

Changes in employment tax and salaries

	2024	2025
Personal income tax (PIT) rates		
• income up to 20 004 EUR per year	20%	25,5%
• income from 20 004 to 78 100 EUR per year (to 105 300 EUR in 2025)	23%	
• income above 78 100 EUR per year (above 105 300 EUR in 2025)	31%	33%
Non-taxable minimum		
Maximum non-taxable minimum, income up to 1 800 EUR per month	500	-
Fixed non-taxable minimum irrespective of the amount of income, if the payroll tax booklet is submitted, EUR per month		510
Relief for a dependent person, EUR per month	250	250
Non-taxable minimum for pensioners, EUR per month	500	1 000
Minimum wage, EUR per month	700	740

! Rates of mandatory State Social Insurance contributions (SSIC) remain unchanged in 2025.

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Examples of salary changes

1) Gross salary 1 500 EUR, salary tax booklet **has been submitted**, no estimated non-taxable minimum is applied in 2024, full amount applied automatically in 2025 (510 EUR); no registered dependents

	2024	2025
Gross salary (before tax)	1 500	1 500
Net salary (after tax)	1 074	1 130.21
Net salary increase		+ 56.21

2) Gross salary 1 500 EUR, payroll tax booklet **not submitted**

	2024	2025
Gross salary (before tax)	1 500	1 500
Net salary (after tax)	1 029	1 000.16
Net salary decrease		-28.84

3) Gross salary 1 200 EUR, payroll tax booklet **has been submitted**, the estimated non-taxable minimum of 346.15 EUR is applied in 2024, full amount applied automatically in 2025 (510 EUR); 1 registered dependent

	2024	2025
Gross salary (before tax)	1 200	1 200
Net salary (after tax)	955.35	993.93
Net salary increase		+38.58

4) Gross salary 2 000 EUR, payroll tax booklet **has been submitted**, no estimated non-taxable minimum is applied in 2024, full amount applied automatically in 2025 (510 EUR); 1 registered dependent

	2024	2025
Gross salary (before tax)	2 000	2 000
Net salary (after tax)	1 472.01	1 527.35
Net salary increase		+55.34

Changes in employment tax

Benefits and allowances granted by the employer (maximum amount) not subject to Personal Income Tax (PIT) and mandatory State Social Insurance contributions (SSIC).

	2024	2025
Tax relief for payments made by an employer in accordance with the criteria stipulated in the PIT Law *, EUR per year	480*	700*
Childbirth allowance paid by the employer, EU	250	500
Funeral allowance paid by employer, EUR	250	500
The employer's gift, EUR per year	15	100

* PIT Law, Clause 8, paragraph 15:

The expenses, paid for by the employer regarding employee's catering, medical treatment, expenses related to the employee's move to another place of residence, accommodation expenses and transport, that are indicated in a collective labour agreement, shall be excluded from the income of the tax-payer for which payroll tax is paid, if the amount of expenses of all employees (the total amount there of) per year does not exceed the amount obtained by multiplying the average number of employees within the meaning of the annual accounts and consolidated annual accounts Law by EUR 700, and if the employer fulfils the following conditions:

- 1) the catering expenses of all employees, medical treatment expenses, expenses related to the relocation of employees to another place of residence, accommodation expenses and transport expenses specified in the collective agreement of the employer do not exceed five percent of the total annual gross wage fund of the employer;*
- 2) the employer employs at least six employees;*
- 3) the employer does not have tax (duties) debts (including debts of mandatory State social insurance contributions) in accordance with the information in the database of tax (duties) debtors administered by the State Revenue Service on 15 December of the pre-taxation year, which exceeds 150 EUR in total;*

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4) an employer has not been found guilty of an offence in the last two tax years, which manifests itself as:

(a) the employment of nationals or nationals of one or more States who are not nationals or nationals of Member States of the European Union if they are staying illegally in the territory of the Member States of the European Union;

b) employment of a person without a written employment contract, if information regarding acquisition of employee status has not been submitted within the time period specified in tax regulatory enactments,

c) failure to investigate an accident at work in accordance with the requirements of regulatory enactments or concealment, if the employee has suffered serious health disorders or death as a result of such accident;

5) the employer has performed economic activity at least one full calendar year prior to the taxation year in which the application of the exemption in relation to employees is commenced;

6) insolvency proceedings have not been declared to the employer, the economic activity thereof has not been suspended or it is not liquidated;

7) the employer shall keep external supporting documents certifying the relevant expenses (this requirement is in effect from 2025).

! The relief will also be applied to the employer's cover of the employee's removal, accommodation and transport expenses. The amount of the relief will be set in the form of a total limit for all employees (multiplied by the average number of employees by EUR 700).