

CENTRAL AND EASTERN EUROPE

Insolvency & Restructuring

Survey | 2023/2024



We are delighted to present this fourth edition of our Insolvency & Restructuring Survey. The third edition of the Survey was released in 2020. Since then, our readers have sent us ample feedback, for which we are immensely grateful. This feedback - from business owners and managers, from lenders and other creditors, and also from insolvency office-holders - was not only motivating but also proved valuable when preparing this fourth edition of the Survey. Our aim remains the same: to provide a useful overview of the rapidly changing legal framework for insolvencies in Central and Eastern Europe and to help decision makers get a sense of the impact of insolvencies in CEE jurisdictions, thus enabling them to take the right decisions at an early stage, including the decision to consult insolvency experts to help secure their interests. Some of the recent changes to some of the legal frameworks in this region were caused by the implementation of the Preventive Restructuring Directive (2019/1023) of 20 June 2019. However, some countries covered by this Survey are still in the process of implementing this Directive into their national law. To not delay the release of this fourth edition of our Insolvency & Restructuring Survey, we have decided to wait for the full implementation of the Directive and to then address in a complementary Survey the particularities of preventive restructuring frameworks which member states must offer for companies in financial distress.

Our firm's international insolvency and restructuring practice group pools the know-how and expertise of insolvency lawyers from 13 offices in 10 CEE jurisdictions. In this region we are thus uniquely positioned to advise creditors, debtors, insolvency office-holders and other stakeholders on all insolvency and restructuring matters, such as pre-insolvency protection of creditors' rights, creating insolvency-remote collateral, representing creditors in insolvency proceedings, pre-insolvency debt restructuring, legal duties of company bodies and shareholders in crisis, capital maintenance regulations, mandatory regulations under tax/social security law, employee questions, mass lay-offs, joint intra-group liability, prerequisites and risks of de-facto management, claw-back and avoidance of transaction rights and distressed M&A.

Sincerely,
Frank Heemann and Stela Ivanova

Note: this Survey is based on laws in effect on 31 January 2023. Later changes are not reflected. Note also that, despite having been prepared diligently, this Survey and the information in it are not to be understood as legal advice, which should be sought from an insolvency specialist for each specific case.



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1. General information

1.1. General types of insolvency proceedings for companies

- Insolvency proceedings (usually aimed at liquidation with a possibility – though not commonly used – to rescue a company).
- Two types of restructuring proceedings. These are:
 - option to restructure within the insolvency proceedings (not a must)
 - separate stabilization proceedings in prevention of insolvency proceedings (newly introduced in 2017).
- Note: specific rules apply to some corporations e.g. banks and insurance companies.
- The Ministry of Justice is, as per February 2020, working on a draft for major changes on some key issues with regard to insolvency, including the status of insolvency managers. The outcome is still unknown.

1.2. Debtor in possession (self-administration)

- Stabilization proceedings: Yes.
- Insolvency: Possible if restructuring is still an option or is in progress. In practice seldom.

1.3. Insolvency register

- For stabilization proceedings:
 - Commercial register: www.brba.bg
- For insolvency proceedings:
 - informational system in terms of insolvency maintained by the Ministry of Justice: <http://ispn.mjs.bg/MJ/ispn.nsf/indexPublic.xsp?page=search>;
 - commercial register: www.brba.bg

1.4. Competent court for opening insolvency and stabilization proceedings

- District court (Okrazhen sad) at the seat of the distressed company.

1.5. Average duration of proceedings

- Insolvency proceedings:
 - no official statistics available
 - many proceedings end within 1.5 years due to lack of sufficient insolvency mass
 - if there is sufficient insolvency mass to cover the cost of the insolvency proceedings, these would, as a rule, not take less than 3 years
 - Stabilization proceedings: a stabilization plan must be adopted within 4 months from the day of opening the stabilization proceedings

1.6. Approximate satisfaction rate of bankruptcy proceedings

Type of creditor	Ranking	Average satisfaction (%)
Creditors secured by pledge and/or mortgage and/or lien	1st	No official statistics, assessed over 50%
Cost of insolvency proceedings	2nd	No official statistics, assessed at ≈ 40%
Employees	3rd	No official statistics, assessed at ≈ 30%
Alimony	4th	No official statistics, assessed at ≈ 20%
State	5th	No official statistics, assessed at ≈ 10%
Overdue unsecured new creditors	6th	No official statistics, assessed at ≈ 20%
Unsecured creditors	7th	No official statistics, assessed at under 5%

› 2. Insolvency proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for insolvency

- Creditors
- Company manager, proxy
- Liquidator
- National Revenue Agency in the case of public debt to the treasury
- Head of Labour Inspection in the case of debt to employees
- Bulgarian National Bank in the case of bank insolvency

2.2. Grounds for filing a petition

- Debtor is unable to pay a due debt arising out of a commercial deal and/or a public debt due to the state or municipal treasury and/or a private debt due to the state
- Over-indebtedness of a capital-based company
- Company fails to pay salaries and other employment-related payments
- Company fails to submit yearly accounts over a period of three years

2.3. Grounds for opening insolvency proceedings

- Company is insolvent (i.e. company does not meet its due obligations and the value of its short-term assets is less than the value of its short-term debt) or
- A capital-based commercial company is over-indebted (i.e. it has negative equity)

2.4. Statutory procedure for opening insolvency proceedings

Petition

note: Creditors have no duty to notify the debtor before filing a petition

Court evaluates and has to decide in: immediately, though this deadline is instructive

Decision is subject to appeal
Only 7 days starting with publication in commercial register

2.5. Effects of opening insolvency proceedings

- Court issues a decision to open insolvency proceedings:
 - court appoints a preliminary insolvency manager who becomes active immediately
 - court sets the day for the first creditors' meeting
 - court sets the exact day in the past when the prerequisites for insolvency were first met. This date, known as the "initial date of insolvency", plays a major role in regaining insolvency estate
- Decision to open insolvency proceedings is published in the commercial register:
 - company management loses powers
 - real estate and non-current assets are seized
 - no payment effective to company management possible
 - creditors have 1 month to file claims with a further final deadline of 2 more months
 - individual enforcement proceedings and court proceedings against the debtor are suspended

2.6. Persons obliged to file for insolvency

- Company manager, proxy.
- Liquidator of company.
- They must file within 7 days from the day when insolvency proceedings emerged.

2.7. Sanctions for failing to file for insolvency in time

- Civil liability – compensation of damages incurred by the company plus its creditors
- Other – company manager might be banned from holding a post as manager, member of board of directors or supervisors for an unlimited period
- Criminal liability for late filing, including the risk of a prison sentence.

2.8. Appointment of insolvency managers (Syndikus)

- Insolvency court appoints preliminary insolvency manager at court's own discretion
- Insolvency court appoints main insolvency manager following decision by the creditors' meeting.
- In 2016, the legislation provided also for the figure of the so called „assistant insolvency manager“. The idea is to enable some administrative support for the insolvency managers when they have to deal with larger cases. In practice, no assistant insolvency managers exist and function yet.

2.9. Ethical standards for insolvency managers

- No code of conduct applies to insolvency managers yet. Widespread problems with (un)ethical conduct by insolvency managers. Banks are known to work closely with their preferred insolvency managers, sometimes to the detriment of other creditors. In some cases rival companies have attempted to attack a debtor's business by abusive collaboration with an insolvency manager.
- Statutory sanctions: withdrawal of licence to

carry out activities as insolvency manager for misconduct.

- In practice, liability cases against insolvency managers for damages by the estate and/or by creditors are rare and court practice is not well developed.

2.10. Time for lodging creditors' claims, consequences of failure

- Creditors who file claims within 1 month from the day of publishing the court's decision to open insolvency proceedings enjoy all rights of a creditor.
- Creditors who file claims within the following 2 months have their claims taken into consideration but lose some procedural rights (e.g. the right to object to claims filed by other creditors).
- Creditors who fail to file within the 3-month deadline lose their claims. In practice, the danger of losing claims is rather high as deadlines run independently of creditors' knowledge.

2.11. Costs of filing claims

- No stamp duties or other court fees for filing a claim.

2.12. Administration costs

- Administration costs include remuneration payable to the insolvency manager as well as other administration costs (accounting services, transportation, stationery and office supplies, legal services, storage and evaluation of goods).
- Administration costs are remunerated second (after claims secured by pledges, mortgages and liens) of all other expenses from the proceeds of sale of company assets.
- There are no rules on administration costs. Usually, an insolvency manager is awarded monthly remuneration of some BGN 800 to BGN 1 200 (€400–600).
- Premium payments calculated from the proceeds collected from the liquidated assets can apply only if set by a decision of the creditors' meeting.
- When the company assets will not cover legal

and administrative expenses, the court requires the person who lodged the petition to open proceedings to deposit prospective costs. Usually, courts require a deposit of some BGN 10 000 to BGN 20 000 (€ 5 000–10 000). This sum is paid second in line on distribution of proceeds from the insolvency estate (after claims secured by pledges, mortgages and liens). If this sum is not deposited, the court will suspend the proceedings for a year and afterwards close the proceedings, deleting the insolvent company from the commercial register. In that case, all creditors in practice lose all claims.

› 3. Ranking of claims / creditors

3.1. Secured creditors

- Paid first of all from proceeds of security, even before court and administration costs.
- Pledged / mortgaged property usually has to be sold by public auction. However, there are exceptions and cases of misuse are not unusual.
- A right to withhold a piece of property belonging to the debtor will usually also construct a privilege.

3.2. Unsecured creditors

- Settled proportionately within their rank. Lower ranking claims only satisfied after all higher ranking claims are fully satisfied.
- Ranking of claims is as follows:

Cost of insolvency proceedings	2nd
Employees	3rd
Alimony	4th
State	5th
Overdue unsecured new creditors	6th
Overdue unsecured old creditors	7th
Loans by shareholders	last

3.3. Employees

- Employment contracts are usually terminated. Employees are paid severance pay of 1 average monthly wage.
- Employees' claims are secured to a certain extent by the Guarantee Fund.

3.4. Nullifying contracts

- Insolvency manager examines transactions entered into within a period of up to 36 months before filing for insolvency and brings action to annul those that have been detrimental to the insolvency proceedings.

› 4. Restructuring proceedings (aiming at rescuing company)

- There are two types of restructuring proceedings:
 - option to restructure within the insolvency proceedings
 - separate stabilization proceedings in prevention of insolvency proceedings (newly introduced in 2017)

4.1. Preconditions for restructuring

- Within the insolvency proceedings:
 - generally, every debtor with sufficient insolvency estate to cover the expenses of insolvency proceedings qualifies for restructuring
 - restructuring is not possible only when the procedure would obviously only lead to diminishment of the insolvency estate
- Stabilization proceedings:
 - a company is likely to become insolvent or stop payments within the 6 coming months
 - insolvency proceedings and earlier stabilization proceedings have not been opened in the course of the last three years

- no more than 20% of the company's debt is to affiliated companies

4.2. Stages

- Within the insolvency proceedings:
 - Initiation of restructuring proceedings by filing with the court a restructuring plan by the management of the debtor, insolvency manager, creditors who hold at least 1/3 of secured debt, creditors who hold at least 1/3 of unsecured debt, owners who hold at least 1/3 of the debtor's capital, any personally liable partner, 1/5 of all employees. More than one plan can be proposed.
 - Formal check of plan by court; court may require formal corrections from the applicant. Within 7 days from filing a formally correct plan: decision of the court to admit the plan to discussion by the creditors' meeting; publication of that decision in the commercial register
 - No sooner than 45 days from the day of publication: court session at which the creditors' meeting has the opportunity to discuss, modify and vote on propositions.
 - Creditors vote on the plan in four separate classes. Creditors may choose a controlling committee to whom the debtor must report if the plan becomes effective or ask the court to appoint a controlling committee at its discretion.
 - Creditors may file objections against the plan with the court within 7 days from the day of voting.
 - In closed session the court considers the plan and all objections and decides whether to declare the plan effective. This decision is published in the electronic commercial register and can be subject to appeal. Revision is not possible.
- Stabilization proceedings:
 - initiation of stabilization proceedings by the management body only by filing petition with the court accompanied by a list of all creditors and a stabilization plan
 - decision of court to open stabilization proceedings, appointment of a stabilization administrator called trustee (dovereno litse)
 - objections by creditors to the list of creditors as an integral part of the petition for opening the stabilization proceedings
 - preparation by the trustee of draft final list of creditors with voting rights
 - adoption by the court of the final list of creditors with voting rights
 - adoption of the stabilization plan by the creditors with a voting right as per the final list under a complicated voting system
 - confirmation of stabilization plan by the court
 - satisfaction of creditors' claims according to the stabilization plan
 - decision of the court to end the proceedings

4.3. Restructuring plan

- Within the insolvency proceedings:
 - expected degree of performance to each class of creditors
 - prospective collateral for creditors
 - list of managerial, organizational, legal, financial, technical and other measures
 - prospective effect on employment
- Stabilization proceedings:
 - stabilization plan with proposals on how, when and what to pay, with details of security
 - the stabilization plan may only propose a debt reduction of over 50% if the affected creditors are affiliated companies

4.4. Approval of restructuring plan

- Within the insolvency proceedings:
 - Creditors approve the restructuring plan by

voting in four separate classes: secured creditors, employees, creditors of public receivables and unsecured creditors. Only creditors whose claims have been accepted by the insolvency manager or deemed probable by the court on the basis of persuasive written proof can vote. Votes are submitted personally or by written statement with a notarized signature. In order to become effective, the plan must receive a simple majority of votes based on the sums claimed by every class of creditors. The amount of the claim decides the weight of a creditor's vote. However, the plan cannot be approved if over half the total admitted claims vote against it.

- Once the restructuring plan is approved by the creditors, it will be checked by the court in terms of legality. The court decision to approve the plan can be appealed but not revised. Once the plan becomes final, the insolvency proceedings are discontinued, the mandate of the insolvency manager comes to an end and the debtor continues an independent existence but must report regularly to the controlling committee (if appointed).
- Stabilization proceedings:
 - Creditors vote on the plan in five separate classes: secured creditors, employees, creditors of public receivables, unsecured creditors and affiliated creditors. In order to become effective, the plan must receive a simple majority of votes based on the sums claimed by every class of creditors. At the same time, the votes of no less than $\frac{3}{4}$ of all creditors in this class must be cast in favour of the plan. On a supra-class level, no less than $\frac{3}{4}$ of all receivables must have cast their vote in favour of the plan
 - After the plan is approved, it undergoes a court check on legality. Once the stabilization plan has been approved by the court, it becomes final. Stabilization proceedings are closed. The functions of the trustee end.

4.5. Filing a petition for restructuring proceedings

- Within insolvency proceedings: within one month from the day on which the court publish-

es the list of adopted claims in the electronic commercial register.

- Stabilization proceedings: management body applies for stabilization proceedings according to prospective payment difficulties.

4.6. Main content of petition

- Within the insolvency proceedings:
 - restructuring plan
 - list of candidates for the controlling committee
 - evaluation of the debtor's assets
 - list of creditors who are prepared to take over share capital in exchange for debt
- Stabilization proceedings:
 - the application to open stabilization proceedings must include many attachments, e.g. accounts for the last three years and to the end of the month preceding the application
 - list of debts/creditors and receivables/debtors of the company
 - list of payments over the past 3 years
 - warranties and guarantees issued for the benefit of third parties
 - a detailed stabilization plan

4.7. Time for lodging creditors' claims, consequences of failure

- Within the insolvency proceedings:
 - the general rules apply to claims that emerge before opening insolvency proceedings
 - for later claims that emerge before the restructuring plan is declared effective, the insolvency manager must prepare a separate list; unless otherwise governed by the plan, the court will oblige the debtor to pay according to this list

- Stabilization proceedings:
 - creditors do not lodge claims but may file objections against the draft list of creditors
 - a creditor not included in the final list of creditors is not bound by the stabilization plan

4.8. Selection of restructuring administrators

- Within the insolvency proceedings:
 - the insolvency manager is appointed by the court as described above
 - the court may appoint a controlling committee of three to seven members. The rules under which the committee works must be set out in the restructuring plan. The members must be natural persons of unrestricted legal capability. No further requirements are set out in the applicable legislation
- Stabilization proceedings:
 - The court appoints a trustee. A trustee can be a natural person qualified as an insolvency manager. Though insolvency managers can also be persons with a university degree in the field of economics, trustees must hold a university degree in law.
 - The court can also appoint an auditor.

4.9. Ethical standards for restructuring administrators

- No ethical rules have been established.

4.10. Main rights of the creditors' meeting

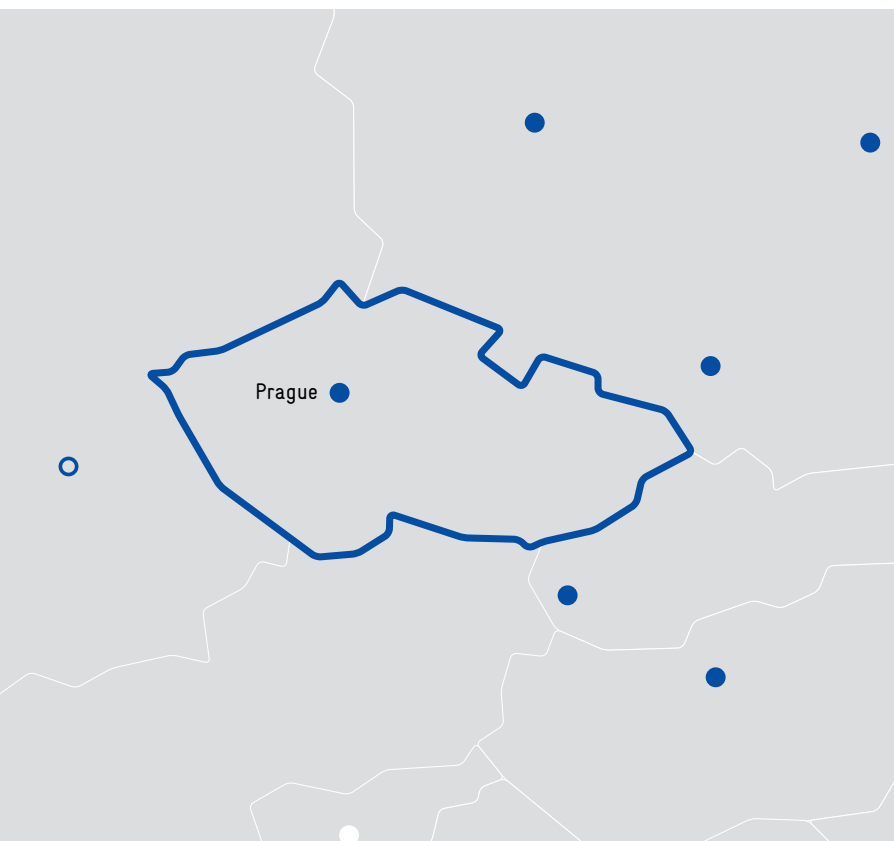
- Within the insolvency proceedings:
 - approval of the restructuring plan under a complicated voting system
 - application to the court to appoint a controlling committee and proposing its members
- Stabilization proceedings: approval of stabilization plan.

4.11. Final proceedings

- Within the insolvency proceedings:
 - claims by creditors are satisfied by the enterprise under the restructuring plan
 - management body can still manage and dispose of all assets in compliance with the restructuring plan and under supervision of the controlling committee administrator. Key deals need prior consent by the controlling committee. However, rights of third persons accrued in good faith remain unaffected if the deal is closed and executed without an act of consent
 - if debtor does not perform strictly under the restructuring plan, affected creditors who hold no less than 15 % of the total debt or the controlling committee can apply for renewal of the insolvency proceedings, which then continue, to end this time in liquidation of the debtor's enterprise
- Stabilization proceedings:
 - once the stabilization plan is adopted by the court, the management body may manage and dispose of all assets in compliance with the stabilization plan
 - the functions of the trustee end
 - the court closes the stabilization proceedings
 - in the case of non-performance under a stabilization plan, an affected creditor can start execution based on the stabilization plan itself. In doing so, the creditor can demand the initial claim in full

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› 1. General information

1.1. General types of insolvency proceedings for companies

- Restructuring proceedings (aimed at company rescue).
- Bankruptcy proceedings (usually aimed at liquidation).
- Note: specific rules apply to some corporations (e.g. banks, credit unions, insurance companies).

1.2. Debtor in possession (self-administration)

- Restructuring proceedings: management stays in place; insolvency practitioner supervises company management and oversees implementation of approved restructuring plan. The insolvency practitioner may under certain conditions request limitation of the debtor's right to dispose of assets
- Bankruptcy: no

1.3. Insolvency register

- For all insolvency proceedings (only available in Czech) <https://isir.justice.cz/isir/common/index.do>

1.4. Competent court for opening bankruptcy and restructuring proceedings

- District court (Krajský soud / in Prague: Městský soud) for region where debtor has registered seat or domicile.

1.5. Average duration of proceedings

- Restructuring proceedings:
 - out of insolvency proceedings terminated in 2021 the average length of reorganization proceedings from filing an insolvency petition until approval of a restructuring plan was 578 days (the period from approval of restructuring plan until termination of reorganization proceedings differs based on the method of reorganization)

- Bankruptcy proceedings:

- average duration is 1 447 days (data based on insolvency proceedings terminated in 2021)

1.6. Approximate satisfaction rate in bankruptcy proceedings

Type of creditor	Ranking	Average satisfaction (%)
Receivables against assets	1st	85.7
Receivables set on same level as receivables against assets	1st	45.3
Unsecured creditors	2nd	3.7
Secured creditors	priority	24

› 2. Bankruptcy proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for bankruptcy

- Creditors.
- Managing director of the debtor company or other person authorized under founding documents or appointed by the court.
- Liquidator.

2.2. Grounds for filing a petition

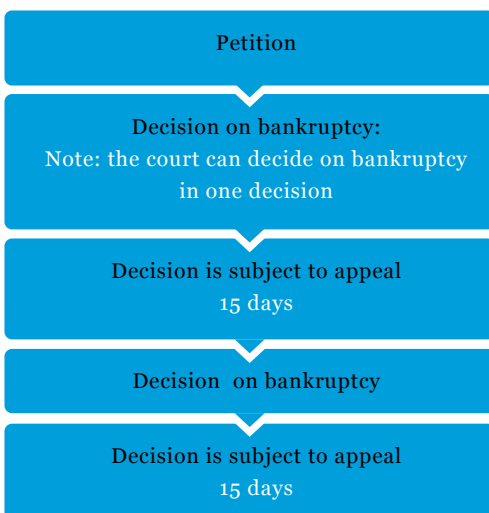
- Company is financially insolvent (platební neschopnost), i.e. having
 - at least two creditors,
 - financial obligations at least 30 days overdue and
 - unable to pay those obligations
- A statutory presumption of inability to pay financial obligation arises if:

- debtor stops payments for a substantial part of its financial liabilities, or defaults for over 3 months overdue, or
 - satisfaction of financial receivables due from the debtor may not be achieved by enforcing a decision or execution, or
 - debtor fails to comply with obligation to file lists (referred to in the insolvency act) imposed upon it by the insolvency court
- Debtor that is a legal entity or a natural person, i.e. an entrepreneur, is considered insolvent even if it simply has excess debts, i.e. is over-indebted. A debtor that has several creditors and its total due liabilities exceed the value of its property has excess debts and is over-indebted (předlužení).

2.3. Grounds for opening bankruptcy proceedings

- Company is insolvent (i.e. company financially insolvent or over-indebted), the court declares the company bankrupt and restructuring proceedings are excluded (i.e. bankruptcy proceedings are the only way to resolve the company's insolvency)

2.4. Statutory procedure for opening bankruptcy proceedings



2.5. Effects of opening bankruptcy proceedings

- Opening insolvency proceedings, i.e. publication of petition in the insolvency register:
 - receivables due from the debtor can be claimed only by lodging creditors' claims in the insolvency proceedings
 - no new security can be established over the debtor's assets (except for lender in regime under the insolvency act)
 - execution or enforcement against debtor's assets is prohibited
 - the right created by agreement between the creditor and the debtor, to the payment of deductions from wages or other income treated as wages or salary in the enforcement of the judgment cannot be exercised.
- On decision to declare bankruptcy:
 - company management loses its powers
 - insolvency practitioner (IP) takes over company management, assets and documents related to the assets
 - all claims against the debtor (even those not already due) are now considered due
 - the debtor's orders and power of attorney related to the assets are terminated
 - offsetting assets forming part of the debtor's assets is prohibited
 - judicial, administrative and other proceedings are suspended where the debtor is a party concerning rights and obligations relating to its assets or to be satisfied by those assets
 - IP can terminate a lease or sublease agreement after bankruptcy proceedings are opened
 - the counterparty to a lease or sublease agreement cannot terminate or withdraw from the agreement after bankruptcy proceedings are opened on the ground of

the debtor's delay in paying rent or other issue that occurred before the bankruptcy proceedings or for deterioration of the debtor's property situation

2.6. Persons obliged to file for bankruptcy

- The statutory body of a company must file an insolvency petition immediately on becoming aware (or with due diligence could have become aware) of insolvency (bankruptcy).
- Liquidator of the company must file an insolvency petition immediately on becoming aware that the company is insolvent.

2.7. Sanctions for not filing for bankruptcy in time

- A person who violates their responsibility for filing an insolvency petition for the debtor is liable to creditors for damage caused by late (or non-) filing of a petition except on proof that breach of the obligation to file an insolvency petition did not affect the amount intended to satisfy the claim filed by the creditor in the insolvency proceedings, or that he failed to fulfil this obligation due to facts which arose independently of his will and which he could not have avoided even if he had made every effort which could be required of him. Criminal responsibility arises under the Criminal Code (law No 40/2009 Coll.) e.g. for fraud, damaging creditors, causing insolvency.

2.8. Appointment of insolvency practitioner (IP)

- Insolvency court appoints IP – usually chosen by procedure set by the day of registration of its seat or establishment in list of insolvency practitioners kept by the court.
- For companies with annual turnover over CZK 100 million, banks and financial institutions, only IPs with special permission can be appointed.

2.9. Ethical standards for IPs

- They must put the interests of creditors above their own interests.
- They operate independently and in line with insolvency law.

- An official code of ethical standards for IPs is issued by the Ministry of Justice.

2.10. Time for lodging creditors' claims and consequences of failure

- A creditor can lodge a claim in insolvency proceedings from opening of the proceedings until the deadline set by the court in its decision on bankruptcy.
- Deadline set by court for lodging claims: not less than 30 days and not over 2 months from the insolvency court's decision on bankruptcy.
- Consequences of not filing a claim: non-recognition of claim, excluded from proceedings.

2.11. Costs of filing claims

- No stamp duties for filing a claim.
- A creditor filing an insolvency petition pays a sum to cover costs of the proceedings (50 000 CZK for petition against legal entity/entrepreneur and 10 000 CZK for petition against legal entity/non-entrepreneur or against a natural person).
- A deposit cannot be required from an employee of the debtor if the claim is job-related or from consumer whose claim consists of a claim arising from a consumer contract.

2.12. Administration costs

- Administration costs include remuneration payable to the IP as well as other administration costs (e.g. costs of managing assets: accounting, transportation, stationery and office supplies, legal services, storage, costs of expert report, employee salaries, taxes).
- Administration costs are remunerated before other expenses from the proceeds of company assets sold.

› 3. Ranking of claims / creditors

3.1. Secured creditors

- Secured creditors are paid first from the proceeds of realizing their security after deduction of legal and administrative costs.

3.2. Unsecured creditors

- Unsecured creditors are included in the lowest rank and settled proportionately.

3.3. Employees

- Job-related claims by employees are put on the same level with claims against the debtor's assets and are satisfied first.
- Employees may – if an insolvent employer is the debtor – ask the state to pay them their salaries for up to 3 months if conditions of the act on protection of employees are met.

3.4. Nullifying contracts

- The insolvency act differentiates between nullity and ineffectiveness.
- The insolvency court may check for nullity of contracts and legal deeds + is not bound by decisions of other courts or organs.
- A deed is ineffective if used by the debtor to lessen the possibility to satisfy creditors or if giving preferential treatment to one creditor at the expense of others.
- IP checks legal deeds entered into within at least 3 years before bankruptcy proceedings and brings actions to invalidate legal deeds of the company without adequate consideration and disadvantageous legal deeds and even within at least 5 years in the case of legal deeds that deliberately lessen the possibility to satisfy creditors.
- Persons affected by the ineffectiveness of a legal deed must refund the original payment or other fulfilment by the debtor to the debtor's assets (details according to the insolvency act)

› 4. Restructuring proceedings (aiming at company rescue)

4.1. Preconditions for restructuring

- The debtor is:
 - a business (mainly legal entities) in bankruptcy and an insolvency petition has already been lodged
 - not already in liquidation
 - not a trader in securities (special rules for bankruptcy of financial institutions and insurers = a special kind of reorganization)
 - the business has yearly turnover over 50 000 000 CZK (ca. € 2 Mio.) in the last business year or at least 50 employees. These requirements do not apply if the debtor presents a restructuring plan no later than publication of decision on bankruptcy in the Insolvency Register, in which case the restructuring plan must be approved by at least 50% secured + unsecured creditors

4.2. Stages

- Petition insolvency court for permission to reorganize within 10 days before first meeting of creditors after decision on bankruptcy.
- Insolvency court allows reorganization (if not, the matter continues as bankruptcy proceedings).
- Possible limitation of debtor's competence to act (on application by the IP and/or the creditors' meeting).
- Restructuring plan, with content in line with insolvency law.
- Choice of methods to realize reorganization.
- Insolvency court accepts restructuring plan; only creditors who do not agree to the plan may appeal the decision.
- Restructuring plan legally enters into force.

- Functioning of the debtor according to the restructuring plan.
- After the restructuring plan: all claims by creditors are excluded except those mentioned in the restructuring plan.
- If the restructuring plan is violated, the insolvency court can cancel it and further proceedings are in bankruptcy.
- If the restructuring plan is fulfilled, the insolvency court issues a statement that the reorganization has ended + decides on the IP's fees and expenses

4.3. Restructuring plan

- Obligatory content of restructuring plan is listed in insolvency law:
 - list of creditors + their position in groups in the reorganization and how to deal with claims by creditors in different groups
 - specification of reorganization methods, e.g.: restructuring creditors' claims by reducing claims; sale of debtor's property or all/part(s) of the business; merger of the debtor with another legal entity; issue of shares or other securities; assurance of financing for the debtor's business; change of debtor's statutes regulating internal relations.
- Appointing persons to fulfil the restructuring plan, including their rights.
- Information whether and under what conditions the activity of the business or part of it will continue.
- Information about persons involved in financing the restructuring plan or taking over the debtor's obligations or assuring their fulfilment, and information about their participation in the plan.
- Information under insolvency law on whether the restructuring plan influences the number of employees in the debtor's business, and documents in this respect.
- Information whether the debtor will have any

obligations after the reorganization ends and if so, then also specification of those obligations.

- How court claims are secured and up to what amount these will be reserved for creditors under the restructuring plan.
- The restructuring plan must contain true data on the debtor's business and legal outlook.

4.4. Approval of restructuring plan

- Report on restructuring plan must be formally approved by the insolvency court.
- Report on restructuring plan is published in the insolvency register after approval by the insolvency court.
- Draft restructuring plan and report on the plan to be published in the insolvency register at least 15 days before the creditors' meeting.
- Draft restructuring plan approved by majority of voting creditors in each group whose receivables account for at least 50% of the total nominal value of claims by creditors in that group that voted to adopt the plan (note: voting in groups).
- Draft restructuring plan approved by creditors is approved by the court.
- Creditors who voted against the restructuring plan can appeal against the decision of the court approving the plan.
- Draft restructuring plan to be filed with the court within 120 days after the decision of the court to declare bankruptcy; this term can be prolonged once by the court but by no more than another 120 days.
- Amendments to restructuring plan are subject to the same procedure for originally approving the restructuring plan.

4.5. Filing a petition for restructuring proceedings

- The debtor must file a petition for reorganization with the insolvency court in the case of pending bankruptcy no later than the day of the decision on bankruptcy. In all other cases,

a petition can be filed until 10 days before the scheduled first meeting of creditors after the decision on bankruptcy.

- The decision of the insolvency court confirming reorganization contains a 120-day deadline to file a restructuring plan.

4.6. Main content of petition

- General requirements for petitions under insolvency law.
- All information on the debtor, its capital structure, and on the property of persons who own the debtor.
- Information on reorganization method.

4.7. Time for lodging creditors' claims, consequences of failure

- The insolvency court sets a deadline in its decision on bankruptcy for lodging creditors' claims (30 days to 2 months after the decision); claims can be lodged immediately after an insolvency petition is filed with the insolvency court.
- A claim that misses the deadline is no longer admissible.
- Deadlines for foreign creditors: see chapter on general insolvency procedure, above.
- The decision on bankruptcy can be joined with the decision of the insolvency court confirming reorganization.

4.8. Selection of restructuring administrators

- The insolvency court appoints an IP (there is no special practitioner for reorganization) according to the principles mentioned in the chapter on bankruptcy insolvency procedure.
- The debtor can nominate an IP at its discretion in the restructuring plan filed with an insolvency petition.

4.9. Ethical standards for restructuring administrators

- Same requirements apply as for IP in bankruptcy proceedings.

4.10. Main rights of the creditors' meeting

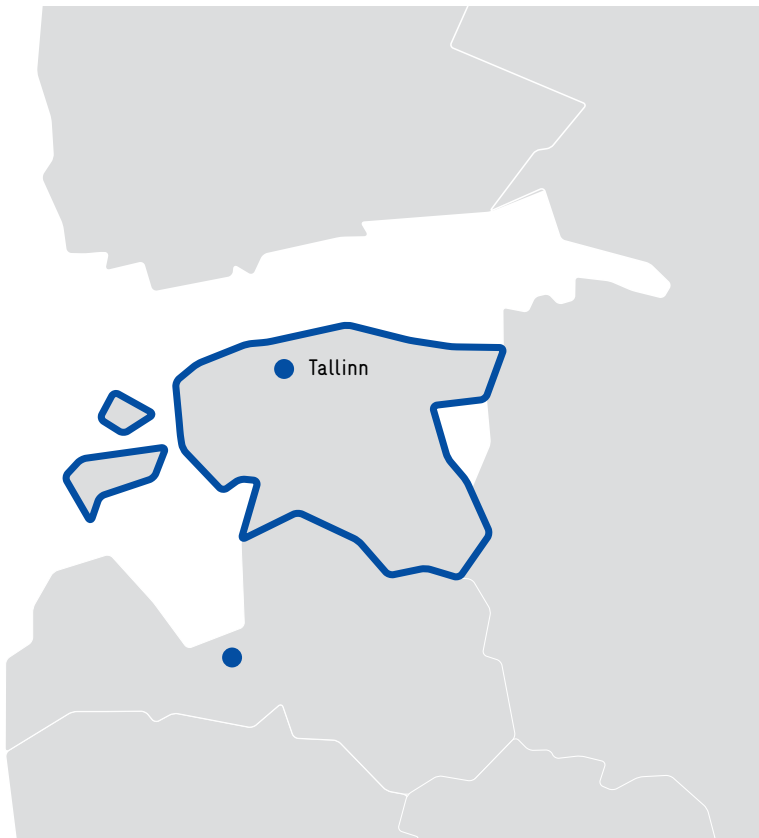
- Approves restructuring plan.
- Can appeal the decision of the insolvency court approving a restructuring plan.
- Monitors fulfilment of restructuring plan.

4.11. Final proceedings

- If the debtor fails to fulfil the restructuring plan, the reorganization proceedings can be ended by the insolvency court; the proceedings will follow the principles of bankruptcy proceedings (leading to satisfaction of creditors from the complete assets of the debtor and to liquidation of the debtor).
- On fulfilment of the restructuring plan, the insolvency court confirms that this is so + the reorganization is completed.
- The insolvency court decides on the IP's fee.

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› 1. General information

1.1. General types of company insolvency proceedings

- Reorganisation proceedings (aimed at overcoming economic difficulties, restoring liquidity, improving profitability and ensuring sustainable management).
- Bankruptcy proceedings (aimed at satisfying claims by debtors).
- Abatement (ending proceedings without declaring bankruptcy if the debtor's assets are insufficient to cover the costs of bankruptcy proceedings and it is impossible to recover or reclaim assets or to file a claim against a member of the directing body).
- Note: specific rules apply to some corporations e.g. banks, credit institutions, and insurance companies.

1.2. Debtor in possession (self-administration)

- Restructuring proceedings: management stays in place; restructuring administrator supervises management and implementation of approved restructuring plan.
- Bankruptcy: no

1.3. Insolvency register

- For bankruptcy announcements (only available in Estonian) <https://www.ametlikudteadaanded.ee/>
- The insolvency of a specific enterprise is indicated in the commercial register (in Estonian and English) <https://www.rik.ee/en>

1.4. Competent court for opening bankruptcy and restructuring proceedings

- County court where the company is located.

1.5. Average duration of proceedings

- Restructuring:
 - no official statistics available

- Bankruptcy:
 - no official statistics available

› 2. Bankruptcy proceedings (generally aimed at liquidation)

2.1. Persons who can file a petition for bankruptcy

- creditors and debtors
- management board
- liquidator
- successor to a debtor, executor of debtor's will, administrator of debtor's estate

2.2. Grounds for filing a petition

- A creditor is entitled to file if:
 - the debtor has failed to perform an obligation within 30 days after it falls due and the creditor has then warned the debtor in writing of intention to file a bankruptcy petition and the debtor thereafter has failed to perform the obligation within 10 days
 - a claim in execution proceedings cannot be satisfied for 3 months due to lack of assets or the assets of the debtor are clearly insufficient to perform all obligations
 - the debtor notifies the creditor, the court or the public that it cannot perform its obligations
 - the debtor has destroyed, hidden or squandered its property or made grave errors in management as a result of which the debtor is now insolvent, or has otherwise intentionally caused insolvency
 - the debtor has left Estonia, or is in hiding in order to evade performing obligations.
- The management board must file if an enterprise is insolvent and insolvency is not temporary

- The liquidator must file during liquidation if the assets of the enterprise are clearly insufficient to satisfy all creditors' claims

2.3. Grounds for opening bankruptcy proceedings

- The court opens bankruptcy proceedings, if the debtor is insolvent.
- Insolvency is presumed, if:
 - the net assets of the debtor amount to less than 50% of its share capital
 - the bankruptcy petition was filed by the debtor
 - enforcement proceedings have been unsuccessful
 - the debtor has informed the creditor, the court or the public of its insolvency

2.4. Effects of opening bankruptcy proceedings

- Acceptance of bankruptcy petition: the court will not accept a petition that does not make it clear that the petitioner has a claim against the debtor, or the creditor's petition is based on a claim to which a reorganisation plan applies
- Appointment of interim trustee: within 10 days after accepting a petition, or within 20 days after accepting a petition if a court hearing for the appointment of the interim trustee is held
- Upon appointment of an interim trustee, the court timetables a court session for hearing the bankruptcy petition
- The court will hear a bankruptcy petition within 10 days or, for good reason, within 30 days after appointment of an interim trustee
- The court will hear a creditor's petition within 30 days or, for good reason, within 2 months after appointment of an interim trustee
- After hearing a bankruptcy petition, the court declares bankruptcy, dismisses the petition or terminates the proceedings by abatement
- Persons obliged to file for bankruptcy:

- Management board - within 20 days of the date when insolvency became evident
- Liquidator - if the assets of the company in liquidation are insufficient to satisfy all claims by creditors, the liquidator must file a bankruptcy petition

2.5. Sanctions for not filing for bankruptcy in time

- Management board members jointly compensate the enterprise for payments made (a) after insolvency became obvious and (b) without due diligence

2.6. Appointment of insolvency practitioner (IP)

- Named by the court, approved by the general meeting of creditors
- Must be a sworn advocate, sworn auditor, bailiff or person authorised to act as a trustee who:
 - has an officially recognised bachelor's degree + at least 2 years' professional experience in finance, law, management or accounting or who has an officially recognised master's degree
 - is honest and of high moral character
 - has oral and written proficiency in Estonian
 - has passed the examination + undergone training for trustees

2.7. Ethical standards for IPs

- Good Professional Practice 2011 (available at <https://kpkoda.ee/wp-content/uploads/2022/07/pankrotihaldurite-ja-saneerimisnoustajate-hea-kutsetava.pdf>, in Estonian) Includes requirements on independence, impartiality, confidentiality, honour, dignity, trustworthiness, relationship with parties to the proceedings, colleagues, and the public.

2.8. Time for lodging creditors' claims, consequences of failure

- Within 2 months from publication of the bankruptcy notice in the electronic state gazette "Ametlikud Teadaanded" (www.ametlikudteadaanded.ee)

- If a claim is filed with good reason after expiry of the term, the general meeting restores the term for filing the claim at the request of the creditor. A claim cannot be filed after a distribution proposal has been submitted to the court for approval
- The term for filing a claim need not be restored if the claim is secured by a pledge
- If the term for filing a claim is not restored, the claim may be defended but, if accepted, the claim is satisfied after satisfaction of accepted claims filed on time
- The court sets the remuneration of the trustee on approval of the final report on the bankruptcy proceedings after hearing the opinions of the trustee, the debtor and the bankruptcy committee
- The trustee may claim reimbursement of expenses necessarily incurred in performing their obligations

› 3. Ranking of claims / creditors

2.9. Cost of filing claims

- State fees for filing a petition:
 - € 10 if the petition is filed by the debtor, successors, administrator of estate
 - € 420 if the petition is filed by a creditor
 - € 420 for filing restructuring petition

2.10. Administration costs

- Before appointing an interim trustee, the court may require the petitioning creditor to pay a sum set by the court into a designated account as a deposit in order to cover the remuneration and expenses of the interim trustee if there is reason to assume that the bankruptcy estate is insufficient to cover expenses. In practice, the amount is approx. € 3 000-6 000. The deposit is returned to the person who made the payment under the Bankruptcy Act if the debtor has sufficient funds to cover the remuneration and expenses of the interim trustee
- If the debtor's assets are insufficient to cover the costs of bankruptcy proceedings, then, in order to avoid abatement of the proceedings, the court sets (a) the amount payable to a designated account as a deposit to cover the costs of bankruptcy proceedings and (b) the deadline for payment. The deposit is returned to the person who makes the payment under the Bankruptcy Act if the debtor has sufficient funds to cover the costs of bankruptcy proceedings

3.1. Secured creditors

- Claims secured by pledge are satisfied first to the extent of the sum received from the sale of the pledged object less payments in a certain ratio relating to bankruptcy proceedings
- These payments deducted are in proportion to the ratio of the sum received from the sale of the pledged object to the total sum received from the sale of the bankruptcy estate, but not more than 10/100 of the sum received from the sale of the pledged object

3.2. Unsecured creditors

- Paid after secured creditors

3.3. Employees

- The unemployment insurance scheme provides partial coverage of an employer's obligations in case of insolvency
- Contracts are usually terminated and employees made redundant

3.4. Nullifying contracts

- The court revokes transactions concluded or other acts performed by the debtor before declaration of bankruptcy and which harm the interests of creditors
- Contracts are reviewed up to 5 years before appointment of the interim trustee

4. Restructuring proceedings (aiming at rescuing company)

4.1. Preconditions for restructuring

- The enterprise is likely to become insolvent in the future
- The enterprise requires restructuring
- Sustainable management of the enterprise is likely after restructuring
- No bankruptcy proceedings are current against the enterprise
- No court ruling exists on compulsory dissolution or supplementary liquidation
- Over 2 years have passed from termination of any previous restructuring proceedings

4.2. Stages

- Restructuring application to court
- Court ruling to initiate restructuring
- Restructuring notice – restructuring administrator notifies creditors that proceedings are in progress and the amount of their claims against the enterprise according to list of debts
- Deadline for filing rejection of claim
- Preparation of restructuring plan and submission of plan for examination
- Acceptance of restructuring plan by creditors
- Approval of restructuring plan by the court
- Fulfilment of restructuring plan
- Termination of restructuring

4.3. Restructuring plan

- Description of economic position of the enterprise + analysis of why restructuring is needed

- The expected economic position of the enterprise after restructuring
- The deadline for compliance with the restructuring plan
- A description of restructuring measures to be implemented and analysis of their usefulness, including a description of and justification for transforming a claim by a creditor
- The impact of the restructuring plan on employees of the enterprise

4.4. Approval of restructuring plan

- Creditors accept reorganisation plan by vote at or without a meeting
- The number of votes of each creditor is proportional to the amount of their principal claim
- A reorganisation plan must be accepted if creditors who hold at least 2/3 of all the votes vote in favour
- If creditors are divided into groups on the basis of a reorganisation plan, the plan must be accepted if, in each group, creditors who belong to the same group and who hold at least 2/3 of all the votes represented in the group vote in favour of the reorganisation plan
- Once a reorganisation plan is accepted by creditors, it must be submitted to the court for approval within the deadline set by the court. The voting record and any annexes must be attached to the reorganisation plan
- The court approves an accepted reorganisation plan within 30 days. In that connection, the court will verify whether:
 - the reorganisation notice (a) has been communicated to creditors and (b) complies with legal requirements
 - the draft reorganisation plan has been communicated to creditors for examination
 - the notice concerning participation at the meeting to approve the reorganisation plan or an invitation to submit a position has been communicated to creditors

- the reorganisation plan complies with the requirements of the Reorganisation Act
- the reorganisation plan has received the required number of votes and the rights of creditors have not been violated upon voting
- In order to decide approval of a reorganisation plan, the court may hold a session
- The court will not approve a reorganisation plan and will terminate reorganisation proceedings if it becomes evident that:
 - violation of a legal requirement has significantly influenced the voting results
 - on the basis of the reorganisation plan, a creditor is treated substantially less favourably compared to other creditors
 - reorganisation of the enterprise is unlikely or
 - other circumstances exist that justify refusal to approve the reorganisation plan

4.5. Filing a petition for restructuring proceedings

- The enterprise applies to the court.

4.6. Main content of petition

- The petition must explain the reasons for economic difficulties and show that:
 - the enterprise is likely to become insolvent in the future
 - the enterprise requires restructuring
 - sustainable management of the enterprise is likely after restructuring
- Annexed to the petition: financial statement for the previous financial year + overview of the financial situation + debtor's profit or loss and cash flow + list of debts as at the date of filing the petition

4.7. Time for lodging creditors' claims, consequences of failure

- A creditor must file a claim if they reject the (amount of the) claim in the restructuring notice
- The term must not be shorter than 2 weeks or longer than 4 weeks
- The creditor must file a written application setting out the part of the claim in the restructuring notice which they reject plus evidence certifying the circumstances
- A creditor that fails to apply by the due date is deemed to have agreed to the claim

4.8. Selection of restructuring administrators

- The court appoints a restructuring administrator on commencement of proceedings after having considered the opinion of the enterprise
- The following may act as restructuring administrators:
 - sworn advocates or their senior clerks, trustees in bankruptcy, auditors
 - other natural persons who are honest and of moral character and who are proficient in oral and written Estonian, who possess good economic knowledge and the necessary legal knowledge and who have an officially recognised master's degree or comparable qualifications including a comparable foreign qualification
 - investment firms and credit institutions

4.9. Ethical standards for restructuring administrators

- No specific regulations established
- Must be honest and of moral character
- An administrator who is a sworn advocate or their senior clerk, a trustee in bankruptcy or auditor must comply with their own specific professional codes

4.10. Main rights of the creditors' meeting

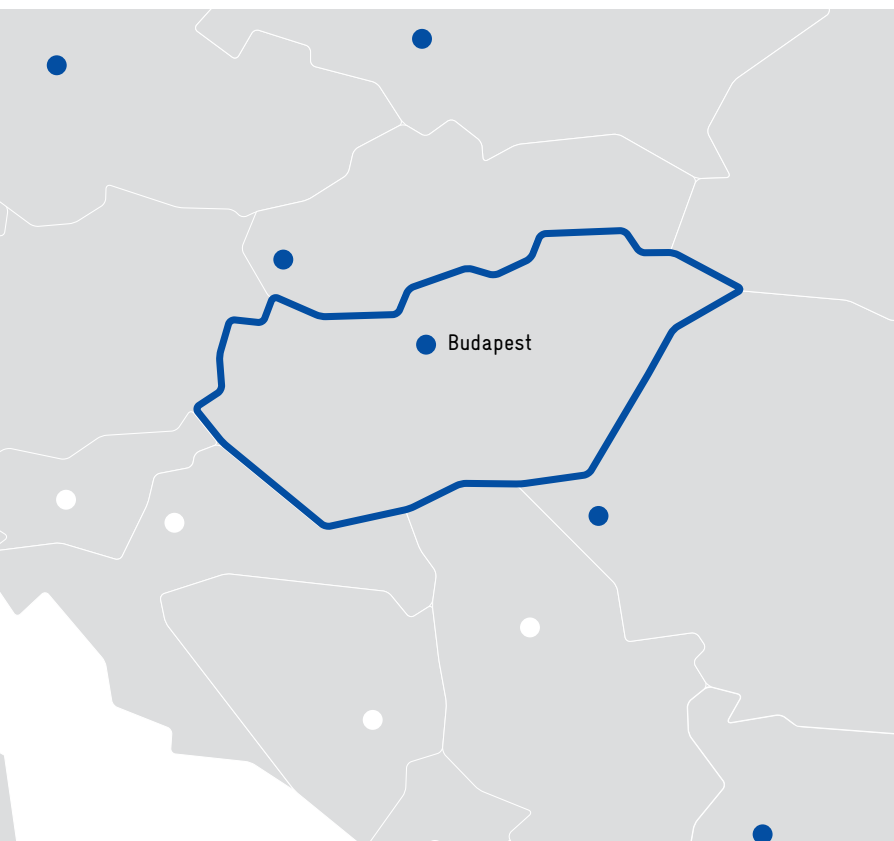
- Acceptance of restructuring plan

4.11. Final proceedings

- Fulfilment of restructuring plan or premature termination of restructuring
- Grounds for premature termination:
 - the enterprise fails to perform the obligation to cooperate
 - the enterprise fails to pay into court the sum set by the court for remuneration and expenses of a restructuring administrator or expert
 - the court refuses to approve the restructuring plan
 - refusal to satisfy an application to approve a restructuring plan which has not been accepted
 - refusal to approve a restructuring plan which has not been accepted
 - on the basis of an application by the enterprise
 - where the basis for launching restructuring proceedings ceases to exist
 - upon squandering the property of an enterprise or harming the interests of creditors
 - failure to submit a restructuring plan by the due date
 - due to ambiguity of a claim

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› 1. General information

1.1. General types of insolvency proceedings for companies

- Insolvency proceedings (generally aimed at liquidation of companies)
 - Within the framework of the insolvency proceedings, special rules apply to companies of high economic importance, however this is not part of present Survey.
- Restructuring proceedings (aimed at rescue of companies)
- Preventive restructuring proceedings (aimed at rescue of companies under more flexible rules)
 - Implementing the EU Directive 2019/1023.
 - A similar type of a proceeding has already existed in the Hungarian jurisdiction before the EU Directive (see Restructuring proceedings above) and it is still in existence. The main novelty of the preventive restructuring proceedings compared to the restructuring proceedings is that the creditors involved in the proceedings and the publicity may be limited.
 - Present Survey does not cover preventive restructuring proceedings.

1.2. Debtor in possession (self-administration)

- Insolvency proceedings: no legal possibility for a debtor in possession.
- Restructuring proceedings: the management is not dismissed. A court-appointed administrator supervises/assists the company management and oversees preparation of a restructuring plan and settlement between the debtor and the creditors. The administrator approves the debtor's financial commitments and may dispute these at its discretion. The administrator ranks the creditors. The debtor retains possession and ownership and control of its properties.

1.3. Insolvency register

- The webpage of the national insolvency register is <https://fizeteskeptelenseg.im.gov.hu>, although

the system is not perfectly reliable.

- The opening of proceedings is announced in the Corporate Gazette (in Hungarian “Cégközlöny” - only available in Hungarian). Added to the name of the enterprise is the suffix “f.a.” (“in insolvency”) or “cs.a.” (“under restructuring”)

1.4. Competent court for opening insolvency and restructuring proceedings

- Regional court (Törvényszék) where the debtor's seat is located.

1.5. Average duration of the proceedings

- Restructuring proceedings:
 - No official statistics available on duration or success rate; the technical maximum duration is 365 days from opening the proceedings.
- Insolvency proceedings:
 - No official data available on the average duration of proceedings; the technical maximum duration is 2 years; this may be exceeded with court's approval in some cases.

1.6. Approximate satisfaction rate of insolvency proceedings

- No official statistics available on the satisfaction rate.
- In general, secured creditors have a greater chance of their claims being satisfied.

› 2. Insolvency proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for insolvency

- Creditors.
- Debtor: the manager with the prior consent of

the general meeting of the shareholders or the founder in case if there is only one shareholder.

- Upon notice of the company court.
- Upon notice of the criminal court in case of criminal proceedings.
- Insolvency administrator.

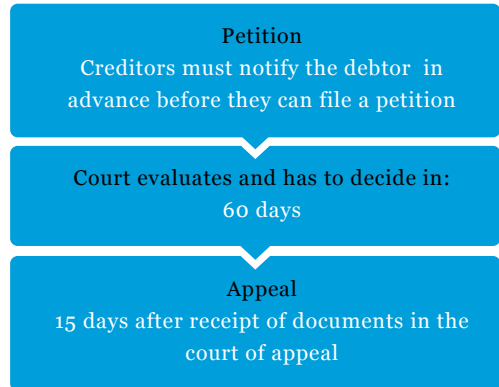
2.2. Grounds for filing a petition

- Restructuring proceedings were not successful (debtor fails to fulfil the payment obligations set out in the restructuring settlement).
- Failure of restoring lawful operation of the enterprise despite the court of registry's request, where the enterprise has assets.
- The enterprise fails to pay a fine imposed in criminal proceedings.
- The enterprise fails to pay due claims of the creditor (the amount of the claim of the creditor filing the petition must be over HUF 200 000 – without interest – (ca. € 492¹).

2.3. Grounds for opening the insolvency proceedings

- The debtor fails to settle or dispute a previously undisputed and acknowledged contractual debt within 20 days of the due date, and fails to satisfy the debt upon receipt of a creditor's written payment notice, or
- The debtor fails to settle a debt within the deadline specified in a final court decision or order for payment, or
- An enforcement procedure against the debtor was unsuccessful, or
- The debtor did not fulfil a payment obligation as set in a composition agreement in a restructuring or insolvency proceedings, or
- The court has declared a previous restructuring proceedings as terminated or
- The debtor's liabilities in a proceedings initiated by the debtor or by the insolvency administrator exceed the debtor's assets.

2.4. Statutory procedure for opening insolvency proceedings



2.5. Effects of opening an insolvency proceedings

- Once the decision on opening insolvency proceedings comes into effect:
 - the debtor's management loses its powers and will be replaced by the insolvency administrator (IA) appointed by the court
 - IA takes over management of the debtor, assets and documents
 - creditors have 40 days to file claims (claims filed between 40 and 180 days are treated as subordinated; claims filed after 180 days are not registered)
 - IA submits a draft of the budget on administration expenses for court approval
 - financial obligations including set-offs are prohibited
 - calculation of interest, penalties and other mandatory payments are suspended

2.6. Persons obliged to file for insolvency

- During a voluntary company winding-up, the appointed liquidator shall immediately file for insolvency after it becomes evident that the company would not be able to pay off its creditors.

¹ Calculated on the basis of the exchange rate of 14.11.2022 (1 EUR = 406,16 HUF).

2.7. Sanctions for not filing for insolvency in time

- Neither the management nor the debtor company is obliged to file for insolvency. However, in the event of an imminent threat of insolvency, the management is obliged to exercise its management functions taking into account the interests of the creditors and to inform the company's owners of the situation of imminent insolvency, to convene the general meeting and to make appropriate proposals for a solution (e.g. capital injection).
- No criminal liability for (late) filing, but other insolvency-related management conduct (e.g.: fraudulent insolvency) may give rise to criminal liability.

2.8. Appointment of insolvency administrator (IA)

- Insolvency court appoints an insolvency administrator generally based on random electronic selection with special software.
- For insolvency proceedings of privileged companies based on cabinet decision, a state-owned insolvency administrator might be appointed.

2.9. Ethical standards for insolvency administrators

- There is no statutory code of conduct but the professional organization of insolvency administrators (www.foe.hu) has drafted a uniform code of conduct to foster application of ethical norms in the operation of insolvency administrators. Membership in the organization is not obligatory.

2.10. Time for lodging creditors' claims, consequences of failure

- Deadline is set by law.
- Creditors may lodge their claims within 40 days from publication of the opening of the proceedings in the Corporate Gazette.
- If a creditor misses this deadline, a claim may still be lodged within 180 days from the

commencement date but will only be satisfied if the remaining assets suffice after satisfaction of other registered creditors.

- No claims may be lodged after the expiry of the 180-day deadline.
- Claims arising during the insolvency proceedings may be lodged within 40/180 days following the date when the claim falls due under the legal consequences as above.
- Consequences of not filing a claim: non-recognition of claim, no participation in the proceedings.

2.11. Costs of filing claims

- Payment of a fee amounting to 1% of the capital sum claimed at a minimum of approx. € 12² (HUF 5 000) and capped at approx. € 492² (HUF 200 000).
Payment of an expense allowance amounting to 0,5% of the capital sum claimed at a minimum of approx. € 12² (HUF 5 000) and capped at approx. € 98² (HUF 40 000). If the amount is not entirely spent, the remaining amount shall be refunded.

2.12. Administration costs

- The fixed costs of ordinary proceedings amount to 5% of the whole sum of the value of assets sold in the course of insolvency and proceeds from claims – arising at the time of opening insolvency proceedings – recovered, but not less than approx. € 739² (HUF 300 000). If the debtor continues operating during the insolvency procedure, 2 % of sales revenues arising can be taken into account as a fee. In the case of a settlement, the basis of the fee is 5 % of the value of the assets included in the settlement.
- The fee amounts to approx. € 739² (HUF 300 000) in simplified proceedings.

² Calculated on the basis of the exchange rate of 14.11.2022 (1 EUR = 406,16 HUF).

› 3. Ranking of claims / creditors

3.1. Secured creditors

- First to be satisfied from the proceeds of realisation of securities.
- Pledged / mortgaged properties must usually be sold on a public auction.

3.2. Unsecured creditors

- Settled proportionately within their respective rank. Lower-ranking claims can only be satisfied after full satisfaction of all higher-ranking claims.

3.3. Employees

- Claims by employees constitute the first category of unsecured creditors.
- If employees' claims are not satisfied, the state reimburses these if the enterprise in insolvency complies with the Wage Guarantee Fund.

3.4. Nullifying contracts

- The insolvency administrator may terminate contracts with immediate effect concluded by the debtor or rescind a contract if neither of the parties rendered services. Any claim due to the other party may be enforced by notifying the insolvency administrator within 40 days from the date when the rescission or termination was communicated.
- A creditor and the insolvency administrator may file for legal action before the court within a 1-year forfeit deadline from the date of publication of the notice of insolvency to contest:
 - contracts concluded by the debtor within 5 years before the date when the court received a petition to open insolvency proceedings or thereafter, or other commitments if intended to conceal the debtor's assets or to defraud any creditor or all creditors and the other party had or should have known of that intent;
 - contracts concluded by the debtor within 3

years before the date when the court received a petition to open insolvency proceedings or thereafter, or other commitments if intended to transfer the debtor's assets without compensation or to undertake a commitment to encumber any part of the debtor's assets, or if the stated consideration constitutes unreasonable and extensive benefits to a third party;

- contracts concluded by the debtor within 90 days before the date when the court received a petition to open insolvency proceedings or thereafter, or other commitments if intended to give preference and privileges to any creditor, e.g. amending an existing contract to the benefit of a creditor, or providing financial collateral to a creditor that does not have any.

› 4. Restructuring proceedings (aiming at rescuing the debtor)

4.1. Preconditions for restructuring

- If the debtor is in a financial difficulty: unable to settle its debt (debts) or is expected to fail to discharge its liabilities on the due date:
 - the debtor may file for restructuring at a court of law; legal representation is mandatory
 - the debtor may not file a petition for restructuring:
 - in case of ongoing preventive restructuring proceedings;
 - if the period of implementation of the restructuring plan approved by the court in a preventive restructuring proceedings have not yet expired;
 - if 1 year had not yet passed from the date of the failure of a previous preventive restructuring proceedings in which the debtor had been granted a moratorium;
 - in case of ongoing restructuring proceedings; or

- if a request for insolvency has been filed and a decision has already been adopted at first instance for the debtor's insolvency.

- activities of the debtor do not cease.

4.2. Stages

- Initiating restructuring proceedings by filing a petition and additional necessary documents.
- The court orders a payment moratorium of 180 days and the opening of proceedings automatically within 1 business day.
- Decision published in the Corporate Gazette.
- Appointment of a restructuring administrator.
- Filing of creditors' claims. Costs of filing claims: Payment of a fee amounting to 1% of the sum claimed at a minimum of approx. € 12³ (HUF 5 000) and capped at approx. € 492³ (HUF 200 000).
- Confirmation of claims by the administrator.
- Negotiations on the content of the restructuring settlement on the creditors' meeting.
- Confirmation of settlement by the creditors' meeting (at least the majority of the total amount of creditors' claims approved by the court in both secured and unsecured groups of creditors).
- Confirmation of settlement by the court.
- Satisfaction of creditors' claims in accordance with the settlement.

4.3. Restructuring plan

- List of creditors taking part in the settlement, their category, amount of claims, number of votes.
- Accepted debt assessment and restructuring plan, method of execution and supervision.
- Possible modifications to payment deadlines, quitclaim statements and acceptance of claims, everything that creditors and/or the debtor

consider as necessary in order to settle the debt and re-establish and sustain liquidity.

4.4. Approval of restructuring plan

- Debtor's management body submits a draft of the restructuring plan to the debtor's shareholders.
- The administrator consults with management during the preparation of the plan.
- Upon shareholders' approval of the draft of the restructuring plan, creditors receive it and are invited to a meeting for negotiation and for obtaining approval of the plan.
- The restructuring plan is approved if it gains more than 50 % of the votes among both secured and unsecured creditors.
- The approved restructuring plan is submitted to the court for approval within 5 working days of voting.
- The court issues a decision within 15 working days from receipt of the restructuring plan; the decision approving the plan is final and binding.

4.5. Filing a petition for restructuring proceedings

- Filing a petition is the competence of the management but a prior consent of the general meeting of the shareholders is required.
- There is no statutory deadline for filing.

4.6. Main content of the petition

- Basic data on the enterprise.
- Documentary evidence concerning prior approval of the general meeting of the shareholders to initiate the proceedings and notify the employees.
- A financial statement of the enterprise not older than 3 months and written confirmation of the management that the statement gives a realistic and reliable view of the financial situation.

³ Calculated on the basis of the exchange rate of 14.11.2022 (1 EUR = 406,16 HUF).

- A summary of changes in the financial situation occurred after the issue of the financial statement above.
- Any contracts involving the company group (if the enterprise belongs to one).
- Basic information on the claims against the enterprise and claims of the enterprise against others.
- Certificate of payment of fee to be paid by the debtor to start the proceedings.
- Payment service providers where the debtor keeps a current account, indicating account numbers and the name of the investment service provider where the debtor has a securities account.
- Declaration of filing petition by the management notifying payment service providers affected at the time of filing the petition for opening restructuring proceedings.

4.7. Time for lodging creditors' claims, consequences of failure

- 30 days after publishing the decision on initiating restructuring proceedings.
- If the deadline is missed, claims are not part of the restructuring proceedings and not subject to the restructuring settlement.
- Claims arising during insolvency proceedings may be lodged within 8 business days under the legal consequences above.

4.8. Selection of the restructuring administrator

- Court appoints an administrator.
- The administrator is appointed randomly by an electronic system (similarly to the insolvency administrator).

4.9. Ethical standards for restructuring administrators

- There is no statutory code of conduct but the professional organization of restructuring administrators (www.foe.hu) has drafted a uniform code of conduct to foster application of

ethical norms in the operation of restructuring administrators. Membership in the organization is not obligatory.

4.10. Main rights of the creditors' meeting

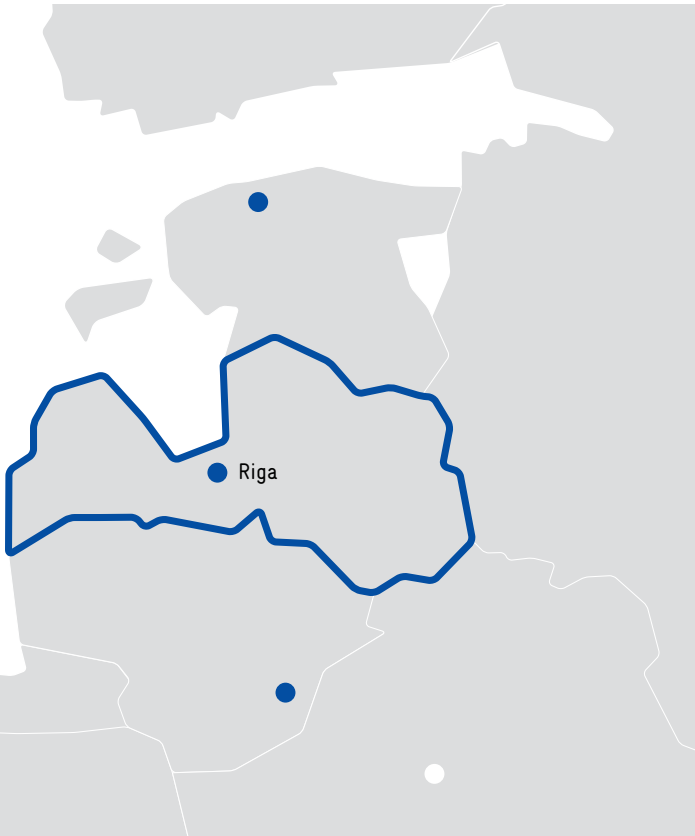
- Selecting a committee of creditors and transferring specific rights to it.
- Approval of extensions of the moratorium (extended moratorium is capped at 365 days).
- Approval of the restructuring settlement and amendments.
- Application to the court for the administrator's dismissal and for appointing a new one.

4.11. Final proceedings

- If the restructuring settlement is approved by the creditors:
 - the court approves the restructuring settlement and the proceedings are terminated
 - decision is published in the Corporate Gazette (if there are more than 100 creditors)
 - the administrator position ceases
 - the creditor's claims are paid by the enterprise under the settlement
 - claims arising after the restructuring proceeding are enforceable separately before the court
- If the settlement is not approved by the creditors: the court declares the debtor ex officio as insolvent and orders an insolvency proceeding.

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1. General information

1.1. General types of insolvency proceedings for companies

- Legal protection proceedings (aimed at renewing the debtor's ability to settle their debt obligations if they already have or expect to encounter financial difficulties).
- Insolvency (bankruptcy) proceedings (aimed at liquidating the debtor to settle creditors' claims, thus facilitating honouring of debtor's obligations).
- Note: specific rules apply to credit institutions, insurance companies and certain other participants in the financial and capital market under the oversight of the Financial and Capital Market Commission.

1.2. Debtor in possession (self-administration)

- Restructuring proceedings: restrictions are imposed upon the debtor's freedom to perform activities that have the potential to further deteriorate the financial situation or harm creditors' interests. Thus, the debtor may not issue loans, give guarantees, presents and donations, distribute profits, or fulfil any financial obligations not listed in the restructuring plan. To ensure the debtor adheres to these restrictions, the appointed restructuring administrator oversees its activities.
- Bankruptcy: following announcement of insolvency proceedings, the insolvency practitioner (IP) acquires the rights of the debtor's management and other bodies.

1.3. Insolvency register

- For bankruptcy and restructuring proceedings <https://maksatnespeja.ur.gov.lv/insolvency/search/en>

1.4. Competent court for opening bankruptcy and restructuring proceedings

- District court according to the registered domicile of the debtor three months prior to applying to the court.

1.5. Average duration of proceedings

- Restructuring proceedings:
 - Average duration of restructuring proceedings in 2022 was 6 months.
- Bankruptcy proceedings:
 - Average duration of bankruptcy proceedings finished in 2022 was 38 months.

Approximate satisfaction rate of bankruptcy proceedings for years 2022 and 2021 is not available.

- The Insolvency Control Service gathers abundant data from insolvency administrators' reports and compiles comprehensive statistical reports on the Latvian insolvency system.
- The data collection system could be further improved through integration with the Court Information system, which provides additional information and allows for verification of information reported by insolvency administrators.

2. Bankruptcy proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for bankruptcy

- Creditor.
- Debtor.
- Liquidator in the main proceedings under Article 29(a) of Council Regulation (EC) No. 1346/2000, now Article 37(1)(a) of Regulation (EU) 2015/848 of the European Parliament and of the Council of 20 May 2015 on insolvency proceedings.
- Liquidator of enterprise in liquidation.
- Restructuring administrator in legal protection proceedings.

- Employees of the debtor who have not been duly remunerated for their work, received compensation for damages in connection with work-related accidents, or whose mandatory social insurance payments are at least two months overdue.

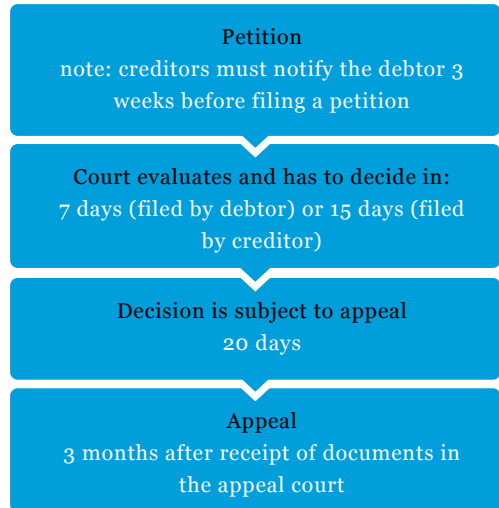
2.2. Grounds for filing a petition

- Debtor fails to execute a compulsory court judgment.
- Debtor's principal debt is at least 3 weeks overdue and exceeds € 4268 (for limited liability and joint stock companies) or € 2134 (if the debtor is another kind of entity, e. g. a partnership), and the creditor has sent a warning to the debtor's legal address regarding intention to file an insolvency application, and the debtor has not settled their debt liabilities or raised substantiated objections within 3 weeks.
- Payment of salaries and other employment or social security-related payments is at least 2 months overdue.
- Debtor cannot settle liabilities in the plan of measures of legal protection proceedings (LPP).
- Debtor has not fulfilled its debt liabilities due for more than two months.
- Debtor in liquidation lacks assets to satisfy all proven creditors' claims during liquidation.

2.3. Grounds for opening bankruptcy proceedings

- The debtor is not under legal protection proceedings at the time of filing the petition.
- The state fee and administrative deposit have been duly covered.
- The court confirms the existence of grounds for filing an insolvency petition indicated in the application on the day of examination.

2.4. Statutory procedure for opening bankruptcy proceedings



2.5. Effects of opening bankruptcy proceedings

- Court issues a decision to open bankruptcy proceedings:
- Each insolvency practitioner will be directly selected from a list maintained in the Electronic Insolvency Accounting System (EMUS)), using the fully automatic and electronic mechanism of the Court Information System and approved by the court. Once the decision to open bankruptcy proceedings comes into effect:
 - Debtor loses its property rights, which are assumed by the IP.
 - Activities by the debtor's management are halted; the IP takes over management of the company, its assets and documents.
 - Increase of interest, penalties and other mandatory payments is suspended.
 - Creditors have one month to file claims.

2.6. Persons obliged to file for bankruptcy

- Debtor – if the debtor cannot comply with the obligations set in the plan for legal protection proceedings.
- Debtor – if obligations are at least 2 months

overdue, and either no agreement has been reached with creditors, or no restructuring petition has been filed.

- Liquidator of the company – if during the liquidation process it becomes apparent that the debtor's property will not suffice to satisfy all the legitimate claims of creditors.

2.7. Sanctions for not filing for bankruptcy in time

- Civil liability – personal liability of a board member (joint liability if insolvency caused by more than one member) to the debtor and/or creditors.
- Administrative liability – penalty imposed upon board members or natural persons ranging from € 300 to € 1000 for failure to file insolvency petition and penalty ranging from € 100 to € 1500 for breaching insolvency or legal protection proceedings.
- Other: board members and representatives of the debtor can be prohibited from holding certain positions within companies.
- Criminal liability reserved for:
 - Causing insolvency due to neglect – possibility of imprisonment for up to 1 year or temporary imprisonment, or community service, or a fine, along with a prohibition on holding certain positions within companies.
 - Intentionally causing insolvency – possibility of imprisonment for up to 3 years or temporary imprisonment, or community service, or a fine, along with a prohibition on holding certain positions within companies.
 - Conduct related to insolvency, e.g. fraud, delaying insolvency proceedings.

2.8. Appointment of insolvency practitioner (IP)

- The candidate of the IP is selected randomly through the cooperation of two information systems - the Electronic Insolvency Accounting System (EMUS) and the Court Information System (TIS). The candidate must be approved

by the court. The IP is a natural person who must meet the following requirements:

- full legal capacity;
- at least 25 years old;
- fluent in Latvian;
- qualified lawyer;
- has passed the insolvency practitioner's exam;
- has at least three years' professional experience as a lawyer or other legal professional;
- has an impeccable reputation;
- has not committed an intentional crime;
- has not been the target of insolvency proceedings in the last five years.

2.9. Ethical standards for IPs

- Code of Ethics issued by the professional organization of insolvency practitioners.
- IPs must be independent, objective, diligent, and reliable, maintain the interests of creditors and ensure the lawfulness of insolvency proceedings.
- Statutory sanctions include issue of a warning, reprimand, suspension, and withdrawal of licence to act as IP in cases of misconduct.
- IPs are liable for losses caused to the state, creditors, debtors or other parties.
- IPs must hold valid civil liability insurance.

2.10. Time for lodging creditors' claims, consequences of failure

- One month from publication of insolvency proceedings in the Insolvency Register.
- Consequences of missing the one-month deadline – revocation of voting rights.
- Deadline for acknowledging a claim – no later than 6 months after publication of insolvency proceedings in the Insolvency Register.

- Failure to abide by the 6-month deadline – the limitation period sets in, so the creditor loses both its creditor status and the right to claim against the debtor. The creditor has the right to claim against the debtor through the Electronic insolvency registration system.

2.11. Costs of filing claims

- € 70 if the petition is filed by the debtor.
- € 355 if the petition is filed by a creditor.

2.12. Administration costs

- Costs are covered from the debtor's property.
- Costs consist of remuneration for the liquidator, including a certain fraction of recovered funds depending on the amount recovered, and expenses to be repaid.
- The person who files the petition must lodge a deposit amounting to two minimum monthly salaries (totalling € 1000 in 2022) as security for costs of the proceedings.

› 3. Ranking of claims / creditors

3.1. Secured creditors

- Liquidator realizes pledged properties (securities) by (or without) an auction and transfers the proceeds to secured creditors.

3.2. Unsecured creditors

- After covering administrative costs, employee and state tax authority claims, remaining property divided between acknowledged unsecured creditors proportionally to sums claimed.

3.3. Employees

- Claims by employees are settled from the debtor's property but if this is insufficient, claims are settled from a guarantee fund as follows:
 - work remuneration for the last three months

- reimbursement for annual paid leave
- compensation for other types of paid leave in the last 3 months
- severance payment
- compensation of damages
- employment-related tax payments

3.4. Nullifying contracts

- The IP must seek revocation of contracts causing losses to the debtor.
- The following contracts may be reviewed:
 - contracts made in the last 4 months before filing insolvency proceedings or the day after, regardless of whether the counterparty was aware of possible losses to the debtor;
 - contracts made in the last 3 years before filing insolvency proceedings if the counterparty was aware or should have been aware of possible losses to the debtor;
 - where the counterparty was either a shareholder, director, manager of or another person related to the debtor.

› 4. Restructuring proceedings (aiming at rescuing company)

4.1. Preconditions for restructuring

- Debtor has or is likely to have financial difficulties.
- No bankruptcy proceedings have been initiated against the debtor.

4.2. Stages

- Debtor files a restructuring petition with the court.
- Within 2 months (an additional deadline exten-

sion amounting to 1 month can be granted) a restructuring plan must be drawn up and approved by:

- secured creditors whose principal claims amount to 2/3 of the total amount of secured creditors' principal claims against the debtor;
 - unsecured creditors whose principal claims amount to more than 1/2 of the total amount of unsecured creditors' principal claims;
 - the restructuring administrator;
 - the court itself.
- Deadline for executing restructuring is 2 years with the option to prolong up to another 2 years.

4.3. Restructuring plan

- Plan for fulfilment of obligations.
- Different measures needed to renew solvency, e.g. cancellation or reduction of existing debts.
- Existing and planned core types of economic activities of the debtor.
- Deadline for execution of restructuring plan.
- Limitations imposed upon debtor's freedom of action (e.g. certain transactions and amounts) without the restructuring administrator's consent.
- Candidate for the role of restructuring administrator.

4.4. Approval of restructuring plan

- No sooner than 1 month after registration of intent to execute a restructuring plan with the competent authority and publication of restructuring in the official gazette, the restructuring proposal is submitted to a meeting of shareholders.
- Following the shareholders' approval, the company within 15 days notifies creditors with rights to a claim about the restructuring plan.

- The restructuring plan is then submitted to creditors for approval; the required thresholds are as follows:
 - secured creditors whose principal claims amount to 2/3 of the total amount of secured creditors' principal claims against the debtor;
 - unsecured creditors whose principal claims amount to more than 1/2 of the total amount of unsecured creditors' principal claims.
- Upon approval by creditors, the plan is submitted to the restructuring administrator.
- Objections raised by creditors deemed contestable by the debtor are assessed by an independent certified auditor.
- The administrator evaluates the plan's compliance with statutory requirements and submits the plan to the court.
- The court issues a decision within 15 days upon receipt of the above documents; a decision to approve the draft plan is final and binding.
- Amendments to the restructuring plan must be approved in the same way as the restructuring plan.

4.5. Filing a petition for restructuring proceedings

- Debtor (legal person, partnership, individual merchant, person registered in a foreign country performing permanent economic activities in Latvia, producer of agricultural products) can apply for restructuring to renew solvency.
- No time limit.

4.6. Main content of petition

- Confirmation that none of the facts mentioned below exists:
 - liquidation proceedings against the debtor;
 - debtor has successfully implemented a restructuring plan in the last 5 years;

- debtor has unsuccessfully attempted to execute a restructuring plan during the last four months or the restructuring petition was rejected by the court.
- Document confirming payment of state duty of € 145.
- Circumstances why the debtor is asking for restructuring.

4.7. Time for lodging creditors' claims, consequences of failure

- Claims must be filed within the 2-month deadline for drawing up the restructuring plan.
- If restructuring has begun and the restructuring plan is approved by all those listed above, the plan is binding on the debtor and creditors, including creditors who did not approve the plan.

4.8. Selection of restructuring administrators

- The debtor may propose a restructuring administrator, but approval by a majority of creditors is required for the proposed restructuring administrator and afterwards by the court.
- If the debtor cannot agree with the majority of creditors on a restructuring administrator, the court will approve one of the candidates proposed by the majority of creditors.
- Restructuring administrator is a natural person who must meet the following requirements:
 - has full legal capacity;
 - has the right to live and work in Latvia throughout the legal protection proceedings;
 - has not been convicted of an intentional crime;
 - has not been personally subject to insolvency proceedings;
 - has not caused insolvency of a legal entity;
 - has not been dismissed or suspended from such a post within the past 5 years;

- has not been barred from holding a position within companies;
- has not been discharged from overseeing restructuring proceedings due to abuse of authority within the past 5 years.

4.9. Ethical standards for restructuring administrators

- The same requirements set by law for IP also apply to restructuring administrators.

4.10. Main rights of the creditors' meeting

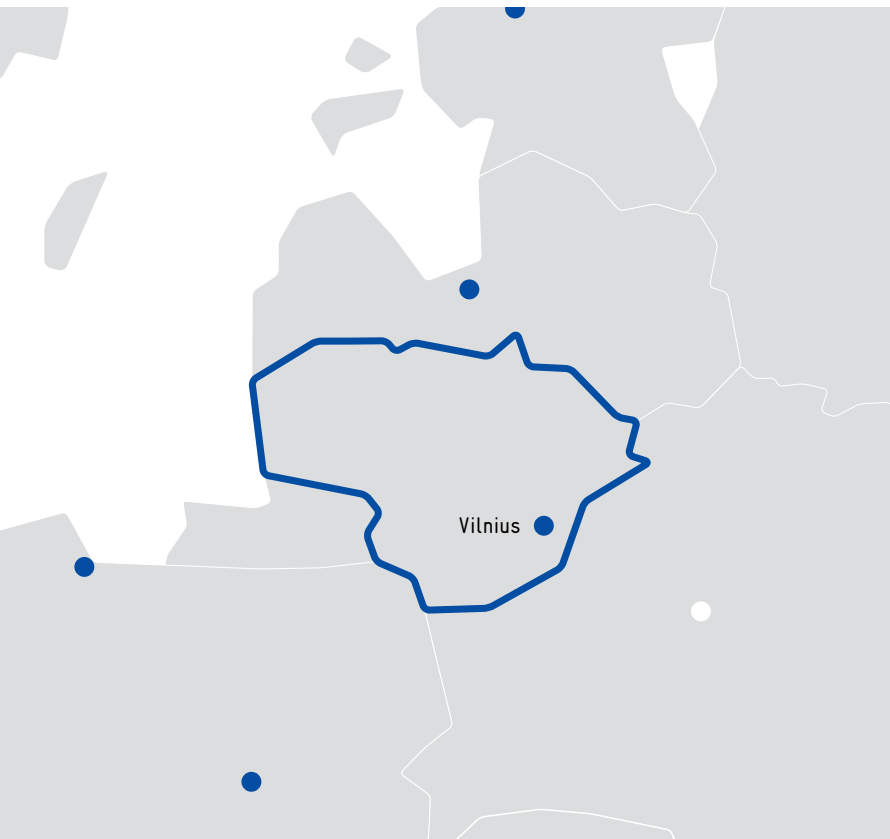
- Right to approve, reject, and amend the restructuring plan.
- Right to propose and dismiss the insolvency administrator.
- Right to approve or dismiss extension of restructuring plan execution deadline.

4.11. Final proceedings

- Claims of creditors are satisfied in accordance with the restructuring plan.
- Decision by the court to terminate restructuring in case of failure and, if necessary, start insolvency proceedings.

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1. General information

1.1. General types of insolvency proceedings for companies

- Restructuring proceedings (aimed at rescue of companies)
- Preventive restructuring proceedings in the meaning of EU Directive 2019/1023 (aimed at rescue of companies under more flexible rules): Lithuania has implemented the Directive. Particularities of preventive restructuring proceedings are not covered in this but will be covered in a separate Survey
- Bankruptcy proceedings (usually aimed at liquidation)
- Note: specific rules apply to some corporations e.g. banks, credit unions, payment institutions, insurance companies

1.2. Debtor in possession (self-administration)

- Restructuring proceedings: management stays in place; restructuring administrator supervises company management and oversees implementation of approved restructuring plan. The administrator may under certain conditions request dismissal of the management
- Bankruptcy: no

1.3. Insolvency register

- <https://nemokumas.avnt.lt/public/home/main>

1.4. Competent court for opening bankruptcy and restructuring proceedings

- Regional (County) court (Apygardos teismas) where the company is located

1.5. Average duration of proceedings

- Restructuring proceedings:
 - no official statistics available
 - out of 577 restructuring cases opened from 2001 to 17-02-2023, only 72 companies were successfully restructured while 54 cases are still pending

- Bankruptcy proceedings:

- average duration of proceedings finished in 2021 was 2.53 years (for comparison, the average duration of proceedings finished in 2018 was 1.81 years)

1.6. Approximate satisfaction rate of bankruptcy proceedings

Size of debtor	Avrg. satisfaction (%) in 2020	Avrg. satisfaction (%) in 2021	Avrg. satisfaction (%) in 2022*
Small	2.6	1.1	2.3
Medium	7.7	31.9	12
Large	12.3	31.4	5.6
Total	10.1	13.7	5.2

Total rate (approved vs satisfied claims, including secured creditors,

* Proceedings terminated until 03.08.2022

** Source: <https://avnt.lrv.lt/lt/veiklos-sritys/nemokumas-1/nemokumo-duomenys-ir-analize>

2. Bankruptcy proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for bankruptcy

- Creditors
- Company manager or other person authorised under founding documents

- Liquidator

2.2. Grounds for filing a petition

- The Insolvency Law which came in force in Lithuania on 1 January 2020 does not explicitly indicate the specific grounds for filing a petition (in principle they are the same as the grounds for opening bankruptcy proceedings)
- Before filing a petition, the company/creditors must attempt to conclude an agreement for financial aid (the term for concluding such an

agreement must be no shorter than 15 days and no longer than 30 days)

2.3. Grounds for opening bankruptcy proceedings

- Company is insolvent, i.e.:
 - the company does not meet its due obligations on time or
 - the obligations of the company exceed the value of its assets
- The court cannot open bankruptcy proceedings if the company is undergoing restructuring proceedings (however, there is a possibility to move from bankruptcy to restructuring and vice versa) or if there was no attempt to conclude an agreement for financial aid with the insolvent company's creditors

2.4. Statutory procedure for opening bankruptcy proceedings



2.5. Effects of opening bankruptcy proceedings

- Court issues a decision to open bankruptcy proceedings:
 - court appoints insolvency practitioner (IP) who is not active until decision comes into effect (after expiry of the appeal period or after dismissal of an appeal)

- company management do not lose their powers

- long-term assets are seized until decision comes into effect

- Decision to open bankruptcy proceedings comes into effect:

- company management lose their powers

- IP takes over management of the company, assets and documents

- creditors have 30 days to file their claims

- IP submits draft budget of administration expenses for court approval

- financial obligations including set-offs (with some exceptions) are prohibited

- calculation of interest, penalties and other mandatory payments is suspended

2.6. Persons obliged to file for bankruptcy

- In the event of insolvency of a legal entity, the company manager or other person authorised under founding documents must:
 - Immediately inform the shareholders about the insolvency of the company and propose to restore the solvency of the company
 - Immediately initiate insolvency proceedings
 - Initiate insolvency proceedings no later than within 5 working days of the date when it became known or should have become known that an agreement for financial aid with creditors has not been executed or was inadequately executed.

- In the event of insolvency of a legal entity, the liquidator of the company must:

- suspend all payments

- immediately initiate bankruptcy proceedings

2.7. Sanctions for not filing for bankruptcy in time

- Civil liability – compensation of damages incurred by the company and its creditors
- Administrative liability – € 1 400 – 3 000 fine
- Other – the manager of the company could be prohibited from holding a post as manager, member of board of directors or supervisors for 1 – 5 years
- No criminal liability for (late) filing, but for other insolvency-related conduct of management (for example: fraudulent bankruptcy)
- The debtor's manager has to meet certain statutory obligations already from the moment when there is a likelihood of insolvency. This is the case there is there is a realistic possibility that the debtor will become insolvent in the coming three months. Failure to meet the statutory obligations at this early stage (including taking measures to protect the interest of the creditors) can trigger personal liability of the general manager.

2.8. Appointment of insolvency practitioner (IP)

- Insolvency court appoints IP - as a rule, chosen by a computer program according to an algorithm that should find the most suitable IP for the case
- The computer program places insolvency practitioners and insolvent companies into the following categories:
 - insolvent companies: small, medium, or large (according to the value of the company's estate, the total value of creditor claims, jurisdiction (domestic or international), the absolute number of creditors and employees.
 - insolvency practitioners: A1, A2, B, C (according to their general experience, number of previously administered companies of different sizes, special experience such as cross-border elements, effective penalties, past refusal to accept an appointment, current workload)

2.9. Ethical standards for insolvency practitioners

- Code of conduct applies for insolvency practitioners
- Statutory sanctions: warning, limitation of the right to be appointed as an IP for insolvency proceedings from 6 months to 2 years, withdrawal of licence to carry out activities as IP for misconduct
- Failure to hold valid civil liability insurance is regarded as breach of ethical standards
- In practice, liability cases against IPs for damages by the estate and/or the debtor's creditors have been rare and court practice is not well developed as yet

2.10. Time for lodging creditors' claims, consequences of failure

- The deadline set by the court for lodging claims is 30 days from the date of publication on the supervisory authority's website of the decision to open insolvency proceedings
- Filing a claim after delay is possible if valid reason for delay can be shown
- Consequences of not filing a claim: non-recognition of claim, no participation in proceedings

2.11. Costs of filing claims

- No stamp duties or other court fees for filing a claim

2.12. Administration costs

- Administration costs include remuneration payable to the IP as well as other administration costs (accounting services, transportation, stationery and office supplies, legal services, storage of goods)
- Administration costs are remunerated first of all expenses from the proceeds of company assets sold (including pledged and mortgaged property)
- Law establishes the recommended minimal administration costs which depend on the following criteria defining a bankrupt company:
 - the value of the company's estate

- the absolute number of creditors
- total value of creditor claims
- the applicable jurisdiction (domestic or international)
- Premium payments calculated by taking into account the difference between the bankruptcy proceeds and the costs of administering the bankruptcy proceedings
- If sufficient basis exists to suspect that company assets will not cover legal and administrative expenses:
 - the court may require the person who lodged the petition to open proceedings to pay an amount set by the court into the court deposit account in order to allow opening of bankruptcy proceedings; the sum may later be reclaimed jointly from the company manager and other persons who fail to meet their obligation to initiate bankruptcy in due time
 - the court notifies the insolvency administrators of the possibility to administer the insolvent company accepting the risk of administering the bankruptcy process without sufficient assets to cover the expenses of the administration
 - the court decides to not open the bankruptcy proceedings and orders the Register of Legal Entities to liquidate the debtor if (i) the person who lodged the petition to open bankruptcy proceedings does not pay the minimum amount set by the court and necessary to cover administration costs and (ii) if no insolvency administrator agrees to administer at his own risk

› 3. Ranking of claims / creditors

3.1. Secured creditors

- Pledged / mortgaged property must usually be sold by electronic public auction
 - Secured creditor may in certain situations request the meeting of creditors to allow taking over pledged / mortgaged property (security)
- ### 3.2. Unsecured creditors
- Settled proportionately within their rank. Lower ranking claims only satisfied after all higher ranking claims are fully satisfied
 - Ranking of claims as follows
 - 1st rank: (i) creditors who provide DIP financing, (ii) claims by employees, (iii) state claims, (iv) claims for outstanding obligations arising out of commercial operations executed in bankruptcy proceedings
 - 2nd rank: all other unsecured claims
- ### 3.3. Employees
- Employment contracts are terminated unless the IP concludes fixed-term contracts with employees with a maximum duration until the end of the insolvency proceedings. Employees are paid severance pay of 2 average monthly wages (0.5 average monthly wage if employment less than a year)
 - Employees' claims are secured to a certain extent by the Guarantee Fund
- ### 3.4. Nullifying contracts
- IP reviews transactions entered into within at least 3 years before bankruptcy proceedings and brings actions:
 - to invalidate transactions that are contrary to the objectives of company activities and which might have caused the company to default on its obligations vis-à-vis its creditors, provided that the counterparty also acted in a bad faith
 - to invalidate the company's transactions concluded or performed without obligation to do so if the transaction infringed the rights of the creditors and the company was aware or should have been aware of this,

provided that the counterparty also acted in bad faith; the transaction infringes the rights of creditors if it renders the debtor insolvent or, if the company is already insolvent, gives priority to a particular creditor or otherwise infringes the other creditors' rights

- to recognize the bankruptcy as fraudulent
- In the case of proven fraudulent bankruptcy, limitation periods are deemed not to have lapsed

› 4. Restructuring proceedings (aiming at rescuing company)

4.1. Preconditions for restructuring

- The company is in financial difficulties (is insolvent or likely to become so in the next 3 months)
- Activities have not ceased
- Bankruptcy proceedings have not been opened
- Certain requirements relating to the minimum period of existence of the company and the end of previous restructuring proceedings, if any

4.2. Stages

- Initiation of restructuring proceedings by drafting guidelines for restructuring plan by the management body
- Confirmation of guidelines and decision to apply to the court by the shareholders/ owners of the company
- Filing petition with the court
- Decision by the court to open restructuring proceedings, appointment of restructuring administrator (IP)
- Submission of creditors' claims to the IP
- Confirmation of claims by the IP and the court

- Confirmation of restructuring plan by shareholders/owners of the company
- Confirmation of restructuring plan by the creditors in groups (at least majority of more than 1/2 counted from the total amount of creditors' claims approved by the court in that group of creditors). There are 2 groups, secured and unsecured creditors. No possibility to create additional groups. A cross-class cram down or a cram down on dissenting shareholders is possible.
- Confirmation of restructuring plan by the court
- Satisfaction of creditors' claims according to the restructuring plan
- Decision of the court to end the proceedings

4.3. Restructuring plan

- Description of the current status of the company
- List of creditors and debtors of the company
- Warranties and guarantees issued for the benefit of third parties
- Information about cases where money claims are submitted against the company
- Aims, duration and means of restructuring
- Business plan
- Estimated administrative costs
- Satisfaction of claims (following the mandatory ranking of claims: priority for secured creditors on pledged / mortgaged property (security), 1st rank: creditors who provide DIP financing, employees, State, 2nd rank: other unsecured creditors)
- Information on creditors affected by the restructuring plan and those not affected by the restructuring plan, indicating why these creditors are not affected by the restructuring plan
- Creditors' assistance to overcome financial difficulties
- Description of the situation of the workforce and

general implications of the structural reorganisation of the work organisation including the number of redundancies

- Information about the procedures for providing information and consulting employee representatives in accordance with the provisions of the Labour Code
- Other important information

4.4. Approval of restructuring plan

- Company management body submits draft restructuring plan to shareholders; approved by shareholders in accordance with statutory decision making procedure governing the appropriate form of legal entity. If the law does not provide such a procedure, then approval according to the procedure / majorities established in the founding documents and if these are silent, then approval requires more than 1/2 majority of shareholders participating in the shareholders' meeting
- IP takes steps to establish, submit for approval and implement a restructuring plan, advise on drafting of the restructuring plan, convene and participate in creditors' meetings
- The draft restructuring plan is approved by creditors if approved in each group of creditors by affected creditors whose claims amount to at least 1/2 of the total amount of court approved claims in that group (1st group creditors secured by pledge/mortgage, 2nd group: all other creditors). A cross-class cram down or a cram down on dissenting shareholders is possible. A cram down on dissenting creditors requires a majority of more than 1/2 of all votes of creditors in the approving group. A cram down on dissenting shareholders would require a qualified majority of 2/3 of all votes in each of the creditor groups.
- After approval of the draft restructuring plan by the creditors and shareholders of the company, company manager or IP submits the draft restructuring plan to the court
- The draft restructuring plan must be submitted to the court within 4 months after the decision of the court to open restructuring proceedings takes effect; this term can be prolonged once by

the court up to a total of 6 months

- Court issues a decision within 14 calendar days upon receipt of the above documents; appeal against the approval does not suspend implementation of the restructuring plan
- Amendments to restructuring plan are subject to the above procedure for approving restructuring plan

4.5. Filing a petition for restructuring proceedings

- Management body applies for restructuring proceedings
- A creditor may also initiate the restructuring process if its overdue claim against the company exceeds the amount of 10 minimum monthly wages approved by the Government (2023: threshold ca. EUR 8 400)
- Before filing a petition for restructuring proceedings, the initiator (company or creditor) must announce the intention to initiate the proceedings and set a term of 15-30 days deadline for fulfilment of the obligation or for conclusion of an agreement for financial aid

4.6. Main content of petition

- Reasons for initiation
- List of creditors and debtors of the company
- List of essential contracts
- Maximum sum of permissible monthly payments required to cover operational expenses and thus keep the business running
- Information on expected interim financing specifying the size, terms, conditions, methods of implementation and other sources of funding expected to be received before the restructuring plan is approved
- Name of candidate for IP and their consent (if proposed)
- Draft restructuring plan and Decision on approval of draft by company shareholders/ owners

- Set of financial statements for the previous financial year

4.7. Time for lodging creditors' claims, consequences of failure

- Deadline set by the court for lodging claims is 30 days from the date of publication of the court decision to open the restructuring proceedings on the supervisory authority's website
- Claims submitted later are approved only if lodged too late for important reasons
- Court approves claims

4.8. Selection of restructuring administrators

- Court appoints IP
- Company, creditors' meeting, petitioner may propose an IP and submit their consent to appointment
- Natural or legal persons can be IP

4.9. Ethical standards for restructuring administrators

- Same requirements apply as for IP in bankruptcy proceedings

4.10. Main rights of the creditors' meeting

- Selection of a committee of creditors and transfer to it of creditors' meeting rights
- Approval of restructuring plan and amendments (note: voting in 2 groups)
- Application to court to restrict the right of a person to hold the position of manager of a public and/or private company or to be a member of a collegial management body
- Application to court to dismiss IP and appoint a new one
- Application to court for termination of restructuring proceedings
- Decision for prolongation of restructuring proceedings (maximum 4 years with possibility to prolong once for max. 1 year)

4.11. Final proceedings

- Claims by creditors are satisfied by the company according to the restructuring plan
- The management body may manage and dispose of all assets in compliance with the restructuring plan and under supervision of the IP
- Decision of the court to end restructuring proceedings terminates the proceedings

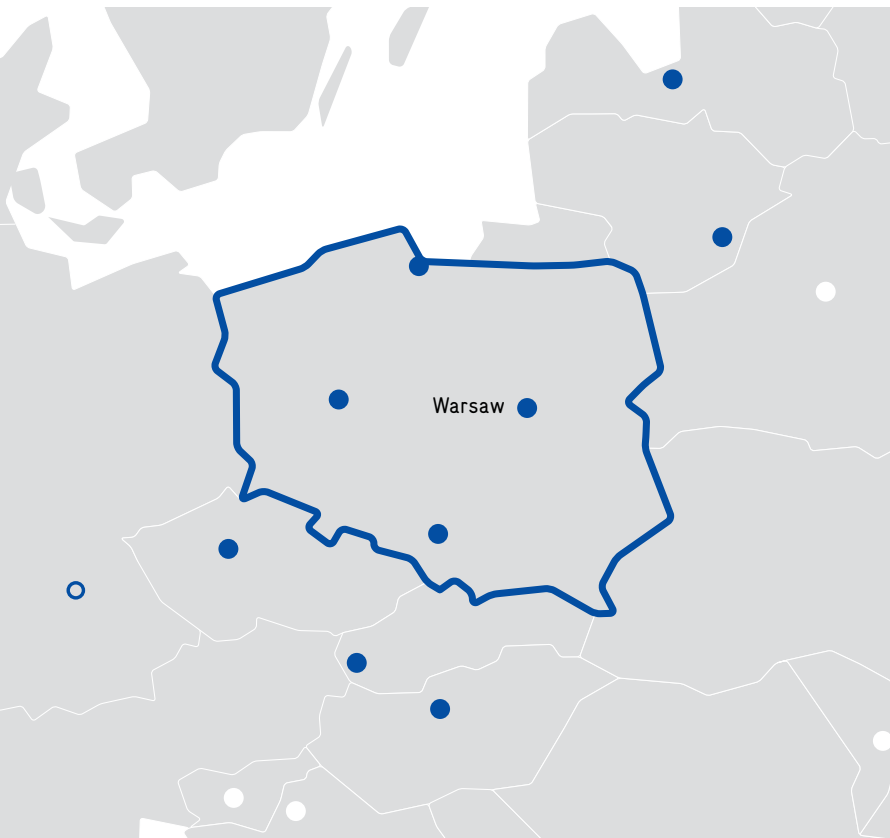
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> 1. General information

1.1. General types of insolvency proceedings for companies

- Restructuring proceedings (aimed at rescue of companies).
- Bankruptcy proceedings (usually aimed at liquidation).
- Note: specific rules apply to some corporations e.g. banks, credit unions, insurance companies.

1.2. Debtor in possession (self-administration)

- Restructuring proceedings: management stays in place; restructuring administrator supervises company management and oversees implementation of approved restructuring plan. The administrator may under certain conditions request dismissal of the management.
- Bankruptcy: the bankrupt loses the right of management and disposal of company assets.

1.3. Insolvency register

- There is a national insolvency register - www.krz.gov.pl Transparency ensured by:
 - affixes to company names “w upadłości” (“in insolvency”) or “w restrukturyzacji” (“under restructuring”)
 - changes regarding the name can be checked online via the National Court Register <https://ems.ms.gov.pl/krs/wyszukiwanie-podmiotu> (only available in Polish) or at the Central Registration And Information on Business, online at: <https://aplikacja.ceidg.gov.pl/ceidg/ceidg.public.ui/search.aspx> (available in Polish or English);
 - opening of proceedings published in the Court and Commercial Gazette (Monitor Sądowy i Gospodarczy) (CCG).
 - proceedings opened since 1.12.2021 are published in insolvency register <https://krz.ms.gov.pl>

1.4. Competent court for opening bankruptcy and restructuring proceedings

- Regional court (Sąd Rejonowy) where the company is located.

1.5. Average duration of proceedings

- Restructuring proceedings:
 - no official statistics available
 - in 2021 a total of 2317 restructuring cases were opened
- Bankruptcy proceedings:
 - in 2021 a total of 524 bankruptcy cases of companies were opened
 - In 2020 a total of 13.554 bankruptcy cases of natural persons were opened
 - average duration of proceedings is 3,7 years

1.6. Approximate satisfaction rate of bankruptcy proceedings:

- 55%

> 2. Bankruptcy proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for bankruptcy

- Entitled to file:
 - creditors
 - manager of the company or other person authorised under founding documents
 - liquidator
- Obligated to file:
 - insolvent company (within 30 days)

2.2. Grounds for filing a petition

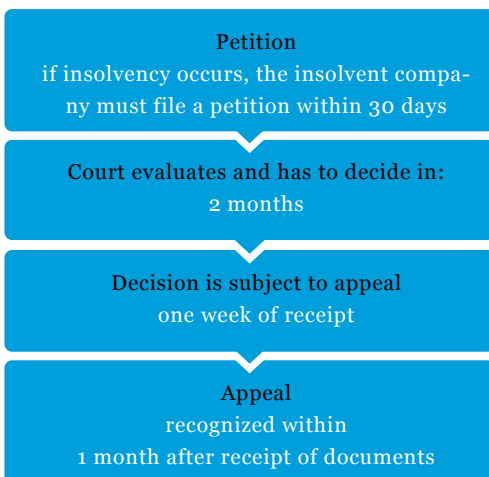
- Company fails to pay salaries and other employment-related payments.

- Company fails to pay for goods or services on time and fulfil other monetary obligations.
- Company fails to pay taxes and other compulsory payments on time.
- Company has no assets or income from which debts could be recovered so the bailiff cannot enforce creditors' claims.

2.3. Grounds for opening bankruptcy proceedings

- Company is insolvent (i.e. does not meet its due obligations, the value of which exceeds the value of the assets on the balance sheet, for a period over 24 months).
- Company fails to pay salaries and other employment-related payments (according to court practice only when the company faces financial difficulties), where the delay in fulfilling liabilities is over 3 months or
- Company fails to discharge its liabilities or will not be able to discharge its liabilities in the future.
- The court cannot open bankruptcy proceedings while restructuring proceedings are in progress against the company.

2.4. Statutory procedure for opening bankruptcy proceedings



2.5. Effects of opening bankruptcy proceedings

- Court verifies whether a statutory condition exists to dismiss the petition and whether the debtor's assets will cover the costs of insolvency proceedings (an expert may be appointed to check this).
- Assets may be secured by e.g. appointment of (1) a temporary court supervisor (supervisor's consent is necessary for any transaction exceeding the scope of ordinary affairs) or (2) a compulsory supervisor (debtor loses the right to manage and dispose of assets).
- Decision to open bankruptcy proceedings comes into effect:
 - court appoints insolvency practitioner (IP) who is not active until decision comes into effect
 - company management is no longer in charge of company affairs (with some exceptions); IP takes over management of the company, assets and documents
 - IP liquidates assets to satisfy claims of approved creditors
 - court, administrative, as well as court and administrative proceedings in respect of the bankruptcy estate may be instituted and continued only or against the IP
 - creditors to file claims against debtor within deadline indicated by the court in its decision to open bankruptcy
 - financial obligations including set-offs are prohibited

2.6. Persons obliged to file for bankruptcy

- Manager of the company or other person authorised under founding documents – not later than 30 days after the company becomes insolvent.
- Liquidator of the company – not later than 30 days after it becomes evident that the company would not be able to pay off its creditors.

2.7. Sanctions for not filing for bankruptcy in time

- Civil liability of management board member or liquidator for damages due to late filing.
- Possible criminal prosecution.
- Ban on conducting commercial activity on a person liable for improper filing or not filing at all for insolvency.

2.8. Appointment of insolvency practitioner (IP)

- Natural person holding a liquidator's licence or commercial partnership (company) – only if all partners bearing liability for partnership obligations without limitation with their whole property or members of the management board of the partnership (company) hold a liquidator's licence.
- IP licence granted by Minister of Justice to a person who meets all statutory requirements, i.e.:
 - knowledge of Polish sufficient to perform liquidator's duties;
 - higher education diploma with master's or equivalent degree obtained in a member state of the EU, Switzerland or an EFTA member state party to the EEA Agreement,
 - impeccable reputation;
 - managing – for at least 3 years in the 15 years before applying for a licence – property of an insolvent entity, its business or a part thereof in Poland, another member state of the EU, Switzerland or in an EFTA member state party to the EEA Agreement;
 - passed an exam before an examination board appointed by the Minister of Justice.

2.9. Ethical standards for insolvency practitioners

- There is no statutory Code of Conduct.
- The Polish National Chamber of Liquidators (www.kidr.pl), a voluntary association of restructuring advisors, drafted a Code of

Restructuring Advisors' Professional Ethics which is binding only restructuring advisors entered to the National Register kept by the Ministry of Justice.

2.10. Time for lodging creditors' claims, consequences of failure

- Deadline is set by court.
- Filing a claim after delay is possible if valid reason for delay can be shown.
- Consequences of not filing a claim: non-recognition of claim, no participation in proceedings.

2.11. Costs of filing claims

- Registering a claim in Polish insolvency proceedings is free of charge within 30 days from the date of the insolvency notice. Costs of insolvency proceedings resulting from delayed filing of a claim by a creditor to be borne by the creditor.

2.12. Administration costs

- Administration costs consist of liquidator's (administrator, supervisor) remuneration and expenses to be repaid.
- Initial remuneration set by the court at the request of the liquidator (administrator, supervisor).
- Final amount set by the court after confirmation by the judge-commissioner of the final report to be prepared by the trustee (administrator, supervisor).
- Liquidator (administrator, supervisor) entitled to advance payments towards remuneration.

› 3. Ranking of claims / creditors

3.1. Secured creditors

- Any creditor secured by mortgage, pledge, or transfer of ownership by way of security is entitled to priority (privileged satisfaction of claims

out of secured assets).

3.2. Unsecured creditors

- Unsecured claims are divided into 4 categories.
- Claims may only be settled if all claims from preceding categories are settled.
- Within the same category claims are settled proportionally.

3.3. Employees

- Claims by employees for 3 years preceding announcement of insolvency are to be covered in the first category.
- Employees' claims are secured to a certain extent by the Guarantee Fund.

3.4. Nullifying contracts

- Some legal transactions are to be considered legally ineffective in relation to the bankruptcy estate if performed within the statutorily prescribed period (no longer than 1 year) before filing application for insolvency and if some other statutory conditions are fulfilled (in particular the transaction is undertaken by the debtor free of charge or value of benefit rendered by the debtor grossly exceeds value of mutual benefit received by the debtor).
- IP (administrator, supervisor) may apply to the court for a declaration that a given legal transaction by the debtor is ineffective towards creditors, if performed to creditors' detriment.

› 4. Restructuring proceedings (aiming at rescuing company)

4.1. Types of restructuring proceedings:

- Proceedings for approval of the arrangement
- Accelerated arrangement proceedings.
- Arrangement proceedings.

- Remedial proceedings.

4.2. Preconditions for restructuring

- Applicable to an insolvent company unable to fulfil its due financial obligations (e.g. payment delay exceeds 3 months or the value of its obligations exceeds the value of company assets), or a company whose economic situation indicates that it may become insolvent in the near-term.
- May not be initiated if the effect of such proceedings would be a detriment to creditors or if the ruling on the declaration of bankruptcy against that company became valid.

4.3. Stages

- Initiation of restructuring by preparing and filing a statement on initiating restructuring proceedings together with necessary documents and declarations including a restructuring plan with grounds.
- After the statement is accepted by the court, the entrepreneur announces filing for restructuring proceedings in the CCG, at least in one national + one local newspaper.
- Entrepreneur enters information on initiating proceedings in the commercial register.
- Court appoints a supervisor with whom the entrepreneur must conclude an agreement for payment for court supervisor's duties.
- Meeting of creditors to be prepared and led by court supervisor.
- Adoption or rejection of restructuring settlement by creditors' meeting to be based on restructuring proposals as to the debtor's liabilities presented by the entrepreneur (debtor).

- Approval (or rejection) by the court of restructuring settlement.

4.4. Restructuring plan

- Description of the current status of the company.
- List of creditors and debtors of the company.

- Warranties and guarantees issued for the benefit of third parties.
- Information about cases where money claims are made against the company.
- Aims, duration and means of restructuring (conversion of claims into shares or stock (“debt-equity swap”); modification, exchange or cancellation of a right securing a claim.
- Business plan (presentation of proposed future strategy).
- Estimated administrative costs.
- Satisfaction of claims (following the mandatory ranking of claims).

4.5. Approval of restructuring plan

- The court declines to approve a plan that infringes the law, in particular if it is clear that the plan will not be performed, which is presumed if the debtor fails to satisfy liabilities arising after the day of opening the restructuring proceedings.
- The court may decline to approve a plan whose conditions are clearly detrimental to the creditors who voted against the plan and lodged their reservations.
- In proceedings for approval of the plan or in accelerated arrangement proceedings, the court declines to approve a plan where the total sum of disputed receivable debts exceeds 15% of the total sum of receivable debts.
- The court discontinues restructuring proceedings if it finds that the plan has not been adopted due to lack of the required majority. The decision to approve the arrangement may be appealed but this must be lodged within 2 weeks.

4.6. Filing a petition for restructuring proceedings

- Petition should be filed within 30 days from the day on which grounds for declaration of bankruptcy arose.

- Management body applies for restructuring proceedings.
- The best solution is to file for restructuring and bankruptcy at the same time, thus avoiding the risk of late filing for bankruptcy if the court declines to start company restructuring.

4.7. Main content of petition

- basic data on the entrepreneur (debtor)
- location of the debtor’s enterprise or other assets
- circumstances justifying the statement on initiating restructuring proceedings showing likelihood of positive outcome
- statutorily specified attachments and in particular:
 - current list of debtor’s assets, including their estimated value
 - list of creditors including statutorily required information
 - declaration confirming no circumstance due to which the proceedings would not be allowed
 - restructuring plan with grounds

4.8. Time for lodging creditors’ claims, consequences of failure

- Provisions on restructuring proceedings do not set a procedure for lodging creditors’ claims and in particular a deadline.
- Debtor must draw up list of creditors.
- Court informs creditors of the date of the creditors’ meeting convened to adopt the restructuring plan, along with proposals, information about division of creditors as to categories of interests and provides information about voting at the meeting.
- A creditor that was not notified of the meeting of creditors and that has not notified its claim at its own initiative is not bound by the restructuring settlement.

4.9. Selection of restructuring administrators

- Court appoints IP.
- Petitioner must propose an IP and submit their consent to appointment.
- Natural or legal persons can be IP.

4.10. Ethical standards for restructuring administrators

- Same requirements apply as for IP in bankruptcy proceedings.

4.11. Main rights of the creditors' meeting

- Selection of a committee of creditors and transfer to it of creditors' meeting rights.
- Approval of restructuring plan and amendments.
- Application to court to restrict functions of management bodies.
- Application to court to dismiss IP and appoint a new one.
- Approval of proposal by IP to terminate restructuring proceedings.

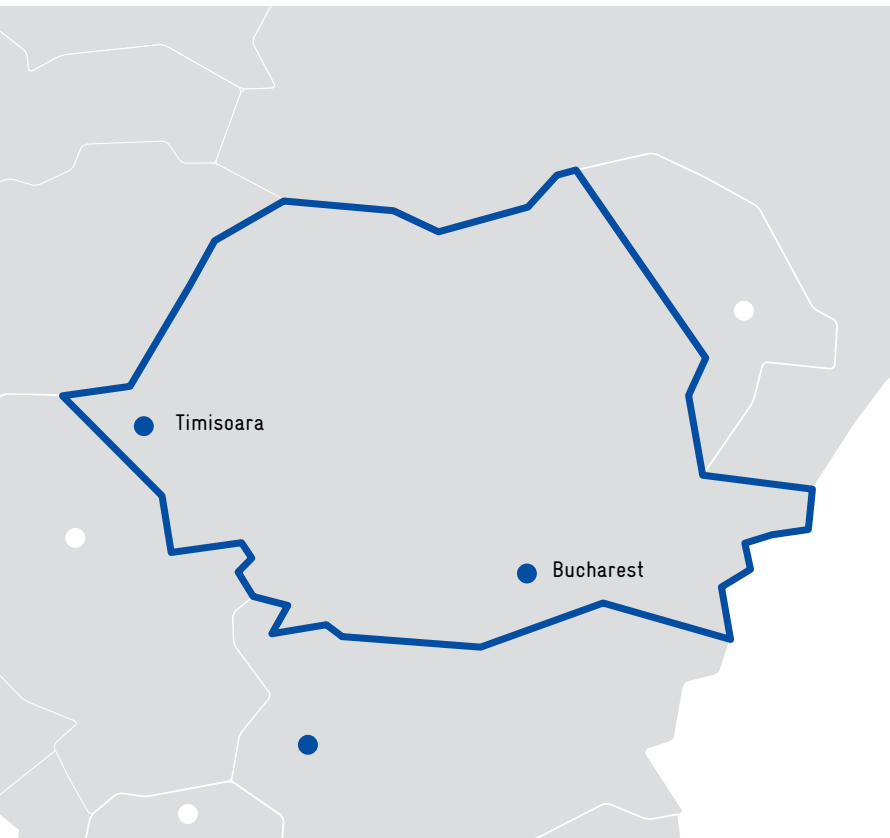
4.12. Final proceedings

- Claims by creditors are satisfied by the company according to the restructuring plan.
- The management body may manage and dispose of all assets in compliance with the restructuring plan and under supervision of the IP.
- Decision of the court to end restructuring proceedings terminates the proceedings.

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› 1. General information

1.1. Types of prevention proceedings under Romanian insolvency law (Law no. 85/2014):

- Two types of prevention proceedings. These are:
 - **ad hoc mandate** = a specific judicial procedure by which an ad hoc mandator is appointed by a judge to reach agreement within a maximum of 90 days between a debtor who is in financial difficulty, and one or more of his creditors in order to prevent a state of financial difficulty.
 - **the procedure for arrangement with creditors** (concordat preventiv) = represents an agreement concluded between a company in financial difficulty and creditors holding at least 75% of the value of the accepted and uncontested receivables, approved by the judge, whereby a plan for redress is proposed, and the creditors agree to support the efforts of the debtor to overcome the difficulty they are in. The procedure is co-ordinated by an administrator;

1.2. Insolvency proceedings for companies under Romanian insolvency law (Law no. 85/2014)

- Insolvency proceedings aim at maximizing the degree of asset recovery and debt recovery, by granting debtors efficient and effective business recovery methods through the judicial reorganization procedure.
- Two ways are available to carry out insolvency proceedings. These are:
 - **SIMPLIFIED PROCEEDINGS** is the insolvency procedure when the company enters directly into bankruptcy proceedings, either at the opening of the insolvency proceedings, or after an observation period of a maximum 20 days;
 - **GENERAL PROCEEDINGS** is the insolvency procedure whereby the company, after an observation period, enters successively into judicial reorganization proceedings and bankruptcy proceedings (if there are chances of redress and the creditors agree with the proposed measure) or separately, only into judicial reorganization, or only into bank-

ruptcy proceedings (in the case of failure of a reorganisation plan or when such a plan is not proposed or not accepted).

- Notes:
 - a. judicial reorganization proceedings represent a way of carrying out insolvency proceedings which is applied to a company, being a legal entity, in order to pay its debts, by observing a programme of payment of debts;
 - b. bankruptcy proceedings represent insolvency proceedings that apply to a company in order to liquidate its assets to cover its liabilities, followed by removal of the debtor from the commercial register.
 - c. specific rules apply to some corporations e.g. banks and insurance companies.

1.3. Debtor in possession (self-administration)

- Prevention proceedings: Yes.
- Insolvency: Possible if restructuring is still an option or is in progress. In practice seldom.

1.4. Insolvency register

- For prevention proceedings:
 - National Trade register: www.onrc.ro;
 - The courts portal: <http://portal.just.ro>;
- For insolvency proceedings:
 - informational system in terms of insolvency maintained by the Romanian National Trade Register Office: <https://portal.onrc.ro>;
 - The courts portal: <http://portal.just.ro>;
 - National Trade Register: www.onrc.ro.

1.5. Competent court for opening insolvency and stabilization proceedings

- District Court (Tribunal) at the seat of the distressed company.

1.6. Average duration of proceedings

- Prevention proceedings:
 - an ad hoc proxy negotiates with creditors in order to ensure that the state of difficulty in which the company finds itself ends within a maximum of 90 days;
 - the procedure of arrangement with creditors ends within a maximum of 60 days.
- Insolvency proceedings:
 - no official statistics available
 - as a general rule, if it is found that there are no assets in the company or that they are insufficient to cover the administrative expenses and no creditor offers to advance the corresponding amounts, the judge will rule to close the procedure and to remove the debtor from the commercial register.
 - Reorganisation plan: execution of a reorganisation plan may not exceed 3 years, calculated from the date of confirmation of the plan.

1.7. Approximate satisfaction rate of bankruptcy proceedings

Type of creditor	Ranking	Avrg. satisfaction (%)
cost of insolvency proceedings	1st	No official statistics, assessed over 80%
financing granted during the proceedings	2nd	No official statistics, assessed over 70%
employees	3rd	No official statistics, assessed at ≈ 60%
continuation of the debtor's business after the opening of proceedings	4th	No official statistics, assessed at ≈ 50%
public budget	5th	No official statistics, assessed at ≈ 40%

alimony	6th	No official statistics, assessed over 30%
sums determined by the judge to support the debtor and their family if the debtor is a natural person	7th	No official statistics, assessed at ≈ 20%
creditors secured by pledge and/or mortgage and/or lien	8th	No official statistics, assessed over 15%
unsecured creditors	9th	No official statistics, assessed at ≈ 10%
subordinated claims	10th	No official statistics, assessed at under 5%

2. Insolvency proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for insolvency

- Creditors
- Company manager, proxy
- Persons or institutions expressly provided by law
- Employees
- The Financial Supervisory Authority against entities regulated and supervised by it
- The Romanian National Bank in the case of a credit institution

2.2. Grounds for filing a petition

- An insolvent debtor is obliged to file a claim for insolvency with the tribunal requesting within a maximum of 30 days from the occurrence of insolvency. The debtor is unable to pay certain,

liquid and due debts for over 60 days due to insufficient funds

- One or more creditors may request the opening of insolvency procedure against a company if holding against a company a receivable over RON 50,000 (approximately EUR 10,100) that is unpaid for at least 60 days from its maturity
- Over-indebtedness of a capital-based company
- Company fails to pay salaries and other employment-related payments

2.3. Grounds for opening insolvency proceedings

- Company is insolvent (i.e. company does not meet its due obligations and the value of its short-term assets is less than the value of its short-term debts)
- A capital-based commercial company is over-indebted (i.e. it has negative equity) or
- A credit institution's solvency indicator decreases below 2% or the operating authorization has been withdrawn due to the impossibility of financial recovery

2.4. Statutory procedure for opening insolvency proceedings

Petition

note: Creditors have no duty to notify the debtor before filing a petition. However, the petition will be communicated to the debtor, who can oppose it within a maximum 10 days.

Court evaluates and has to decide: immediately, though this deadline is instructive

Decision is subject to appeal
Only 7 days from publication in the insolvency proceedings bulletin

2.5. Effects of opening insolvency proceedings

- Court issues a decision to open insolvency

proceedings:

- the court appoints a provisional judicial administrator or a liquidator for the insolvency who becomes active immediately
- the court sets the day for the first meeting of creditors
- the court sets the deadline date:
 - i. file an opposition to the opening of the procedure,
 - ii. for registration of applications for admission of receivables,
 - iii. for verification of receivables and for preparation and publication of a preliminary table of receivables;
 - iv. for finalization of the table of receivables,
 - v. for organization of the first meeting of the Committee of Creditors.
- Decision to open the insolvency procedure is published in the insolvency proceedings bulletin:

- the management of the company may lose the right of administration
- creditors have a maximum of 45 days to file claims for registration with the creditors' table; however, they must observe the possibly shorter deadline set by the court for registration of applications for admission of receivables
- individual enforcement proceedings and court proceedings against the debtor are suspended
- no interest, increase or penalty of any kind or expense, generically called accessories, may be added to receivables due prior to the date of opening the procedure

2.6. Persons obliged to file for insolvency

- Company manager, proxy.
An insolvent debtor must file a claim with the tribunal for insolvency procedure within a maximum of 30 days from the occurrence of insol-

veny or, if the debtor is involved in good faith in extrajudicial procedure for restructuring his debts, within 5 days from failure of negotiations.

2.7. Sanctions for failing to file for insolvency in time

- Civil liability – compensation of damages incurred by the company plus its creditors
- Penal liability for failure to file or late filing, by the debtor natural person or by the legal representative of the debtor legal person, of the application for the opening of insolvency proceedings, within a period exceeding by more than 6 months the period provided by law from the occurrence of the insolvency state (punished by imprisonment from 3 months to one year or by a fine)

2.8. Appointment of a judicial administrator or a judicial liquidator

- Insolvency court at its discretion appoints a provisional judicial administrator or a provisional judicial liquidator;
- Depending on who filed to open the insolvency procedure (the insolvent debtor or the creditor), it may propose the appointment of a certain administrator / judicial liquidator that will have to be confirmed / rejected at the first Meeting of Creditors.

2.9. Ethical standards for insolvency judicial administrator / judicial liquidator

- The Code of professional ethics of the National Union of Insolvency Practitioners (UNPIR) together with Government Emergency Ordinance no. 86/2006 on organization of the activity of insolvency practitioners and the Statute on organization and exercise of the profession of insolvency practitioner are the main rules according to which insolvency practitioners (either judicial administrators or liquidators) carry on their activity.
- No code of conduct yet applies to insolvency practitioners. However, there are cases in which problems occur regarding the ethical conduct of an insolvency practitioner. Banks are known to work closely with their preferred insolvency practitioners, sometimes against the other creditors. The tax authorities also have a list of

approved insolvency practitioners. In some cases, competitor companies have attempted to attack an insolvent debtor's business by abusive collaboration with an insolvency practitioner.

- Statutory sanctions: withdrawal of licence to carry out activities as an insolvency practitioner for misconduct.
- In practice, liability cases against insolvency practitioners for damages by the estate and/or by creditors are rare and court practice is not well developed.

2.10. Time for lodging creditors' claims, consequences of failure

- Creditors must file a claim for registration with the creditors' table within a maximum of 45 days from publication of a court decision to open the insolvency procedure; however, they must observe the possibly shorter deadline set by the court for registration of applications for admission of receivables. A creditor who fails to register a claim within this term will lose the right to be included in the table of creditors and will not acquire the right to participate in the procedure as regard its claim.
- In practice, the risk of a creditor losing this right is quite low, as the designated judicial administrator / judicial liquidator must notify creditors of the obligation to register a claim. However, in numerous cases creditors lose this right as they do not meet the legal deadline for lodging their claim for registration with the creditors' table because notification is communicated without observing the legal term for doing so i.e. at least 10 days in advance.

2.11. Costs of filing claims

- Stamp duty of RON 200 (approximately 45 Euro) is required for all filed claims based on Law no. 85/2014 on the insolvency procedure.

2.12. Administration costs

- Administration costs include remuneration payable to the judicial administrator / judicial liquidator as well as other administration costs (accounting services, transportation, stationery and office supplies, legal services, storage and evaluation of goods).

- Administration costs are remunerated with priority over the rest of the receivables, whether they are guaranteed or not, out of the revenues from the sale of the company's assets.
- By law, insolvency practitioners are entitled to honoraria fees for their work, in the form of fixed fees, success fees or a combination thereof. The provisional fee for the observation period is established by the judge at the opening of the insolvency procedure, based on certain criteria as provided by law. These fees may be amended by decision of the creditors' meeting, which will necessarily take into account the legal provisions listing the criteria according to which the level of the fee must be established and reflect the degree of complexity of the activity. Payment of the insolvency practitioners' honoraria fees - judicial administrators or liquidators - or other procedural expenses will be made from the fund established according to law. Their calculation will be based on standard rates and costs as decided by the Assembly of the permanent representatives of UNPIR.
- There are no specific rules on administration costs. Usually, an insolvency practitioner is awarded a monthly remuneration of approx. RON 1,500-5,000 (approx. €300-1000). However, depending on the complexity of the insolvent debtor, these fees may significantly increase.
- If it is found that there are no assets in the company or that these are insufficient to cover the administrative expenses and no creditor offers to advance the corresponding amounts, the judge will rule to close the procedure, as well as with regard to removal of the debtor from the register in which it is registered. In that case, all creditors in practice lose all their claims.

› 3. Ranking of claims / creditors

3.1. Secured creditors

- By law, the notion of "receivables benefiting from a cause of preference" includes receivables "which are accompanied by a privilege and / or a right of mortgage and / or of rights assimilated to the mortgage, and / or of a right of pledge on

the assets of the debtor's patrimony, irrespective if it is a principal debtor or a third guarantor with respect to the beneficiaries of the causes of preference". However, all such claims must be registered with the creditors' table in order to be entitled to participate in the procedure.

- All creditors of receivables held prior to the opening of the procedure and that are admitted in the procedure and registered with the creditors' table must be granted the benefit of secured receivables and be paid according to justifying documents, before other claims are registered with the creditors' table.
- Defrayal of secured receivables is carried out, as in the case of the other receivables, as regulated by the applicable law for insolvency procedure:
 - according to the distribution plan as per the approved reorganization plan, or
 - according to the distribution plan from the bankruptcy procedure.

Even in the case of secured creditors, this is a deferred payment and, as a rule, a partial payment.

3.2. Unsecured creditors

- An unsecured creditor is equal to other unsecured creditors and, if diligent and swift, may obtain its claim against an insolvent debtor only if the debtor is creditworthy and, in addition, owns assets unencumbered by guarantees or other causes of preference and which are not executed against by other creditors.
- In the insolvency procedure, all debts, both unsecured and guaranteed, are affected by the collective and competitive, unitary and general, egalitarian, remedy and enforcement characters of the procedure: enforcement can no longer be realized individually, but only within the insolvency procedure; the value of claims is frozen at the level from the date of opening the procedure; debt coverage is carried out as provided by the Insolvency Law, i.e. through the payment programme in the reorganization plan or through the distribution plan in bankruptcy procedure, which involves not only deferred payments, but also reductions or even total deletions of debts.

3.3. Ranking of claims is as follows:

Cost of insolvency proceedings	1st
Financing granted during the proceedings	2nd
Employees	3rd
Continuation of the debtor's business after the opening of proceedings	4th
Public budget	5th
Alimony	6th
Sums determined by the judge to support the debtor and their family if the debtor is a natural person	7th
Creditors secured by pledge and/or mortgage and/or lien	8th
Unsecured creditors	9th
Subordinated claims	10th

3.4. Employees

- employees can request opening of insolvency procedure if debts owed and unpaid exceed the value of six average gross salaries per economy / per employee, unlike other creditors, who must have a debt of at least 40,000 lei.
- after the opening of the insolvency procedure, employees no need to file a claim for registration with the creditors' table, as they are automatically registered with the creditors' table, unlike other creditors, who, if they do not file a claim for registration with the creditors' table, lose the right to participate in the insolvency procedure involving the debtor.
- employees have a prior rank in the distribution plan within the procedure. Receivables arising from the employment report are placed in the third rank.

3.5. Nullifying contracts

- The insolvency practitioner examines transactions entered into within up to 24 months before filing for insolvency and brings an action to annul those that have been detrimental to the insolvency proceedings.

4. Prevention proceedings (aiming at rescuing a company)

- There are two types of redressing proceedings:
 - ad hoc mandate procedure
 - arrangement with creditors

4.1. Legal grounds

- Ad hoc mandate:
 - The debtor initiates judicial procedure by filing a request with the court to appoint a proxy. In its request, the debtor will propose a proxy from among authorised insolvency practitioners.
 - the request is lodged with the president of the Tribunal and is registered with a special register.
 - within 5 days a subpoena will be addressed to the debtor and the proxy
 - the procedure is a confidential procedure by which an ad hoc proxy negotiates with the creditors in order to overcome the state of difficulty in which the company finds itself.
 - the proxy's objective is to reach an agreement within a maximum of 90 days between a debtor in financial difficulty and one or more of his creditors in order to end the financial difficulty.
- Preemptive arrangement with creditors (concordat preventiv):
 - initiation of an arrangement with creditors may be performed by any debtor in a state of financial difficulty with three exceptions (e.g. debtors convicted of economic offences, those who are already bankrupt, or who have previously benefited from the preventive agreement procedure in the last 3 years, or for claiming the civil liability of anyone who contributed to the insolvency of the company).

- represents an agreement between a company in financial difficulty and its creditors holding at least 75% of the value of accepted and uncontested receivables, approved by the judge, agreement by whom a plan for redress is proposed, and the creditors agree to support the efforts of the debtor to overcome the difficulty they are in. The procedure is co-ordinated by an administrator.
- legal instrument by means of which opening of the debtor's insolvency is discouraged.
- it has a judicial character because it is applied by the court through a judge.
- it has a secret and urgent character such as the ad-hoc mandate (the parties are summoned within 48 hours of receiving the request).
- it is collective because all the creditors of the debtor are invited to participate, and vote on the project to be agreed upon, and can be opposed after approval even if they did not sign it.
- it is unitary, because on the date of the closing of the agreement all individual actions by creditors and all accessories will be suspended, and the creditors will not be able to request opening of insolvency procedure against the debtor.

4.2. Participants in procedure

- Arrangement with creditors:
 - the judge: has jurisdictional activities, plays a referee role and pronounces definitive and enforceable decisions.
 - the judicial administrator: implements the arrangement with creditors, executes the creditors' table, summons and chairs the creditors' meeting, in relation to the debtor, supervises fulfilment of the obligations assumed by agreement, presents the arrangement agreement to the judge for approval.
 - creditors: may participate individually or in creditors' meetings, however, until approval of the arrangement are just creditors while, after approval of the arrangement, the cred-
- itors, whether they signed the arrangement or not, are bound by the arrangement, which applies to all creditors.

4.3. Arrangement plan offer

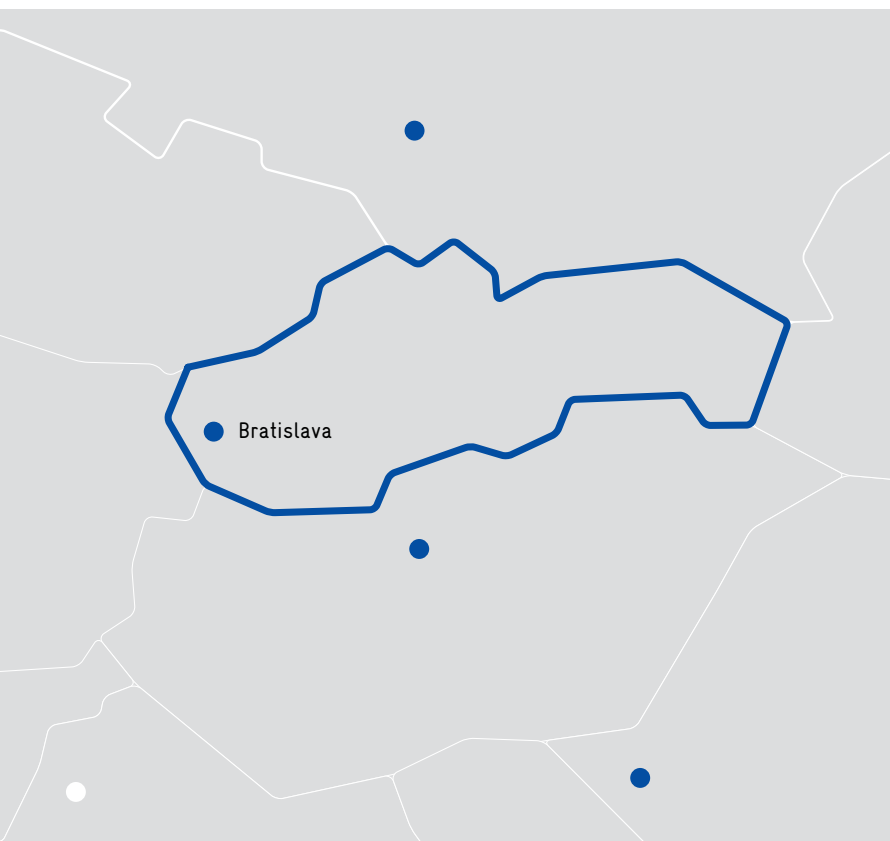
- Arrangement with creditors:
 - arrangement plan with assets and liabilities of the debtor, the reasons that caused the financial difficulty, and a projection of the financial evolution for the next 24 months.
 - redress plan for reorganisation of the debtor's activity, the modalities of overcoming the state of financial difficulty
 - the term for fulfilment of debts is 24 months from the execution date with an extension possibility for 12 months. In the first year payment of a minimum 20% of the value of the debts established by the arrangement plan is mandatory.

4.4. Approval of arrangement plan

- Arrangement with creditors procedure:
 - creditors may negotiate and vote on the plan during a maximum 60 calendar days in one or more collective or individual negotiation sessions with the creditor in the presence of the judicial administrator proposed by the debtor.
 - the arrangement plan is considered approved by the creditors with at least 75% of the value of accepted and uncontested receivables.

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› 1. General information

1.1. General types of insolvency proceedings for companies

- Bankruptcy proceedings (usually aimed at liquidation of companies)
- Restructuring proceedings (aimed at rescue of companies)
- Discharge of natural persons (fresh start (FS) and no fresh start (NFS)/recovery plan)
- Preventive restructuring proceedings (public and non-public) – more information will be provided in a separate Survey
- Note: specific rules apply to some corporations e.g. banks, credit unions, insurance companies, as well for small businesses, i.e. “small bankruptcy” (“malý konkurz”)

1.2. Debtor in possession (self-administration)

- Restructuring proceedings: management stays in place; an insolvency practitioner (IP) supervises company management and oversees implementation of the approved restructuring plan
- Bankruptcy: no
- Discharge of natural persons: not for a FS, as the IP acts in matters relating to debtor’s property. Yes for an NFS.

1.3. Insolvency register

- For bankruptcy proceedings and restructuring proceedings (available also in English) <https://ru.justice.sk/>

1.4. Competent court for opening bankruptcy and restructuring proceedings

- District/Municipal court (Okresný/Mestský súd) located in the seat of the Regional Court in the circuit of which the debtor is located

1.5. Average duration of proceedings

- Restructuring proceedings: 11 months

- Bankruptcy proceedings:

- the average duration of bankruptcy proceedings that terminated in 2021 was 268 days and in 2022 – 239 days, but this number is heavily affected by a huge number of proceedings where the courts quickly rejected opening bankruptcy due to lack of assets and a rapid increase in debt discharge proceedings of natural persons. Other statistics show that the average duration bankruptcy proceedings is more than 3 years.

1.6. Approximate satisfaction rate for bankruptcy proceedings

- 2022 – 3,8 %

› 2. Bankruptcy proceedings (generally aimed at liquidation)

2.1. Persons entitled to file a petition for bankruptcy

- Creditors
- Debtor – managing director
- Debtor’s liquidator or other persons authorised by law

2.2. Grounds for filing a petition

- An insolvent debtor must file a bankruptcy petition within 30 days from becoming aware of its insolvency or from the moment when, with the exercise of due diligence, could have become aware of its insolvency. The statutory body or a member of the statutory body of the debtor, the liquidator of the debtor and the legal representative of the debtor also have this obligation on behalf of the debtor.
- A creditor may file for bankruptcy if a reasonable assumption exists that the debtor is insolvent. This can be reasonably assumed when the debtor is over 90 days late with payment of at least 2 financial obligations to more than one creditor and was requested to pay by at least one creditor. In addition, there are some other

legal presumptions of insolvency defined by law (e.g. stay of execution on the grounds that no enforceable property could be found for 30 months).

2.3. Grounds for opening bankruptcy proceedings

- Company is insolvent if either of the following grounds is established:
 - debtor fails to pay at least 2 obligations over 90 days overdue to more than 1 creditor
 - debtor has more than 1 creditor and value of liabilities exceeds value of assets

2.4. Statutory procedure for opening bankruptcy



proceedings

2.5. Effects of opening bankruptcy proceedings (selection)

Phase 1 – bankruptcy proceedings

- Company must limit its activities to daily business operations.
- All ongoing enforcement proceedings against company are suspended, new enforcement proceedings are barred.
- Realisation of security rights concerning debtor's assets cannot be initiated and the existing ones has to be suspended (except claims arising from e.g. bank accounts, securities).

- Proceeding on the dissolution without liquidation is suspended.
- Decision on merger through new incorporation or through takeover, or decision on division of the company cannot be adopted.

Phase 2 – declaration of bankruptcy

- Debtor's management loses its powers – these are taken over by the IP
- Obligations owed to the debtor must be paid directly to the IP
- All claims against the debtor (even those not due yet) are considered due
- Legal acts damaging the creditors can be contested
- Orders, assignments, powers of attorney and proxies, the content of which is the disposal of the debtor's property, are terminated
- Enforcement proceedings cannot be commenced, enforcement proceedings already commenced must be stopped
- All court proceedings relating to property subject to bankruptcy are stayed
- Liquidation process (if ongoing) is interrupted
- Community of property of the spouses is terminated
- Offsetting of certain types of receivables is prohibited

- Contracts on merger through new incorporation or through takeover, or on division of the company require a consent of the IP

2.6. Persons obliged to file for bankruptcy

- The debtor must file a bankruptcy petition within 30 days from becoming aware of its insolvency or, with the exercise of due diligence, could have become aware of its insolvency. The statutory body or a member of the statutory body of the debtor and the liquidator

of the debtor also have this obligation on behalf of the debtor.

2.7. Sanctions for not filing for bankruptcy in time

- A person who is obliged – but who fails – to file a bankruptcy petition on behalf of a debtor in time violates the law and is liable to creditors for damage caused unless proving that he/she acted with professional diligence.
- Legal fiction of an agreement on contractual penalty between the debtor (only selected legal forms) and the person obliged to file a bankruptcy petition in case of a late filing. The contractual penalty amounts currently to € 12 500 (half of the minimum registered capital of a joint stock company). No waiver of waiver-like agreement is possible.
- The natural person acting on behalf of the insolvent debtor can be disqualified from exercising a function in a statutory or supervisory body of any company – up to 3 years.

2.8. Appointment of insolvency practitioner (IP)

- Insolvency court appoints an IP, randomly chosen by a computer program from IPs on the Register of IPs. This does not apply if the court appoints an IP on the proposal of creditors' meeting.

2.9. Ethical standards for insolvency practitioners

- IP must perform administrative activity without undue delay
- IP must perform activities honestly, responsibly and conscientiously
- IP must perform activities with professional care, using all their experience and professional expertise
- IP must behave in non-corrupt manner

2.10. Time for lodging creditors' claims, consequences of failure

- Claims to be lodged within 45 days after declaration of bankruptcy
- If a creditor delivers a claim to the IP later, the

application will be taken into account, but the creditor loses voting security rights and other associated rights. Claims would be satisfied but only from the proceeds of the general bankruptcy estate

2.11. Costs of filing claims

- No stamp duties or other court expenses for filing a claim

2.12. Administration costs

- Before filing a bankruptcy petition the applicant must pay an advance payment (€ 1 500) for the remuneration and expenses of the preliminary IP (subject to exemptions).
- If after appointment of a preliminary IP the bankruptcy court finds that the debtor's assets will be insufficient even to cover the expenses of bankruptcy, then bankruptcy proceedings would end.
- If the debtor's assets do not cover the bankruptcy expenses, the creditor who filed the petition may pay the full amount of the bankruptcy expenses (€ 6500); if paid, the court must declare bankruptcy and appoint an administrator; the creditor may apply for a refund in bankruptcy proceedings.
- Remuneration of the IP until the first creditors' meeting is a lump sum under Decree no. 665/2005 Coll. for execution of provisions of the Bankruptcy and Restructuring Act.
- After the first creditors' meeting the IP is entitled to remuneration determined as a percentage of proceeds.

› 3. Ranking of claims / creditors

3.1. Secured creditors

- Must file their claims in the basic 45 days period
- Paid first of all from proceeds of realization of security (separate insolvency estate), after

claims against this separate estate are satisfied. The remaining part of the claim (if any) will be satisfied from the general insolvency estate

- A creditor who could – with regard to the retention of title – otherwise request exclusion from the insolvency estate may lodge this right in bankruptcy in the same way as lodging a security right. The provisions governing the status of a secured creditor will apply accordingly to the legal status of such creditor

3.2. Unsecured creditors

- Settled proportionately within their respective rank (*pari passu*) from the general insolvency estate after satisfaction of the so-called claims against the mass (e.g., costs of the insolvency proceedings including the IP's expenditures, employee's claims for the period after declaration of bankruptcy, taxes, duties, health insurance payments, social insurance payments etc. for the period after declaration of bankruptcy). Lower ranking claims only satisfied after all higher ranking claims are fully satisfied
- Ranking of claims as follows:
 - 1st rank: preferred rank 1 – optional, creditors of preferential claims arising in connection with the operation of the debtor's business during the restructuring proceedings, which was changed into the bankruptcy and creditors of the new loans

– 2nd rank: average rank

– 3rd rank: subordinated rank – creditors of the subordinated receivables, creditors qualifying as related persons of debtor and creditors of receivables arising from contractual penalties

3.3. Nullifying contracts

- IP or creditor may bring (clawback) actions for ineffectiveness of contracts (contestable legal acts) entered into within 1 year (3 years in case of related persons) before opening of bankruptcy proceedings
- Special rules apply in case of a bankruptcy proceedings relating to a criminal offence and

imposition of a penalty consisting in forfeiture of property (prolonged period – 5 years before declaration of bankruptcy)

- Contestable legal acts are:

- Contracts without adequate consideration (gratuitous legal act or non-gratuitous legal act of the debtor on the basis of which the debtor provided or agreed to provide consideration with a market value significantly higher than the market value of the consideration that was obtained or was to be obtained)
- Privileging legal acts (privileging treatment of one creditor at the expense of others)
- Detrimental legal acts (legal acts of the debtor that intentionally harm creditors, and the debtor's intention was or must have been known by the contracting party). In this case - prolonged periods apply: contestable are legal acts performed up to 5 years before opening of bankruptcy proceedings or up to 10 years before declaration of bankruptcy in case of a criminal offence (see also above).

› 4. Restructuring proceedings (aiming at rescuing company)

4.1. Preconditions for restructuring

- the debtor:
 - is a legal entity
 - performs entrepreneurial activity
 - is insolvent
- the financial statements of the debtor provide a true and fair view of the facts that are subject to accounting and of the financial situation of the debtor
- at least two years have elapsed since the end of the last restructuring of the debtor or its legal predecessor (including certain types of preventive restructuring)

- it can be reasonably expected that at least a substantial part of the debtor's business can continue to operate and
- it can be reasonably expected that in case of a restructuring the satisfaction of the creditors will be higher than in the event of bankruptcy declaration.

4.2. Stages

- Preparation of restructuring report (by IP) on demand of debtor or creditors.
- Filing petition for authorization of restructuring with the court within 30 days after the IP issued a report, in which the restructuring was recommended.
- Decision of the court to open restructuring proceedings within 15 days after receipt of the petition.
- After opening restructuring proceedings, the court has 30 days to authorize the restructuring of debtor.
- Decision of the court authorizing restructuring of debtor, random appointment of IP from the Register of IPs.
- Lodging of creditors' claims.
- Eventual contesting of lodged claims by IP.
- 1st creditors' meeting takes place within 30-45 days after lapse of the period for contesting of lodged claims. Creditors' meeting elects the creditors' committee.
- 1st meeting of the creditors' committee.
- Preparation of a restructuring plan by debtor or by IP.
- Approval of restructuring plan by the creditors' committee; if rejected, the debtor goes into bankruptcy.
- Approval of restructuring plan by the creditors' meeting (basically – each creditor group must vote in favour of the plan and, at the same time, a majority of all creditors present, counted according to the amount of the claim, must vote

in favour of the plan).

- Confirmation of restructuring plan by the court.
- Satisfaction of creditors' claims according to the confirmed restructuring plan.

4.3. Restructuring plan

- Restructuring plan consists of two parts – descriptive part and binding part.
- The restructuring plan is a document regulating the creation, modification or termination of the rights and obligations of the persons listed therein (plan participants) as well as the extent and manner of satisfaction of those plan participants.
- As a general rule, restructuring plan must provide unsecured creditors with satisfaction of their claims at least 20% higher than they would get in a bankruptcy. It may also provide that the unsecured creditors' claims may be converted into share rights or membership rights in the debtor (debt-to-equity swap).
- Unsecured creditors (exemption – creditors of subordinated claims) must obtain satisfaction in the amount of at least 50% of their filed claims within 5 years at the latest (unless these creditors agree to lower rate or longer period).
- Once the court plan is confirmed, the plan is binding on all plan participants.

4.4. Approval of restructuring plan

- Restructuring plan must be submitted by debtor or creditor to the creditors' committee for preliminary approval within 90 days after approval of restructuring. Deadline can be prolonged by 60 days by the creditors' committee.
- If the plan is approved by creditors' committee, they ask the IP to convene an approval meeting, which consists of plan participants. Changes to the restructuring plan may be requested by any creditor no longer than 7 days before approval meeting.
- Date and place of approval meeting must be published in the trade journal.

- After restructuring plan is approved by approval (creditors') meeting, it must be filed with the court. Court confirms the plan within 15 calendar days after receipt of the respective petition, if there are no grounds for its rejection.
- If the restructuring plan is refused at any stage of the approval process, bankruptcy must be declared.

4.5. Filing a petition for restructuring proceedings

- A petition must be filed by debtor or creditor with the court within 30 days after the IP issued the restructuring report, in which the restructuring was recommended

4.6. Main content of petition

- General requirements for court petitions and the following appendices:
 - Restructuring report issued by the IP
 - Lists of debtor's assets and obligations
 - List of debtor's related persons
 - List of legal acts of the debtor with related persons undertaken in the last two years concerning the debtor's assets of the value of:
 - more than 10% of the value of the debtor's registered capital
 - more than 5% of the lowest value of the registered capital of a joint stock company, if the debtor does not create registered capital
 - Set of financial statements for the previous financial year
 - If the petition is filed by a creditor - an officially certified declaration by the debtor that it is insolvent and that it consents to filing of the petition.

4.7. Time for lodging creditors' claims, consequences of failure

- Creditors lodge their claims with the IP within 30 days from authorization of restructuring

- Claims lodged later are not taken into consideration

4.8. Selection of restructuring administrators

- Court appoints an IP randomly using a computer program from the Register of IPs

4.9. Ethical standards for restructuring administrators

- Same requirements apply as for IP in bankruptcy proceedings

4.10. Main rights of the creditors' meeting

- Election of creditors' committee
- Creditors' meeting may propose to the IP to file for bankruptcy of the debtor
- Approval of the restructuring plan (in form of a so-called approval meeting)

4.11. Final proceedings

- Approved restructuring plan is confirmed by the court, unless there are grounds for its refusal. If confirmed, the court decides also on the termination of the restructuring and the plan is effective.
- If a petition for confirmation of the plan by the court is not filed within the statutory time limit, the IP asks the court to declare bankruptcy.
- If there are statutory grounds for doing so, the court rejects the plan and declares bankruptcy.

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