

BOSNIA AND HERZEGOVINA			
Policy area	Component (sector)	Indicative Reforms	Qualitative or quantitative steps
1. Green and Digital Transition	1.1 Secure and sustainable digital infrastructures	1.1.1 Enable secure broadband, including 5G roll-out.	Framework Broadband strategy and costed Action Plan adopted by BiH CoM (December 2024)
			Bodies in place and staffed at all levels for coordination of broadband infrastructure deployment, aligned with EU legislation (June 2025)
			Legislation across the country aligned with the EU Broadband Cost Reduction Directive, European Electronic Communications Code, and Gigabit Infrastructure Act (December 2025)
			New Law on broadband security and 5G infrastructures roll-out implemented in compliance with the EU 5G Cybersecurity Toolbox at all levels (December 2026)
	1.2 Digitalisation of public services	1.2.1 Develop an e-governance framework	Adoption of the BiH Law on electronic identity and trust services for electronic transactions in line with the EU Acquis and subsequent harmonized entity legislation. The law has to include the single supervisory body for the whole country in line with the eIDAS Regulation (December 2024)
			Adoption and implementation of the interoperability framework enabling exchange of data between different administrative levels (December 2026)
			Legislation aligned with Open Data Directive and e-Privacy Directive. (December 2027)
			Digital Identity Wallet Framework in place, including Architecture and Reference Framework (December 2026)
			National Digital Identity Wallet in compliance with new EU Digital Identity Framework' in place (June 2027)
	1.3 Cybersecurity	1.3.1 Set up a comprehensive framework for cyber resilience (introducing requirements of NIS2 Directive and strengthening relevant institutions at all levels of government)	Single point of contact in the sense of NIS2 Directive is established (June 2025)
			State and entity-level CSIRTs are operational in line with NIS2 requirements and reach SIM3 model FIRST membership maturity profile. Clear coordination mechanisms are set out among the CSIRTs in the country (June 2025)
			Competent authorities as defined in the NIS2 are operational on state, entity and Brcko District levels: sufficiently staffed, equipped with supervisory powers, performing supervisory checks (December 2025)
			Lists of entities in scope of the state, entity and Brcko District level laws corresponding to the NIS2 Directive are finalized (June 2026)
			Frameworks introduced by NIS2 alignment (Coordinated Vulnerability Disclosure framework, crisis management framework), are in place and in use (December 2026)
	1.4 Market reforms	1.4.1 Full implementation of the	Legislation at State level in the field of electricity is adopted and fully aligned with the Third Energy Package and the Electricity Integration Package (June 2025)

		3rd Energy Package for electricity and gas and the electricity integration package, including appointment of NEMO, unbundling, gradual tariff adjustment and market coupling	Legislation in the field of gas is adopted and fully aligned with the Third Energy Package (December 2024)
			Appoint one Nominated Electricity Market Operator (NEMO) (December 2025)
			Unbundling and certification of all electricity distribution and transmission system operators (DSO and TSO) in line with the Third Energy Package (June 2025)
			Continue implementation of the electricity integration package in line with Energy Community requirements, including: 1) Open the day-ahead and intraday market (establishment of power exchange) 2) Continue implementation of the electricity integration package by the TSO and NEMOs joining day ahead market coupling with the EU. (December 2025)
			Electricity price for households reflect the market costs in line with EU best practice (for ex. linking bilateral supply contracts between the generator and the supplier of electricity to annual average of the day-ahead market price) (December 2027)
	1.5 Decarbonisation policy and ETS adoption	1.5.1 Implementation of the NECP and other related strategic documents (roadmap for just transition in coal regions).	Roadmap for just transition in coal regions adopted together with the establishment of the just transition governance process (December 2024)
			x% of active workers/miners/workforce in coal regions reskilled and x% working in new sectors (progress in implementation of just transition roadmap) (June 2027)
		1.5.2 Work on carbon pricing with the aim of having an ETS in place by 2030, implement climate legislation aligned with EU Climate Law, including commitments to climate neutrality	Adopt climate legislation aligned with EU Climate Law including commitments to climate neutrality (December 2024)
			Full implementation of Monitoring, Reporting, Verification and Accreditation (MRVA) package adopted in the Energy Community (June 2025)
	1.6 Renewables deployment	1.6.1 Implementation of the Renewable Energy Directive, including use of transparent and competitive procedures for deployment of	Launch first RES auction and announce 3-year auction plan (June 2025)
			Permitting procedures time for renewables reduced by 50% (including households, public buildings and large installations) to enable faster deployment of renewables (June 2026)
			Installed capacity for prosumers is more than x MW (June 2026)
			At least X GW of new renewable energy (solar and wind) capacities installed (according to the NECP and Energy Community targets) (June 2025)

		renewable energy, permitting, guarantees of origin and first RES auction.	
	1.7. Energy Efficiency and Air Pollution	1.7.1. Full implementation of the EED, EPBD, Eco-design and energy labelling legislation	The issuing of Energy Performance Certificates is ensured (in line with the EPBD regulation) (December 2024)
			Adoption of the Buildings renovation Strategy (December 2024)
			Renovation of existing public buildings ongoing and aligned with the 3% Energy Efficiency Directive target (December 2025)
			Amend relevant legislation to improve decision-making on energy efficiency investments for homeowners and homeowners' associations (multi-apartment buildings) (December 2026)
			Increase annual rate of building renovation in accordance with the draft NECP indicative milestones of the long-term strategy for the renovation of the national stock of residential and non-residential buildings: 1) Public sector buildings renovated - Mil 1.06 m2 2) Individual house renovated: Mil 4.55 m2 in the period 2021-2027, annual renovation rate 1.2 % of total residential area 3) Multi-apartment buildings (without district heating (DHS)) renovated: Mil 1.46 m2 in the period 2021-2027, annual renovation rate 0.39 % of total residential area 4) Multi-apartment buildings (DHS) renovated: Mil 0.66 m2 in the period 2021-2027, annual renovation rate 0.17 % of total residential area (June 2027)
2. Private sector development and business environment	2.1 Business environment	2.1.1 Strengthen governance and management and increase the efficiency and transparency of public enterprises, including SOEs,	Roll-out of consumption-based metering and billing for district heating (June 2027)
			PoEs registers at entity level is regularly updated and publicly available (December 2025)
			Legislation related to PoEs management to address climate considerations by providing guidelines for business planning and reporting of PoEs is aligned (December 2025)
			Regulation related to PoEs governance and transparency aligned with best practice (OECD guidelines) including state ownership strategy, monitoring market disruptions, providing guidelines for business planning, procurement and reporting, addressing climate considerations (June 2025)
			PoEs Oversight Units published annual report on PoEs impact on economy including fiscal risk assessment stemming from direct and contingent PoEs liabilities and state guarantees. (June 2025)
			State aid legislation fully harmonized with European standards (consistent enforcement of state aid rules throughout the country, strengthen the operational capacities of the State Aid Council, align existing aid schemes with SAA obligations, establish benchmarks to transparency of aid allocation and increase quality of reporting (December 2026)

			PoEs arrears reduced by 30% in comparison to baseline 2023 (December 2025)
			At least one public private partnership in effect for the management of airport infrastructure (June 2026)
		2.1.2 Simplify and harmonise requirements to register and operate country-wide	Entities adopt and implement the necessary harmonized regulation allowing Mutual recognition of licenses and certificates between the entities adopted and implemented (December 2027)
			E-registration enabled and functional across all respective levels of authority, including all preconditions related to e-signature/e stamps, enabling insight into companies' registration data (December 2025)
			NCTS at international level in use (December 2026)
		2.1.3 Facilitate free movement of goods and services through reduced formalities, harmonisation of regulatory framework and mutual recognition of professional qualifications	Country wide strategy for the quality infrastructure adopted, Law on Accreditation, Law on Market Surveillance and Consumer Protection legislation in BiH in line with the most recent EU acquis adopted and implemented (December 2025)
			The three CRM mobility agreements signed by WB6 leaders on 3 Nov. 2022 in Berlin: on Freedom of Movement with Identity Cards, on Recognition of Higher Education Qualifications, and on Recognition of Professional Qualifications for Doctors of Medicine, Dentists and Architects; as well as the Agreement on Mutual Recognition of Professional Qualifications for Nurses, Veterinary Surgeons, Pharmacists and Midwives signed in Tirana on 17 Oct. 2023 adopted and ratified (December 2024)
			New Approach Directives in selected minimum three industrial fields annually transposed and framework for recognition of professional qualifications for 7 professions based on the EU system of automatic recognition adopted and implemented by the competent authorities. (June 2025)
			Mutual Recognition Programmes (MRPs) for industrial products in line with the EU acquis (electromagnetic compatibility, machinery and construction) adopted and implemented (June 2026)
			Full transposition of the EU Directive on services in the internal market into legislation in Bosnia and Herzegovina, including the establishment of Contact Points for the provision of services at every level of government in BiH, which will be interconnected (June 2026)
		2.1.4 Simplify processes to facilitate an enabling business environment	Register of beneficial ownership established and fully functional across all respective level of authority, in line with the EU acquis (June 2025)
			The domestic legislation that conflicts with EU legislation, including ex-Yu standards that conflict with those aligned with European standards mapped and repealed countrywide (June 2027)
			Regional measures against geo-blocking, regional trade facilitation measures for parcels based on EU practices (e.g. VAT e-commerce package), and WCO standards adopted (June 2027)
			Dispute resolution framework improved and harmonised by adopting set of Laws for alternative dispute resolution across all respective levels of authority and implemented (i.e. Law on Mediation Procedure, Law on Arbitration, Law on Alternative Dispute Resolution) (December 2026)

			AML/CFT Law and bylaws implemented and a minimum of 80% compliance score with EU AML/CFT standards in international assessments achieved (June 2027)
		2.1.5 Deployment of e-freight and Intelligent Transport Systems	Aligned with Regulation (EU) 2020/1056 on electronic freight transport information (eFTI) (December 2025)
			Road international convention (eCMR) needed to deploy eFTI ratified (December 2025)
			ITS frameworks and standards for road and rail implemented (December 2026)
			Waiting time at BCPs and CCPs reduced by 50% as a result of using the e-freight system (intra Western Balkans only) (December 2027)
			ITS on X Kms of the TEN-T road network is operational (December 2027)
	2.2 Access to finance	2.2.1 Put in place a system to financially support innovative startups and MSMEs	Entity levels Innovation Plans until 2025 are updated and harmonised and a country-wide smart specialisation strategy and a new 2023-2028 strategy and action plan for scientific development are adopted (December 2024)
			Improve the regulatory impact assessment in process of drafting regulations to cover the impact on SMEs, in accordance with competences. (December 2025)
			Framework for Strategic guidelines for harmonisation of entity's support for SMEs and entrepreneurship is adopted, in particular startups and MSMEs in digital sector (December 2025)
3. Human capital development and retention	3.1 Education	3.1.1 Increase share of children enrolled in early childhood education and care services country-wide	80% of children in the year prior to school entry enrolled in early childhood education and care services (ECEC) (June 2027)
			60% enrolment for children 3-5 (June 2027)
			30% enrolment for children 0-2 (June 2027)
		3.1.2 Increase quality of primary and secondary education country-wide, including by aligning core curricula with labour market needs	RS Law on Quality assurance in Higher Education ₇ enters into force (December 2024)
			Accreditation of at least two agencies as members of ENQA (June 2026)
			Introduction and application by relevant authorities within the country of curricula based on learning outcomes, including those that concern digital skills (in line with the Framework for Digital Skills) (June 2026)
			200 schools / year covered with internet until full coverage with Wi-Fi accessible throughout the school (December 2027)
			xx% of teachers in primary and secondary education exposed to training in Digital Skills in line with EU best practices. (December 2027)
		3.1.3 Improve the link between VET and	At least 40% of second-year VET-students should benefit from substantial exposure (at least 25% of programme) to work-based learning (EEA strategic framework) (December 2026)

		private sector and decrease the skills mismatch	Quality assurance framework for adult education in place, in line with competences (June 2026)
			Professional development of teachers and trainers to match new competence requirements (June 2026)
			Share of VET students employed within a year after VET graduation (June 2027)
	3.2 Labour market	3.2.1 Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee.	SILC (survey on income and living conditions) and labour force survey are introduced for regular implementation (December 2024)
			Total number of regular labour inspections throughout the country increased by 25% (June 2026)
			Discharge the public employment services (PES) from administrative duties related to health insurance at all levels (June 2025)
			Establish continuous data exchange between the PESs and Centres for Social Work for activation of vulnerable groups / users of social assistance (December 2025)
			Number of members of vulnerable groups receiving mediation services by PES staff increased by 20% (December 2026)
			25% increase of women and vulnerable groups targeted by ALMPs (December 2026)
			Improve PESs registries of active and inactive job seekers by including Quality Assurance indicators (December 2026)
			At least 20% of beneficiaries of YG are employed within 6 months after completion (June 2027)
			Ratio of job counsellors in Public Employment Services to job seekers is reduced to 1:500 (June 2027)
	3.3 Social protection system	3.3.1 Harmonise parental leave rights country-wide and implement the social card.	Action plan for country-wide harmonisation and strengthening of parental leave in place, in accordance with competences (December 2025)
			Adopt pending legislation and regulation to implement social card (December 2025)
			100% of the beneficiaries of social transfers covered by the social card to ensure targeting of social benefits in line with needs (June 2027)
4. Fundamentals /Rule of law	4.1 Democracy	4.1.1 Coordination in EU matters and Democratic institutions	Joint bodies under the SAA functions properly, with efficient working methods, with a single efficient and effective entry point for coordination on EU integration (December 2024)
			Improve the functioning of the EU coordination mechanism within the country notably by strengthening the quality assurance process , in view of preparation for the accession negotiations (December 2024)
			Adopt the Program for Alignment with the Acquis ('NPAA') in line with SAA requirements, notably covering the full EU Acquis, the respective competences for its implementation, the required funding allocation and sources, and administrative capacities. (June 2025)
	4.2 Judiciary	4.2.1 Functioning of the Judiciary	Ensure that the asset declarations of judicial office holders are verified effectively by implementing the integrity-related amendments to the Law on the High Judicial and Prosecutorial Council (HJPC) (December 2024)

			The transfer of the positions of the HJPC ICT department from project funding to the state budget is complete (December 2024)
			A functioning judicial appellate body is in place at the state level following adoption and implementation of a new Law on the Courts of BiH (June 2025)
			A new comprehensive Law on the HJPC in line with European standards is adopted following consultations with practitioners and civil society, and taking into account monitoring results of HJPC integrity amendments; and it is implemented to ensure, among others, an independent judicial disciplinary regime, a performance appraisal system that is based on qualitative criteria, and merit-based appointments (June 2025)
			The backlog in civil cases concerning utility bills is reduced by 20% and for other civil cases by 10% (June 2026)
			The backlog in civil cases concerning utility bills is reduced by 50% and for other civil cases by 20% (December 2027)
	4.3 Fight against corruption	4.3.1 Fight against corruption	A state-level law on the protection of whistleblowers in line with the EU acquis is adopted, to which all other levels of government are then aligned (June 2025)
			Align with merit principles and EU standards the state and entity-level laws on civil service recruitment, promotion and dismissals, to which cantonal level laws are adapted to (June 2025)
			A functioning system is in place for the prevention and repression of conflict of interest , notably by aligning the legislative framework with European standards at all levels of government; by setting up an independent and professional Commission for the Conflict of Interest at the state level; and by setting up functioning and independent anticorruption bodies at the entity and cantonal levels (December 2025)
			Respective legislation covering public procurement concessions and public private partnerships is brought in line with EU Acquis, and- the Public Procurement Review Bodies at the state-and entities level adequately staffed in order to fulfil their mandate (December 2025)
			Legislation on competition policy is implemented and harmonised with European standards (June 2027)
	4.4 Fight against organised crime	4.4.1 Strengthen the fight against organised crime by improving institutional cooperation among law enforcement agencies	An increase in the number of investigations, confirmed indictments and convictions is demonstrated in cases of corruption, including at high level (June 2027)
			A mechanism is in place for tracing and recovery of assets derived through illegal activities at state and entity level (June 2025)
			Increased number of investigations through the use of intelligence-led policing approach or joint investigation teams is demonstrated (June 2025)
			An increase in stand-alone financial investigations is demonstrated (June 2027)

		and with prosecutors' offices and courts; establishing specialised multi-agency investigation teams for complex cases; and implementing strategic, intelligence-led approach to fighting organised crime, leading to increase in convictions.	Increased number of investigations, confirmed indictments and convictions is demonstrated in cases of organised and serious crime (June 2027)
	4.5 Fundamental rights	4.5.1 Fundamental rights	Cases of threats and violence against journalists and media workers are transparently and effectively registered and followed up by police and judiciary (December 2024)
			Defamation is decriminalized across the country. (December 2027)
			The steering boards of public broadcasters are fully composed, the debts of entity broadcasters with BHRT are settled, and BHRT has a sustainable fee collection system by adopting a new BiH Law on Public Broadcasting System (December 2025)
			Legislation ensuring the enjoyment of freedom of expression, assembly and association is in place and enforced across the country, and restrictive proposals are withdrawn [notably the draft RS law targeting CSOs as foreign agents and any similar initiatives] (December 2027)