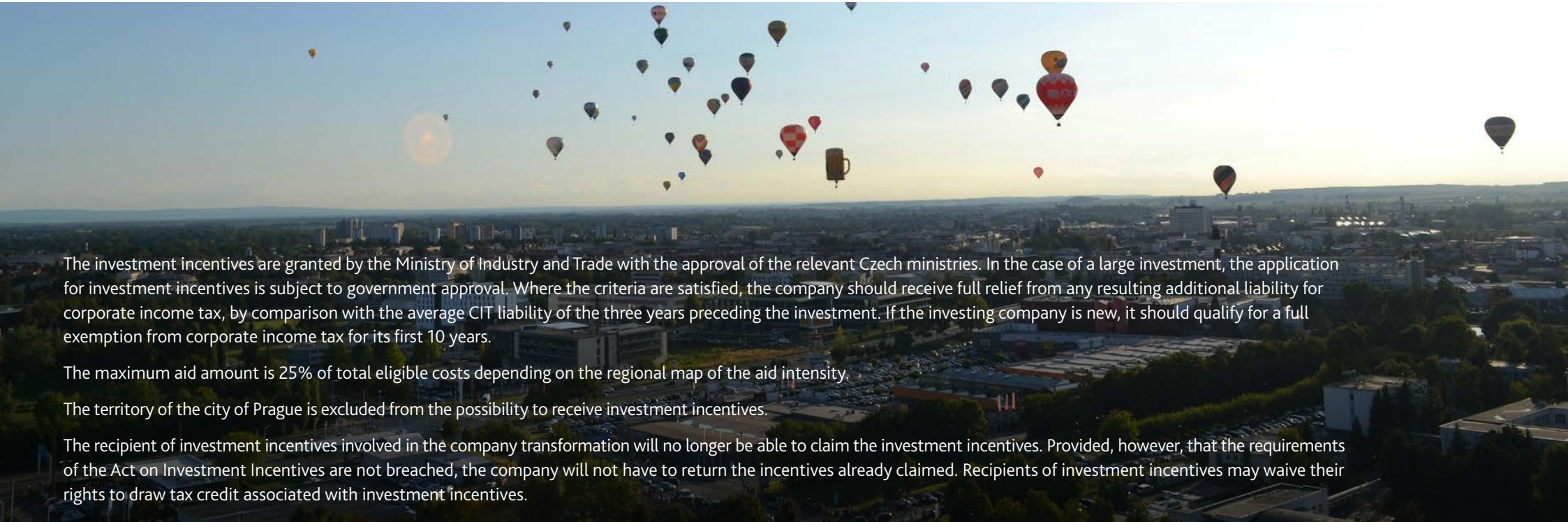
Technological centres

A minimum of CZK 10 million must be invested and at least 20 new jobs created. At least CZK 5 million must be invested in machinery. Lower thresholds apply for SMEs.



Strategic services

The number of new jobs which must be created depends on the type of industry in strategic services. Software development and data centres must create 20 new jobs, shared services centres 70 new jobs, and repair centres 50 new jobs. Lower thresholds apply for SMEs.



The investment incentives are granted by the Ministry of Industry and Trade with the approval of the relevant Czech ministries. In the case of a large investment, the application for investment incentives is subject to government approval. Where the criteria are satisfied, the company should receive full relief from any resulting additional liability for corporate income tax, by comparison with the average CIT liability of the three years preceding the investment. If the investing company is new, it should qualify for a full exemption from corporate income tax for its first 10 years.

The maximum aid amount is 25% of total eligible costs depending on the regional map of the aid intensity.

The territory of the city of Prague is excluded from the possibility to receive investment incentives.

The recipient of investment incentives involved in the company transformation will no longer be able to claim the investment incentives. Provided, however, that the requirements of the Act on Investment Incentives are not breached, the company will not have to return the incentives already claimed. Recipients of investment incentives may waive their rights to draw tax credit associated with investment incentives.

Vocational training

Deduction of expenses incurred in support of the student: this deduction will be made in multiples of CZK 200 and the number of hours spent in the workplace.

Deduction of the cost of acquiring assets for training: this allows companies to apply an additional deduction of 50 or 110% on the cost of a property (of which the company is the first owner) acquired and at least partially used for training students.

Tax abatement

Companies may receive a tax credit of CZK 18,000 or CZK 60,000 for each disabled employee (based on the average headcount), depending on the degree of disability.

Rate of corporate income tax

The rate of corporate income tax has increased to 21% in 2024 (from 19%). The increase in the tax rate will apply to all taxable periods after 1 January 2024. For a basic investment fund, the tax rate is 5%.

Returns, assessment and payment

A corporate tax return must normally be filed together with the annual financial statements no later than the first day of the fourth month following the end of the taxable period (hence by 1 April in most cases). If the company concerned is subject to a statutory audit or a tax advisor is involved, the deadline is extended to the first day of the seventh month (hence by 1 July in most cases).

A self-assessment system operates in the Czech Republic.

Payment of tax

Any balance of tax payable must be remitted together with the tax return.

For delayed payment of tax, the Tax Authority prescribes interest on the late payment for each day of the delay, starting with the fourth calendar day following the tax due date in the amount of the annual repo rate stated by the Czech National Bank valid for the first day of the relevant calendar half-year plus 8%. Overpayments of tax will be refunded within 30 days of the taxpayer's application.

Tax prepayments

Unless their final tax liability in the previous year exceeds CZK 30,000, companies need not make advance payments of their current year's liability in instalments.

Companies whose tax liability in the previous year exceeded CZK 30,000 but did not exceed CZK 150,000 make two advance payments each of 40% of the previous year's liability. These instalments are due by the fifteenth day of the sixth and twelfth months of the company's accounting period, hence normally by 15 June and 15 December. Companies whose liability exceeded CZK 150,000 must pay four equal instalments each of 25% of the previous year's liability, no later than the fifteenth day of the third, sixth, ninth and twelfth months of the accounting period, hence normally by 15 March, 15 June, 15 September and 15 December.

VALUE ADDED TAX

Value Added Tax (VAT) as regulated by the European Union is generally charged on the supply of goods or services where the place of supply is in the Czech Republic, no matter whether the customer is a private person or a business. It is thus a multi-stage tax charged at each stage of the product cycle but is ultimately borne by the end user (final consumer). It is also levied on imports of goods from outside the European Union and on the acquisition of goods from other EU Member States. The overall framework of VAT falls under the competence of the European Union, as legislated in the VAT Directive (2006/112/EC) and associated Directives and Regulations. These provide Member States with several options when applying the VAT, not the least of which is the power to set rates (within certain broad parameters).

As elsewhere in the European Union, supplies may be taxable, exempt (with or without the right to VAT deduction) or outside the scope. Exempt supplies with the right to deduct are sometimes referred to as "zero-rated". Businesses making exclusively taxable or zero-rated supplies generally qualify for a full deduction of input VAT (the VAT they have incurred making supplies). Businesses making exclusively exempt supplies without the right to deduct do not qualify for a deduction of input VAT. Businesses that carry out a combination of exempt supplies without the right to deduct and taxable or zero-rated supplies may fully deduct only the input VAT directly incurred on making the taxable or zero-rated supplies. Partial deduction will be available for overheads and other indirect costs.

VAT in the Czech Republic is governed by the Value Added Tax Act (*Zákon č. 235/2004 Sb., o dani z přidané hodnoty*), which is in conformity with the EU VAT Directive (2006/112/EC).

Effective from 1 January 2025, the VAT Act amendment came into effect, which brought many significant changes in many areas of the VAT law. The main changes implemented by the amendment include:

- ▶ a special regime for small businesses
- ▶ new VAT payer registration threshold and rules
- ▶ new time limits for claiming deductions and making corrections to the tax base
- ▶ new obligation to return the VAT deduction in case of unpaid liabilities
- ▶ broadened scope for adjustments related to bad debt relief
- ▶ new rules on the taxation of immovable property (came into effect on 1 July 2025).

With effect from 1 January 2025, there are two VAT registration thresholds, calculated on a calendar year basis. The threshold is described in more detail in the "Registration thresholds" chapter.

Taxable entities

Businesses ("taxable persons") charging VAT to their customers are liable to report and pay this VAT to the Czech tax authorities. Any VAT incurred in the course of the taxable person's taxable activity (e.g. charged by the taxable person's suppliers) can in principle be deducted or set off against the VAT due. Only the net amount must be paid to the tax authorities. If there is a balance of deductible VAT, the amount is in principle recoverable from the tax authorities. Consequently, the real burden of VAT falls on the final consumer, with the intervening business effectively acting as a collecting agent for the tax authorities.

Although most taxable persons are businesses and most businesses are taxable persons, a taxable person is any person independently carrying on an economic activity. The definition of "economic activity" is quite broad, so that, on occasion, even persons not engaged in a business in the conventional sense may be required to charge and pay VAT.

In specific cases, a liability to register as an identified person arises to an entity. Such a person is a VAT payer only for intra-Community supplies and in the Czech Republic remains a VAT non-payer. This person is not entitled to claim a VAT deduction.

VAT rates and exemptions

The standard rate of VAT in the Czech Republic is 21%. There is also one reduced rate of 12% since 2024.

The reduced rate applies, among others, to the following:

- ▶ foodstuffs, except for alcoholic and soft drinks
- ▶ tap water, drinking water
- ▶ medical and social care (where not exempt)
- ▶ selected pharmaceutical products
- ▶ ground and water mass regular transport of passengers and their luggage, as well as passenger transport by ski lifts
- ▶ accommodation
- ▶ catering services with special rules for beverage consumption in restaurants
- ▶ admission to cultural or sport events
- ▶ newspapers and magazines, including their rental.

Books, whether provided in hard copy or electronically, are VAT exempt with the right to deduct. When the place of supply of goods or services is deemed to be outside the Czech Republic, no Czech VAT should be charged. This is the case for most types of services supplied to foreign businesses and intra-EU supplies as well as for exports of goods from the European Union to third countries.

Although no VAT is charged, a taxable person who is fully established in the Czech Republic can in principle still deduct VAT incurred for the purpose of these activities ("exemption with the right to deduct"). There are also other exempt transactions, such as supplies of land, insurance and certain legal services, as well as postal, financial, educational and health services, which do not carry the right to deduct. In other words, the taxable person making these exempt supplies cannot deduct or recover the VAT they have incurred on their purchases and expenses related to this activity ("exemption without the right to deduct").

VAT deduction

The new time limit for claiming a VAT deduction is the end of the second calendar year (i.e. by 31 December) following the year in which the entitlement to the deduction arose. For example, if the entitlement arose on 1 February 2025, the VAT deduction may be claimed until 31 December 2027.

From 1 January 2025, VAT payers are obliged to refund a VAT deduction that was claimed from unpaid liabilities that are more than six months overdue. Taxpayers must now keep an overview of the due date and the payment date for the liabilities and, if relevant, refund the VAT claimed. If the liability is paid afterwards, the taxpayer is eligible to claim the VAT deduction again.

Any correction of the tax base is also mandatory for former taxpayers who continue to carry out economic activities but no longer have an active VAT registration.

The VAT deduction limitation for passenger cars used for business purposes, implemented on 1 January 2024, remains in force. This limitation corresponds to the maximum amount of VAT on the purchase of a passenger car with a tax base of CZK 2 million (i.e. a maximum VAT deduction of CZK 420,000 if the car is used exclusively for business purposes). The Czech Republic has been granted a three-year exemption by the European Commission, so this limitation is expected to apply only until the end of 2026.

Registration

Anyone who is liable to pay VAT to the Czech tax authorities and any taxable person "established" in the Czech Republic (whether based in the Czech Republic or having a fixed establishment there from which taxable transactions are carried out) must in principle register for VAT purposes and obtain a VAT identification number. The Czech VAT identification number consists of the letters CZ followed by an eight, nine or ten-digit number.

Foreign taxable persons with a fixed establishment for VAT purposes in the Czech Republic must register in the same way as a Czech taxable person.

Foreign taxable persons without a fixed establishment in the Czech Republic carrying out taxable transactions in the Czech Republic for which they are liable to pay Czech VAT (i.e. where there is no application of the reverse charge, which makes the customer liable for payment of the tax due) should only register for Czech VAT purposes.

This can, for example, occur where the taxable person:

01

carries out intra-EU acquisitions of goods from other Member States

02

carries out local supplies of goods or services to non-taxable persons

03

carries out real estate business activities (sale or rental of immovable property) in the Czech Republic

Registration thresholds

As of 1 January 2025, VAT-exclusive turnover is calculated on a calendar-year basis rather than on a rolling 12-month basis. Two VAT registration thresholds apply: CZK 2,000,000 and CZK 2,536,500. Entities with annual turnover between CZK 2,000,000 and CZK 2,536,500 become VAT payers from 1 January of the following year, while those exceeding CZK 2,536,500 become liable for VAT one day after surpassing this threshold.

The thresholds stated above apply only to Czech-based taxable persons. Taxable persons not established in the Czech Republic who carry-out taxable supplies with place of supply in the Czech Republic, that are not subject to the local reverse charge mechanism or to the exemption for SMEs, must register regardless of the value of their transaction(s).

Another threshold for Czech-based taxable persons relates to intra-EU acquisitions in the Czech Republic. The threshold is CZK 326,000 and if the value of the acquired goods does not exceed the threshold, the acquisition is not a subject to VAT.

The distance-selling threshold is on the same level for all countries in the European Union from 1 October 2021. The threshold for taxable persons selling into all EU Member States is EUR 10,000 (approx. CZK 250,000). This threshold includes intra-Community distance sales of goods and e-commerce (telecommunications, broadcasting and electronic services) both for final customers (B2C). This threshold is described in more detail in the chapter [One Stop Shop](#), e-commerce and other changes.

Cross-border regime for small and medium-sized enterprises (SMEs)

Effective from 1 January 2025, a new EU special VAT scheme for SMEs was implemented into Czech law. This scheme aims to reduce administrative burdens and create equal trading opportunities between domestic and foreign small businesses. Before 2025, the VAT exemption under this regime was available only in the Member State where the taxable person was established, provided their turnover remained below a certain threshold. Under the new scheme, SMEs will be able to benefit from this exemption in other Member States that have adopted similar regulations.

SMEs that decide to use this scheme must meet specific conditions. The primary requirement is that their total turnover in the EU must not exceed EUR 100,000 in the current or previous calendar year. They must register in the Member State of establishment and specify other Member States where they wish to benefit from the exemption, as well as meet other criteria set by these states. These may include a maximum turnover in that Member State for the prior or current year or specific requirements for certain business sectors.

This new scheme allows Czech SMEs to trade in other Member States without needing to register for VAT in each one, while allowing foreign businesses to benefit from the SMEs exemption in the Czech Republic under similar conditions as a Czech non-taxpayer.

VAT returns and other statements

The standard tax period is one calendar month. Businesses whose turnover in the previous calendar year did not exceed CZK 15,000,000 (or is unlikely to exceed that amount in the current year) can apply for a quarterly tax period.

VAT returns must be filed no later than the 25th day of the month following the end of the tax period, which is when the payment of VAT liability is also due. VAT returns must be filed electronically.

If there is an excess of input tax over output tax (a VAT deduction) within a tax period, the VAT deduction is normally refunded within 30 days from the VAT return submission deadline.

If VAT payers supply goods or provide selected services to another EU country, they have an obligation to submit an EC sales list with the VAT return. This EC sales list allows individual EU states to check whether the performance provided within the EU was taxed or not. The EC sales list must be submitted no later than the 25th day of the month following the end of the tax period, in case of goods on a monthly basis only.

From 1 January 2016, almost all VAT payers must submit a VAT control statement with the VAT return. The VAT control statement contains detailed information on taxable supplies provided and received. In the case of companies, the VAT control statement must be submitted no later than the 25th day of the month following the end of the tax period. Individuals must submit the VAT control statement monthly or quarterly depending on their tax period.

From 1 January 2023, there are changes concerning the deadline for responding to the tax authority's request to amend, supplement or confirm data originally claimed in the VAT control statement. The amendment extended the deadline to 17 calendar days from the date of delivery of the request from the tax office to the VAT payer's data box. VAT payers must now also submit a VAT control statement at the request of the tax authority even if they are not obliged to submit it according to the Czech VAT Act. In such cases, VAT payers will use the quick response "I am not obliged to submit a VAT control statement". The changes also concern reduction of fines for individuals, limited liability companies with a sole shareholder, and quarterly VAT payers for late submission or failure to submit a control report.



INTRASTAT reporting is compulsory for VAT payers performing intra-Community transactions related to the supply or acquisition of goods. Such transactions must be electronically reported to customs authorities on a special form and the reporting period is a calendar month.

The reporting thresholds are

CZK 15 million
exported goods

CZK 15 million
imported goods

Taxpayers with transactions between

CZK 15 million | **CZK 30 million**
can use simplified reporting if certain conditions are met.

Simplified reporting allows them to send one report per year without providing detailed data. VAT payers whose intra-Community transactions exceed the CZK 30 million threshold are subject to stricter requirements for documenting these transactions.

VAT grouping

Related parties established in the Czech Republic may form a VAT group. Parties are related if one directly or indirectly holds at least 40% of the share capital or voting rights in the other or the same party directly or indirectly holds 40% of the share capital or voting rights in both. Parties may also be related if they share the same management.

This option also applies to organisational units of the state and state-funded institutions.

Blacklist of VAT payers

The VAT Act includes measures to combat tax evasion, including the introduction of a register of unreliable taxpayers. If a supplier is identified as an unreliable payer and does not pay tax on its outputs, the tax administrator may enforce a claim for tax on its customers. It can be anticipated that customers will endeavour not to deal with VAT payers on the blacklist, which will reduce the risk of tax evasion. According to information from the General Financial Directorate, as of December 2017 the following selected situations are considered serious breaches of the VAT obligation, triggering a possible entry in the register:



Where tax exceeding CZK 500,000 had to be assessed or additionally assessed by other means (i.e. substitute means not drawing on the taxpayer's documents).



Where the taxpayer has not paid the amount demanded under a "securement" order within the specified time.



Where the tax authorities record VAT arrears of at least CZK 500,000 for a period of at least three consecutive calendar months.

An application to revoke an unreliable taxpayer's status may be filed no earlier than one year after the date of entry into the blacklist.

One Stop Shop, e-commerce and other changes

On 1 January 2015, an adjustment of the common system in the rules for determining the place of performance of VAT on electronically supplied services, telecommunication services and radio and television broadcasting services provided to non-taxable persons (mostly B2C) came into effect within the European Union. For this reason, a particular regime called Mini One Stop Shop (MOSS) was introduced. But a new Amendment to VAT, which was implemented on 1 October 2021, renamed MOSS to One Stop Shop (OSS) and revised the rules of this special regime. OSS now applies not only to electronically supplied services, telecommunication services and radio and television broadcasting services, but also to the distance sale of goods to final customers (B2C). It means that under the new Amendment, sales exceeding EUR 10,000 are taxed in the recipient's country.

An Amendment to the Czech VAT Act concerning cross-border e-commerce that derives from a tax package adopted by the Council of the EU entered into effect

throughout the EU on 1 January 2021 and aimed to harmonise rules, fight tax fraud and restore fair competition between suppliers from the EU and third countries. New terms such as distance sales of goods and distance sales of imported goods were introduced for sales of goods by mail order. Generally, according to the Amendment, distance sales of goods to customers (not performing any business activity) are taxed in the country of consumption. The turnover for each individual state is no longer monitored. It is also possible for small businesses registered in only one EU Member State and not exceeding the annual threshold of EUR 10,000 for distance intra-EU sales of goods and provision of services to apply an exception. Up to this threshold, suppliers may tax the sales in the country from which goods are supplied.

The amendment introduces new rules for operators of electronic interfaces and platforms facilitating distance sales of imported goods lower than EUR 150. There is a new legal fiction according to which distance sales of goods will involve the sale

of goods to a platform, and the subsequent sale of the goods by the platform to the end customer. This means it is possible to divide a single supply into two supplies, while the transport is assigned to the delivery of goods to the end customer. As a result of this new rule, internet platform operators can use the new special One Stop Shop regime.

In addition, the VAT exemption for low-value shipments (of up to EUR 22) was cancelled in order to stop discrimination towards the European market.

For imported goods of EUR 150 or less, it is possible to apply two regimes: the special One Stop Shop regime or a new regime for the import of low-value goods (Import One Stop Shop). The Import One Stop Shop allows holders of a special permit, such as post offices, to declare customs and assess VAT on an aggregate basis per calendar month within a supplementary customs declaration.

In the Czech Republic, the locally competent tax office for OSS is located in Brno.

GLOBAL ANTI-BASE EROSION MODEL RULES (PILLAR II)

The Act on Top-Up Taxes for Large Multinational Groups and Large Domestic Groups (*Zákon o dorovnávacích daních pro velké nadnárodní skupiny a velké vnitrostátní skupiny*) was implemented into Czech tax law with effect from 31 December 2023. This act aligns with the global OECD rules, also known as Pillar II / Global Anti-Base Erosion Model Rules / Global Minimum Tax. The aim is to reform the international tax system. The Czech Republic has incorporated both domestic (Czech) top-up tax and global top-up tax into its tax legislation through this new law.

Key elements and scope

The top-up tax is directed at large multinational or national groups ("Large Groups") with annual consolidated group revenue equal to or above EUR 750 million in at least two of the preceding four years. These Large Groups are obliged to pay a minimum tax rate on income within each jurisdiction in which they operate. The top-up tax is imposed on profits arising in those jurisdictions where the effective tax rate is below 15%.

In the Czech Republic, the top-up tax applies to companies mainly in the following situations:

- ▶ The Ultimate Parent Entity ("UPE") of the Large Group is situated in the Czech Republic – the Income Inclusion Rule is applied ("IIR").
- ▶ The UPE of the Large Group is situated in a jurisdiction where IIR is not applied – the Undertaxed Profits Rule ("UTPR") is applied to the Czech subsidiaries.
- ▶ The Large Group has one or more subsidiaries in the Czech Republic and, at the same time, the minimum effective tax rate of 15% was not achieved in the Czech Republic – the domestic (Czech) top-up tax is applied.

The IIR and UTPR are very comprehensive rules that facilitate top-up tax collection by the UPE or other entities for those jurisdictions in which the Large Group operates where the minimum effective tax rate has not been achieved. When applying the IIR and UTPR, it is also taken into account whether the jurisdictions have implemented a domestic top-up tax in their legislation.

Calculation of effective tax rate

The effective tax rate is calculated on a jurisdictional basis by dividing adjusted covered taxes by the Net GloBE income attributed to the relevant jurisdiction.

The Net GloBE income is determined as follows:

The starting point for calculating the Net GloBE income is the Earnings After Tax, before any consolidation adjustments eliminating intragroup transactions. This represents the company's net profit or loss after accounting for taxes.

Next, it is necessary to increase the Earnings After Tax by the tax expenses shown in the profit and loss statement. This step ensures that any tax expenses recorded in the profit and loss statement are considered in the calculation.

Earnings After Tax must also be adjusted to remove specific book-to-tax differences (e.g. excluded dividends, excluded equity gains or losses, asymmetric foreign currency gains or losses, prior period errors and changes in accounting principles).

Adjusted covered taxes are determined as follows:

The starting point for determining the adjusted covered taxes is the current and deferred corporate income tax expense reported in a company's financial statements. Other taxes may also be included in the covered taxes, such as those levied by reference to retained earnings and corporate equity.

Next, the covered taxes are adjusted for several factors (e.g. covered taxes accrued as an expense in the profit and loss statement, uncertain tax positions, or certain tax credits – so-called Qualified Refundable Tax Credit).

R&D tax credits or other tax incentives in the Czech Republic, provided in the form of tax relief, effectively reduce the amount of adjusted covered taxes and, unfortunately, do not receive special treatment when calculating the top-up tax (i.e. they do not qualify as a Qualified Refundable Tax Credit).

Top-up tax liability

The top-up tax rate is determined as the positive difference between the minimum tax rate (15%) and the effective tax rate.

The amount of top-up tax is determined by multiplying Net GloBE Income by the top-up tax rate. If applicable, the Net GloBE Income is reduced by the Substance-based Income Exclusion when calculating the resulting top-up tax.

The Substance-Based Income Exclusion is a carve-out for expenditure on tangible fixed assets and payroll costs. It reduces Net GloBE Income, which is then used to calculate the top-up tax.

Safe harbour

In the context of top-up tax, Safe Harbour provisions ensure that the due top-up tax for a jurisdiction is considered zero, provided that the required conditions are fulfilled. When testing for compliance with the safe harbour conditions, it is sufficient that one of the conditions is met for the top-up tax to be considered zero.

There are two types of Safe Harbours:

Permanent Safe Harbour



De minimis test - the average GloBE Revenue of the jurisdiction is less than EUR 10 million and, at the same time, the Average GloBE Income of that jurisdiction is less than EUR 1 million or has a loss; or



Effective tax rate test – effective tax rate of the jurisdiction is at least 15%; or



Routine Profits Test – GloBE Income of the jurisdiction is equal or less than the amount that results from computing the Substance-based Income Exclusion for that jurisdiction.

Transitional Country-by-Country Reporting (CbCR) Safe Harbour



CbCR de minimis test - the jurisdiction has CbCR revenue of less than EUR 10 million and, at the same time, a CbCR profit and loss before income tax of less than EUR 1 million (including a loss); or



CbCR effective tax rate test – the Simplified Effective Tax Rate for a jurisdiction is at least 15% for 2024. The Simplified Effective Tax Rate is calculated as the Simplified Covered Taxes (income tax expense per the accounts, adjusted for non-covered taxes and uncertain tax positions) divided by profit and loss before income tax from the CbCR; or



CbCR routine profits test – the profit and loss before income tax of the given jurisdiction from the CbCR is smaller or equal to the Substance-based Income Exclusion. This test will also be met for a jurisdiction where it has a loss per the CbCR.



These tests are only temporary – the last period in which they can be applied will be the period ending no later than 30 June 2028 (the CbCR effective tax rate test will be applicable to periods beginning no later than 2026).

Filing requirements

In connection with the top-up tax, two types of forms must be submitted:



top-up tax information overview



top-up tax return

These forms are further divided according to whether they are filed in relation to the GloBE top-up tax or to the domestic top-up tax. Accordingly, the deadlines for their submission are as follows:

- ▶ GloBE information overview - filing deadline no later than 15 months after the end of the tax period (18 months in case of the first taxable period in which the Large Group becomes subject to top-up tax)
- ▶ GloBE top-up tax return - filing deadline no later than 22 months after the end of the tax period
- ▶ Domestic top-up tax information overview - filing deadline no later than 10 months after the end of the tax period
- ▶ Domestic top-up tax return - filing deadline no later than 10 months after the end of the tax period



PERSONAL TAXATION

PERSONAL INCOME TAX

Territoriality and residence

Individuals are subject to personal income tax. The extent of their tax liability depends on their tax residency status. If individuals are considered Czech tax residents, they are taxed on their worldwide income, whereas tax non-residents have a tax liability limited to their Czech-sourced income only.

An individual is considered a Czech tax resident if (i) their place of residence is in the Czech Republic or (ii) their habitual abode is in the Czech Republic.

For an individual, a place of residence is a place where the individual has a permanent home under circumstances from which an intention to stay at that address on a permanent basis can be inferred.

To establish a habitual abode, the individual must reside in the territory of the Czech Republic for more than 183 days in a calendar year (incl. each arrival/departure day).

An individual is considered a Czech tax non-resident if they do not fulfil either of the above criteria or they are deemed a non-resident according to a double tax treaty.

The family unit

There is no joint taxation of married couples or other types of households. Each taxpayer is a separate taxable person.

Taxable income

Personal income tax applies to the following types of income:



employment income



business income



investment income



rental income



other income

The tax base is calculated separately for each type of income and the result is then aggregated into one tax base ("Aggregated Tax Base").

Certain types of income may, however, be considered exempt, be subject to a separate tax base, or be subject to a Czech withholding tax and therefore not form part of the Aggregated Tax Base.

Taxable period

The taxable period is a calendar year.

Exempt income

Generally exempt income includes inheritance, state pension, scholarships. In certain cases, income such as gifts between relatives is also exempt from tax without any cap.

State pensions paid regularly are exempt up to CZK 806,400 in 2026.

Further exemptions are specified under the respective types of income.

Types of income

Income from employment

Income from employment includes all forms of remuneration (cash or non-cash) arising from or in connection with a present, future or past employment relationship. Remuneration paid to shareholders and directors of certain types of companies for their work for the company is also considered employment income.

Under the Income Tax Act, employee social security and health insurance contributions are not deductible when calculating taxable income.

Possible exemptions of benefits in kind, travel reimbursements and allowances

Although all types of remuneration and benefits provided by an employer to an employee are in general taxable, a wide range of exemptions is available. These include the following, subject to their specific conditions and limits:



reimbursement of business travel expenditures (within the limits under Czech labour laws)



up to CZK 129.50 cumulatively per work shift on meals (breakfast, lunch, dinner) provided at work for free, meal vouchers, or a cash meal allowance (the exempt limit may increase during the year)



employer's contributions to an employee's tax-supported old-age savings product and long-term care insurance not exceeding CZK 50,000 per year



temporary accommodation not exceeding CZK 3,500 per month



vocational training fees paid directly to a provider of the training



benefit arising from an interest-free loan up to the principal of CZK 300,000

A further range of benefits is exempt if provided from a special fund for employee welfare financed by the employer, from profit after taxation, or as a non-deductible expense for the employer. These include recreational and healthcare facilities, employer's contributions for printed books, preschools, etc. The exemption only applies to non-cash benefits (paid directly to a provider). The exemption of these benefits is capped at CZK 48,967 (in 2026 for healthcare facilities) and CZK 24,483.50 (in 2026 for other benefits listed above) per employee per year.

Providing a company car to an employee constitutes taxable income if the employee also uses the car for private purposes free of charge. Taxable income of the employee is either 1% of the purchase price of the vehicle including VAT (0.5% for a low-emission vehicle and 0.25% for an emission-free vehicle), or CZK 1,000 per month, whichever is higher. The cost of fuel for private use borne by the employer is considered fully taxable income.

There are no applicable expense deductions for employment income.

Salary tax

Employers are in most cases required to deduct income tax, social security and health insurance contributions from salary payments through monthly payroll.

Income tax from employment income is calculated from gross taxable remuneration. Through payroll on a monthly basis, a 15% tax rate is applied to taxable income up to CZK 146,901 (in 2026) and a 23% tax rate is applied to income exceeding this limit.

Social security and health insurance are calculated as detailed in the chapter [Employers and employees](#).

Change in payroll reporting obligations

From a new system called Single Monthly Employer Report (the "JMZH") will apply, which streamlines communication between employers and state authorities. It replaces the current process of registering and deregistering employees for sickness insurance and the monthly reports for the Czech Social Security Administration (ČSSZ). From now on, a single electronic monthly report will be submitted, which will include:

- ▶ Data for calculating advance income tax from employment (for each employee).
- ▶ Information on all employees, including those not covered by sickness insurance.
- ▶ Registration and deregistration of employees for sickness insurance.

The JMZH will be submitted on a monthly basis, always by the 20th day of the following month. According to the current information available, it will first be possible to file the report as of 1 April 2026, i.e. for the month of April by 20 May, and for May by 20 June. At the same time, it will be necessary to submit the reports for January through March 2026 during the period from 1 April to 30 June.

The JMZH does not apply to health insurance and mandatory accident insurance. Reporting towards the respective authorities remains unchanged.





Business and professional income of individuals

This category of income includes income from farming, trade or business, independent occupations, profit shares of partners in a general commercial partnership (v.o.s.) and of general partners in a limited partnership (k.s.).

Aside from individuals utilising a flat tax method under special conditions, self-employed persons calculate their taxable income using two different approaches. For individuals registered in the Commercial Register or having annual turnover exceeding CZK 25 million, double-entry bookkeeping on an accrual basis is compulsory. In other cases, income and expenditures are determined on a cash basis. In principle, all costs and expenditures incurred in generating taxable income are deductible.

However, there are certain non-deductible items such as refreshments, social security and health contributions, etc.

For tax depreciations of fixed assets used for business purposes as a type of deductible item, please see [see Depreciation](#).

Lump-sum expenditures

Individual taxpayers operating on a cash basis may choose between deducting actual allowable expenditures or claiming a lump-sum deduction, as follows:

Table 3

Type of business activity	Deduction as % of turnover
Agriculture or trade craft	80 (max. CZK 1,600,000)
Other activities requiring a licence from the Trade Licencing Office	60 (max. CZK 1,200,000)
Non-licensable business or profession (licence other than from the Trade Licencing Office)	40 (max. CZK 800,000)
Letting of business assets	30 (max. CZK 600,000)

Losses may be incurred from business and professional income for individuals applying actual allowable expenditures. A taxpayer can also deduct these losses from the partial tax base for rental income, investment income, or other income. Any excess may be carried back for up to two years, subject to a limit of CZK 30 million or carried forward for up to five years without limitation.

Flat tax

Self-employed individuals may opt for a flat tax, which aims to simplify tax administration and related obligations. The flat tax can be utilised by taxpayers under the following conditions:

- ▶ Income from the business does not exceed CZK 2 million
- ▶ The taxpayer does not have income from employment
- ▶ Remaining income does not exceed CZK 50,000 unless
 - it is not subject to taxation
 - it is exempt
 - it is subject to Czech withholding tax
- ▶ The taxpayer is not a VAT payer or does not have an obligation to register as a VAT payer
- ▶ The taxpayer is not a partner in a general commercial partnership or limited partnership

Under this regime, taxpayers pay a certain flat monthly amount. This amount includes prepayments for personal income tax, social security and health insurance. The whole prepayment is paid only to the tax authority and taxpayers do not have to file personal income tax return or social security and health insurance overviews if all conditions of the regime are fulfilled throughout the year. The monthly payment increases each year. As of 2023, three different ranges were introduced determining the monthly amount payable to the tax authority depending on the type of business activity in terms of lump-sum expenditure (described above) and amount of annual income. The conditions and monthly amounts are shown in detail in the table below.

Table 4

Range one (CZK 9,984 per month)	Range two (CZK 16,745 per month)	Range three (CZK 27,139 per month)
Used for income up to CZK 1 million, irrespective of the type of business activity from which the income is derived	Used for income up to CZK 1.5 million, irrespective of the type of business activity from which the income is derived	Used for income up to CZK 2 million, irrespective of the type of business activity from which the income is derived
Or up to CZK 1.5 million if at least 75% of the self-employment income would fall into lump-sum expenditures of 80% or of 60%	Or up to CZK 2 million, if at least 75% of the self-employment income would fall into lump-sum expenditures of 80% or of 60%	-
Or up to CZK 2 million if at least 75% of the self-employment income would fall into lump-sum expenditures of 80%	-	-

Investment income

Dividends and interest

Dividends and interest paid out by Czech companies are subject to a 35% withholding tax, a 15% withholding tax, or to a withholding tax with a tax rate applicable per the relevant double tax treaty. In some cases, such taxation is final. For further information, please see [Withholding taxes on outbound payments](#).

Dividends and interest received by Czech tax residents from foreign companies are subject to a 15% tax rate as a separate tax base or may be made part of the Aggregated Tax Base depending on the taxpayer's decision.

Royalties

Royalties paid out by Czech companies to Czech tax non-residents are subject to a 35%, withholding tax, a 15% withholding tax, or a withholding tax with a tax rate applicable per the relevant double tax treaty. In some cases, such taxation is final. For further information, please see [Withholding taxes on outbound payments](#). For Czech tax residents, royalties are taxable as business and professional income and are part of the Aggregated Tax Base.

Rental income

Taxable income from the letting of movable or immovable property may be reduced by actual expenses incurred plus tax depreciations or by lump-sum expenses of 30% of income (max. CZK 600,000 per year).

If incurred when applying actual expenses, a loss may be deducted from business and professional income, investment income or other income. Any excess may be carried back for up to two years with a limit of CZK 30 million or carried forward for up to five years without limitation.

Other income – the remaining types of income

This includes all other taxable income, such as occasional income, non-exempt donations, pensions, etc.

Specific types of an individual's income are exempt from taxation up to an aggregate amount of CZK 50,000 for each type of income in a calendar year. This includes, for example, income from occasional (one-off, non-entrepreneurial) activities; inherited rights from industrial and other intellectual property received alimony; pensions and similar periodic benefits; gifts from unrelated parties, etc.

Individual types of gambling winnings are exempt from taxation if the aggregate difference between winnings and stakes of the individual gambling type does not exceed CZK 50,000 in the tax year.

Other income – capital gains, sale of immovable property

Realised capital gains are in principle taxable as income with some exceptions, as shown below.

Gains on the sale of immovable property are exempt if the taxpayer:

- ▶ had their main residence in the property for at least two years preceding its sale;
- ▶ held the property for at least ten years preceding its sale (five years for properties acquired before 1 January 2021);
- ▶ does not fulfil the above time tests but uses the funds to purchase property for their main residence within a specific period.

Gains from the sale of shares in the form of securities are exempt:

- ▶ if the taxpayer held the shares for an uninterrupted period exceeding three years preceding their sale;
- ▶ if the income from the sale of shares does not exceed CZK 100,000 per year.

Only one of these exemptions may be used for a tax period.

Gains from the sale of shares in limited liability companies are exempt if the taxpayer held the shares for an uninterrupted period exceeding five years preceding their sale.

Gains from the sale of crypto-assets are exempt if the income is realised after 14 February 2025, provided that:

- ▶ the taxpayer held the crypto-assets for an uninterrupted period exceeding three years preceding their sale; or
- ▶ the income from the sale of crypto-assets does not exceed CZK 100,000 per year.

Only one of these exemptions may be used for a tax period.

Changes effective from 2026:

The aggregate exemption limit of CZK 40 million per year is no longer applies to income from the sale of shares and limited liability company shares, provided the exemption is based on the time tests (three or five years).

For crypto-assets, the aggregate exemption limit of CZK 40 million per year remains in place; if the total exempt income under the time test exceeds this amount, the excess will be taxable.

Deductions and allowances

Several types of private expenditure qualify as a deduction from the Aggregated Tax Base.

Mortgage interest

Up to CZK 150,000 is deductible per year as interest paid on a loan to purchase the taxpayer's main residence. This limit applies to loans taken out for property acquired after 1 January 2021. For loans taken out for property acquired before 2021, an annual limit of CZK 300,000 applies. From 2026, interest paid on loans provided by housing cooperatives is also deductible, provided the taxpayer is a member and the property is their permanent residence. The applicable annual limit is CZK 150,000.

Contributions for tax-supported old-age savings products and long-term care insurance

Contributions paid by an individual for tax-supported old-age savings products and long-term care insurance are deductible up to a maximum of CZK 48,000 per year. To apply such a deduction, specific conditions must be fulfilled.

Mandatory social security contributions of the individual are not deductible ([see Social security contribution](#)).

Charitable and other donations

Donations to charitable, cultural, educational, and scientific bodies are deductible, provided the total value of donations is at least CZK 1,000 or 2% of the Aggregated Tax Base, whichever is lower. The maximum deduction that may be claimed is 30% of the Aggregated Tax Base.

Personal tax credits

The taxpayer's personal circumstances are recognised through a system of tax credits. The main items are shown in Table 5. The entitlement needs to be assessed individually.

Table 5

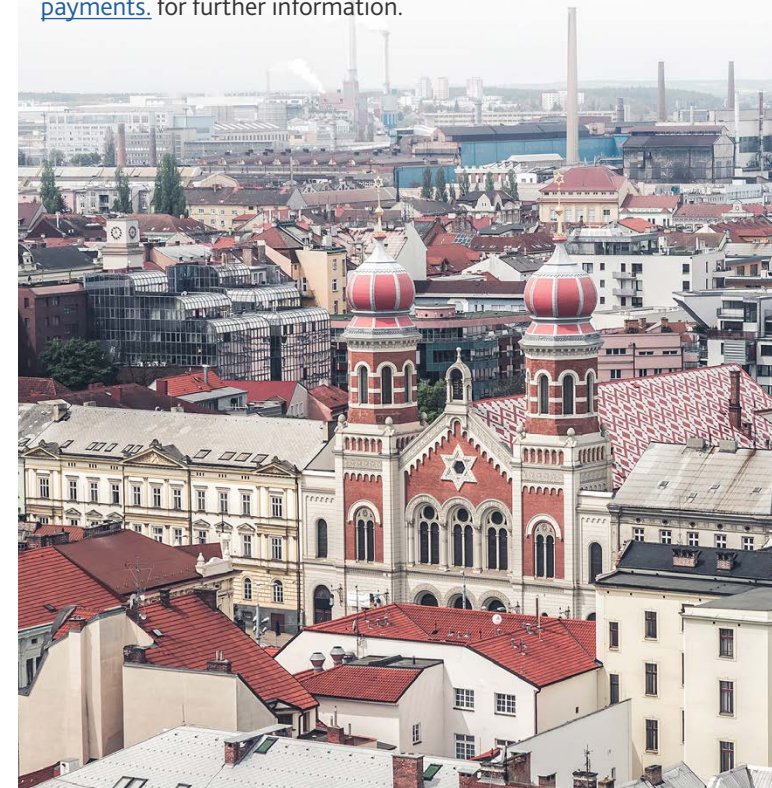
Type of credit	Annual amount (CZK) in 2026
Personal	30,840
Spouse with own income of less than CZK 68,000 and looking after a child under three years of age	24,840
Various types of disability	from 2,520 up to 16,140
Children	15,204 (1 st child), 22,320 (2 nd child), 27,840 (3 rd and every other child)

Tax rates

The progressive tax rates applicable to the Aggregated Tax Base are 15% and 23%. 15% is applied up to the limit of CZK 1,762,812 (2026) and 23% is applied for the Aggregated Tax Base exceeding this amount.

Outside of the Aggregated Tax Base, there is a separate tax base taxed at 15% for foreign investment income such as dividends. It is up to the taxpayer to decide whether to declare such income as a separate tax base or as part of the Aggregated Tax Base.

Also, outside of the Aggregated Tax Base, some income is subject to Czech withholding tax. This is, for example, income in the form of dividends and interest paid to non-residents from Czech companies. The withholding tax rate may vary; please see [part Withholding taxes on outbound payments](#) for further information.



Tax return and administration

Annual reconciliation

Taxpayers may request their employer to process an annual reconciliation on their behalf under specific circumstances – for example, if they do not receive income from multiple employers simultaneously during the tax period and have no other taxable income exceeding CZK 20,000. If an annual reconciliation is processed by the employer, taxpayers do not have to file a tax return.

Tax return

In other cases, taxpayers are usually obliged to file a tax return to declare their taxable income. The tax return must normally be filed by 1 April of the following year or by 2 May if filed electronically. Where the tax return is filed by a tax advisor on the taxpayer's behalf, the deadline may be extended to 1 July.

Assessment and payment

The taxpayer makes a self-assessment through the tax return and pays the balance of any tax due at the same time as the tax return filing is due. The tax authorities refund overpayments upon request within 30 days from the filing deadline, provided the filing deadline is met.

The tax authorities usually have three years to challenge the taxpayer's self-assessment. The statutory period is prolonged if tax losses are incurred and declared by the taxpayer.

Notification of exempt income

In general, exempt income is not declared in a tax return. However, if the exempt income is higher than CZK 5 million, the taxpayer must notify the tax authorities about such income. This notification is due within the usual filing deadline as described in the "Tax return" section above. Not meeting this obligation is subject to high penalties.

INHERITANCE AND GIFT TAXES

As of 1 January 2014, inheritance and gift taxes have been abolished and the relevant types of income are subject to income tax. Inheritance is generally tax exempt.

Gifts are exempt if donated between certain family members and between persons living in the same household for a period of at least one year prior to the donation. Moreover, gifts up to the annual value of CZK 50,000 from one person are generally exempt from income tax. Gifts exceeding the exempt limit provided abroad are generally subject to 15% withholding tax unless the relevant double tax treaty provides otherwise.

WEALTH TAX AND EXIT TAX

The Czech Republic does not impose a wealth tax or an exit tax (i.e. taxation upon a change of tax residency to another country).



OTHER TAXES

REAL ESTATE TAX

Owners of land recorded in the Czech Land Register, as well as buildings, flats and other structures, are liable for an annual real estate tax.

Real estate tax rates are assessed according to the type of real estate. Except for agricultural land, which is valued at the average price of the land, the tax is based on the area, potential for development and location of the land (more precisely, the local authority in whose territory it is located). Starting in 2025, the methodology for calculating the tax base for taxable forest land has changed. It is no longer possible to calculate it based on the average price of the land but only based on the actual land area multiplied by CZK 3.80. The tax base of buildings and flats is the built-up area in square metres.

In the case of houses, flats, non-residential apartments and buildings, a special tax rule must be applied. The figure of the coefficient depends on the municipality where the real estate is located and its population. For agricultural land in 2025, the municipality may set the local coefficients within the range of 0.5 to 1.5. The real estate tax must be paid in advance for upcoming years. The taxpayer is obliged to submit a tax return if there are any changes in the ownership of real estate.

This includes the year following the year when the taxpayer was registered as a new owner in the Czech Land Register, changes in selected data recorded in the Land Register, the issuance of a final building permit, land stabilisation through construction without vertical load-bearing structures, the commencement of building usage (regardless of registration in the Land Register), or an increase in the number of additional above-ground floors of the building. Tax returns must be filed by 31 January of the calendar year following the year of the change of ownership.

REAL ESTATE ACQUISITION TAX

With effect from 26 September 2020, the real estate acquisition tax was abolished in the Czech Republic. According to the transitional provisions, the abolition of real estate tax also applies to the acquisition of real estate registered in the Land Register between 1 December 2019 and 25 September 2020. The date of registration in the Land Register is therefore decisive (and not, for example, the date of signature of the purchase agreement). In the case of real estate not registered in the Land Register, the decisive factor is the

acquisition of ownership. Taxpayers affected by the abolition of the tax have no obligations towards the financial administration. Therefore, they do not have to file a tax return or pay tax.

ROAD TAX

With retroactive effect from 1 January 2022, cars, motorcycles, buses and trailers are not subject to the road tax. Only trucks (categories N2, N3) over 3.5 tonnes and their trailers (categories O3, O4) are subject to road tax. The amount of tax for taxable vehicles will be set only for defined trucks with a maximum permissible weight of 12 tonnes or more and their trailers with a maximum permissible weight of 12 tonnes or more. In practice, this means that road tax is only payable on selected vehicles with a maximum authorised weight of 12 tonnes or more and their trailers with a maximum authorised weight of 12 tonnes or more. The annual tax rate is based on the number of axles and maximum permitted weight in tonnes.

Road tax is charged on the above-mentioned taxable vehicles registered in the Register of Motor Vehicles in the Czech Republic.

From 2022, the obligation to pay advance payments of road tax was also abolished, as well as the obligation to register.

The tax period is the calendar year. Tax returns for road tax must be filed by 31 January of the calendar year following the tax year.

EXCISE DUTIES

The Czech Republic levies excise duties on alcoholic beverages, tobacco and tobacco products and energy products (hydrocarbon oils, natural gas, coal and coke, and electricity). From January 2024, the rates of most excise duties are gradually increased year-on-year with the aim of increasing state budget revenue while reducing the sale of harmful goods.

Excise duty on alcohol increased by 5% in 2026 compared to 2025. Excise duty on cigarettes, smoking tobacco, cigars and cigarillos also increased by 5% in 2026, while the tax on heated tobacco rose by 15% compared to the previous year.

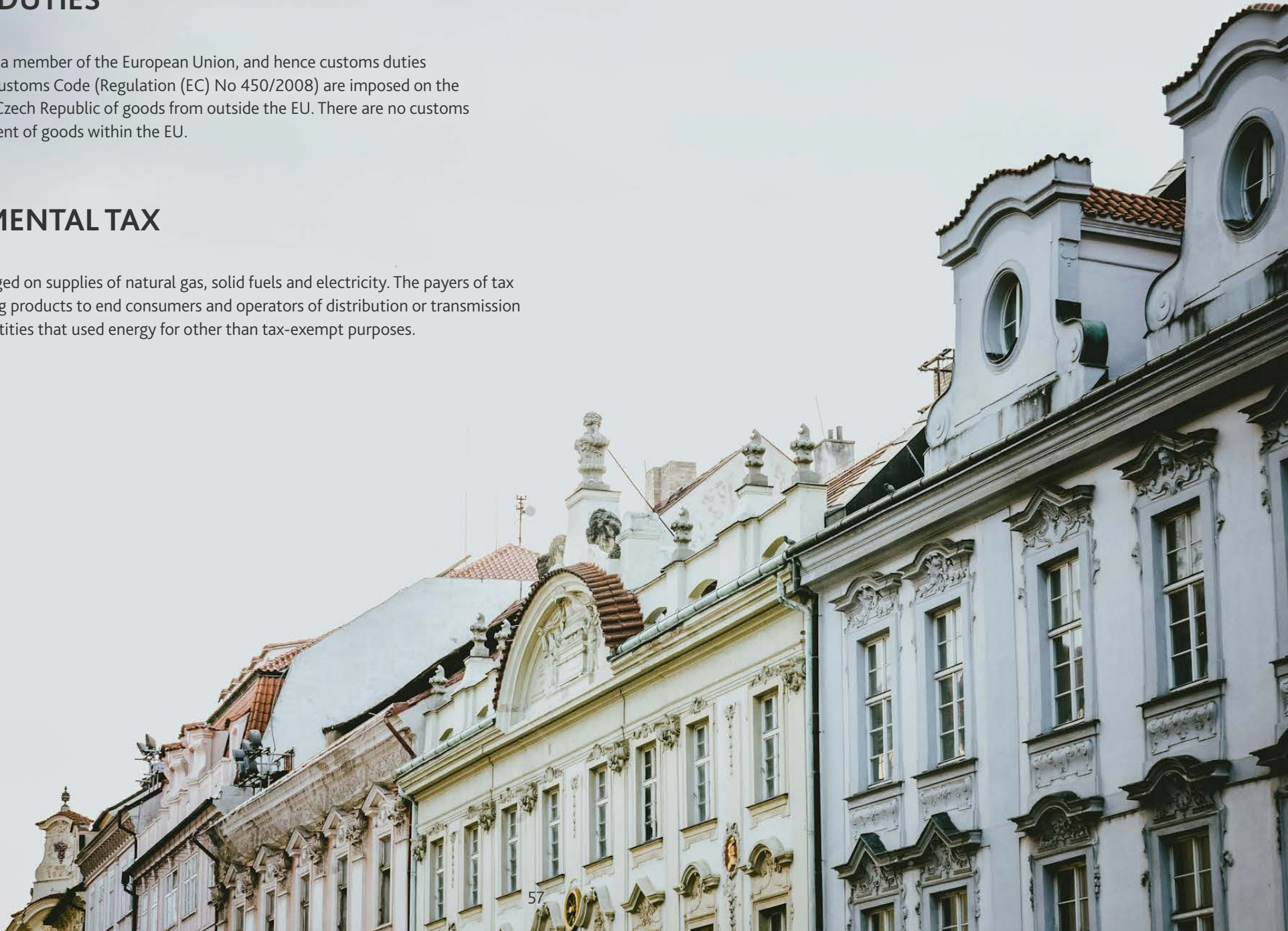
The temporary reduction of CZK 1.50 per litre on fuel excise, which applied until the end of 2023 due to high fuel prices, was abolished in January 2024. The excise tax per litre of petrol is CZK 12.84, and per litre of diesel fuel CZK 9.95.

CUSTOMS DUTIES

The Czech Republic is a member of the European Union, and hence customs duties under the Common Customs Code (Regulation (EC) No 450/2008) are imposed on the importation into the Czech Republic of goods from outside the EU. There are no customs duties on the movement of goods within the EU.

ENVIRONMENTAL TAX

Energy taxes are charged on supplies of natural gas, solid fuels and electricity. The payers of tax are suppliers delivering products to end consumers and operators of distribution or transmission systems, as well as entities that used energy for other than tax-exempt purposes.





SOCIAL SECURITY CONTRIBUTIONS

EMPLOYERS AND EMPLOYEES

Social security contributions are payable to four distinct funds, as follows:



Pension fund



Sickness fund



Unemployment
fund



Public health
insurance system

The contributions are charged by applying the relevant rates to the employee's gross taxable income. The ceiling for contributions for all the funds except public health insurance is 48 times the average annual salary CZK 2,350,416 in 2026.

As noted in the chapter [Personal Taxation](#), employees' contributions are not deductible from their taxable income. Employer's contributions are borne by the employer on top of the gross salary and are deductible for the employer for corporate income tax purposes.

Rates for social security contributions are shown in Table 6. Under specific circumstances, individuals receiving old-age pension are exempt from contributions to the pension insurance fund.

Table 6

Fund	Employer (%)	Employee (%)	Total (%)
Pension insurance fund	21.5	6.5	28.0
Sickness insurance fund	2.1	0.6	2.7
Unemployment insurance fund	1.2	0	1.2
Public health insurance	9.0*	4.5*	13.5*
Total	33.8	11.6	45.4

* No ceiling applies to the public health contributions base

SELF-EMPLOYED CONTRIBUTORS

The rules governing the contributions of self-employed persons are quite complex. Below is a basic overview for an individual who conducts their activity throughout the entire year, has no income from employment, and does not receive an old-age pension.

Self-employed persons pay social security contributions at the following rates: pension insurance (28%), unemployment insurance (1.2%) and public health insurance (13.5%).

For pension insurance and unemployment insurance, rates are applied to 55% of self-employed persons' professional or business personal income tax base. If the contributions calculated from 55% of the actual tax base for 2025 are lower than the minimum contributions of CZK 68,640, the minimum contributions must generally be paid instead.

For public health insurance, rates are applied to 50% of their professional or business personal income tax base. If the contributions calculated from 50% of the actual tax base for 2025 are lower than the minimum contributions of CZK 39,672, these minimum contributions must generally be paid instead.

Contributions to the sickness insurance fund are not mandatory for self-employed persons.







The ceiling for the social security contributions base for self-employed persons is CZK 2,350,416 in 2026. There is no ceiling for the public health insurance contributions.



APPENDIX I: DOUBLE TAX TREATIES

COMPREHENSIVE DOUBLE TAX TREATIES

The Czech Republic has comprehensive double tax treaties with the following countries:

 Albania	 China	 India	 Malaysia	 Portugal	 Sri Lanka
 Andorra	 Columbia	 Indonesia	 Malta	 Qatar	 Sweden
 Armenia	 Croatia	 Iran	 Mexico	 Republic of Cameroon	 Switzerland
 Australia	 Cyprus	 Ireland	 Moldova	 Romania	 Syria
 Austria	 Denmark	 Israel	 Mongolia	 Russia	 Tajikistan
 Azerbaijan	 Egypt	 Italy	 Montenegro	 Rwanda	 Thailand
 Bahrain	 Estonia	 Japan	 Morocco	 San Marino	 Tunisia
 Bangladesh	 Ethiopia	 Jordan	 Netherlands	 Saudi Arabia	 Turkey
 Barbados	 Finland	 Kazakhstan	 New Zealand	 Senegal	 Turkmenistan
 Belarus	 France	 Kosovo	 Nigeria	 Serbia and Montenegro	 Ukraine
 Belgium	 Georgia	 Kuwait	 North Korea	 Singapore	 United States of America
 Bosnia Herzegovina	 Germany	 Kyrgyzstan	 North Macedonia	 Slovakia	 United Arab Emirates
 Botswana	 Ghana	 Latvia	 Norway	 Slovenia	 United Kingdom of Great Britain and Northern Ireland
 Brazil	 Greece	 Lebanon	 Pakistan	 South Africa	 Uzbekistan
 Bulgaria	 Hong Kong	 Liechtenstein	 Panama	 South Korea	 Venezuela
 Canada	 Hungary	 Lithuania	 Philippines	 Spain	 Vietnam
 Chile	 Iceland	 Luxembourg	 Poland		

*Most of the articles in the treaty with Russia are currently suspended.

DOUBLE TAX TREATIES: AIR TRANSPORT AND SHIPPING

The Czech Republic has double tax treaties with the following jurisdictions covering profits from air transport only.

 Algiers	 Iraq
---	--

DOUBLE TAX TREATIES: ESTATES, GIFTS AND INHERITANCES

The Czech Republic has agreements covering taxes on estates, gifts and inheritances with the following countries.






 Austria	 Slovakia
---	--

AGREEMENTS ON MUTUAL ADMINISTRATIVE ASSISTANCE

The Czech Republic has separate agreements on mutual administrative assistance in tax matters with the jurisdictions outside the European Union shown in the following table. Within the European Union, administrative assistance (except in relation to VAT) is guaranteed under EU Directive 2010/24/EU and in respect of VAT under Council Regulation 904/2010/EU. Several of the Czech Republic's double tax treaties also contain provisions for mutual administrative assistance.
























Furthermore, Memoranda of Understanding clarify the practical implementation of forms of international cooperation, both in the area of automatic exchange of tax information between competent tax administrations, which involves sending one-off large amounts of data for verification (automatic exchange of information), the presence of tax officials in the territory of another state to carry out simultaneous tax audits, and direct cooperation of tax officials of neighbouring tax authorities.

 Andorra	 British Virgin Islands	 Jersey
 Aruba	 Cayman Islands	 Monaco
 Bahamas	 Cook Islands	 San Marino
 Belize	 Guernsey	
 Bermuda	 Isle of Man	

 Australia	 Germany	 Portugal
 Belgium	 Hungary	 Slovakia
 Canada	 Latvia	 Spain
 Denmark	 Lithuania	 Sweden
 Estonia	 Netherlands	

SOCIAL SECURITY AGREEMENTS

The interaction of national social security systems within the European Economic Area is governed by EU Regulations, which also extend, by agreement (and with some differences), to Switzerland. The Czech Republic has pre-existing bilateral agreements with some of these states. While these have largely been superseded by EU regulations, they may still be applied where they occasionally provide a more favourable outcome. The following non-EEA countries and the province of Quebec have social security agreements with the Czech Republic, with terms that vary from case to case.

 Albania	 Israel	 Serbia
 Australia	 Japan	 South Korea
 Belarus	 Macedonia	 Syria
 Bosnia Herzegovina	 Moldova	 Tunisia
 Brazil	 Mongolia	 Turkey
 Canada	 Montenegro	 Ukraine
 Chile	 Quebec	 United States
 India	 Russia	

AUTHORS

 [click on the contacts](#)

PRAGUE - ANDĚL

Nádražní 344/23,
+420 255 708 311

PRAGUE - CHODOV

V Parku 2316/12,
+420 241 046 111

PRAGUE 1

Senovážné náměstí 978/23,
+420 222 244 511

OSTRAVA

Moravskoslezské inovační centrum (MSIC),
Technologická 376/5,
+420 515 915 150

BRNO

Tuřanka 1554/115b,
+420 515 915 150

JINDŘICHŮV HRADEC

Pravdova 1113,
+420 606 656 009

ČESKÉ BUDĚJOVICE

Pražská třída 1247/24,
+420 606 656 009

DOMAŽLICE

Prokopa Velikého 572,
+420 379 733 511

PILSEN

Nepomucká 144,
+420 377 360 111

PARDUBICE

S.K. Neumana 2708
+420 739 522 824


 bdo@bdo.cz


REVENUE


1 mld. CZK  growth 12 %


PEOPLE

+ 700 professionals  growth 15 %

 41 partners

 65 tax Advisers

 6 expert witnesses

 44 certified Auditors

 12 attorneys

8 locations in Czechia



Data as of 1st September 2025

If you have any points on which you would like further clarification, please do not hesitate to contact us.

BDO Group s.r.o., a Czech limited liability company (registration number 08639060, registered in Prague, File C. 322425), is a member of BDO International Limited, a UK company limited by guarantee, and is part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO member firms.

www.bdo.com

