

AmCham.Pl QUARTERLY

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AmCham Advisory Council



IT'S YOUR DEBATE

The development of the Polish economy and the growing presence of international companies show that Poland is a good place to do business.

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We are creating the rules of economic cooperation for the next 50 years. Not China.

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The Polish financial market is liquid and flexible, and continues to be so, while companies keep a high level of deposits.

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Green transformation is a huge business and a change which amounts to another industrial revolution.

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The Advisory Council of the American Chamber of Commerce in Poland is engaged in shaping the AmCham advocacy for better investment, creating policies and working with key policy-makers to address important relevant issues. The crucial role of companies gathered in the Advisory Council is emphasized by the special client care AmCham provides to these premium members and the opportunity they have to cooperate at the highest level, including business-to-government dialogue, special networking events as well as priority at other AmCham events.

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Michał Pietrzyk, Attorney-at-Law at Łaszczuk and Partners, explains the impact of new obligations for business to be introduced in Poland through the EU Omnibus Directive.

Michał Chodecki, BTS Development Director at Panattoni; **Michał Samborski**, Head of Development at Panattoni; **Waldemar Witczak**, Regional Director at Segro; and **Natalia Mika**, Advisor at Newmark Polska, explain why investors eye data centers and what it entails.

Randy Mott, President of Phytoremedia Sp. z o.o. highlights the pros of using plants to remove pollution from contaminated soil.

Cal Lee, Global Head of Workthere (Savills flexible office specialist), and **Jarosław Pilch**, Head of Workthere in Poland, write about the prospects of the flexible office space market globally and in Warsaw.

Michał Matysiak, Senior Associate at Squire Patton Boggs, explains the government-drafted provisions of two EU pro-consumer directives into Poland's consumer protection legislation.

Katarzyna Saganowska, Risk and Compliance Director at TMF Group, explains why ESG is essential now more than ever.

Dr. **Jan Gąsiorowski**, Associate in the Warsaw office of Wolf Theiss, explains why banks in Poland find it more difficult to lend money and how foreign financial institutions may take advantage of the situation.

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www.amcham.pl/experts

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AmCham Auditor



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ADVOCACY OF AMCHAM POLAND

Our top issues include:

AmCham Poland supports the collective interests of its members by working to affect changes that improve the business environment in Poland through:

- the close monitoring of Polish and EU regulations;
- position papers, policy statements, and advocacy letters;
- direct and frequent interaction with policy-makers;
- active participation in the rule-making process.

All AmCham Poland's position papers are available at amcham.pl/advocacy



AMENDMENTS TO THE CORPORATE INCOME TAX

The Ministry of Finance conducted public consultations on the draft act amending corporate income tax.

Proposed changes would simplify corporate income tax in ways analogous to provisions in personal income tax and a flat-rate income tax.

The draft act provides for, e.g.:

- postponing enactment of the minimum income tax (2023) with a simultaneous modification of the current tax structure,
- repealing the provisions on "hidden dividends",
- changing the regulations on foreign-controlled entities (CFCs),
- changing taxation on shifted income,
- changing the provisions on withholding tax (WHT),
- changing the tax costs of settlement of debt financing costs,
- easing the conditions for taking advantage of the exemption by a Polish holding company,
- clarifying the provisions on lump-sum taxation on company income.

AmCham, together with other chambers gathered in the International Group of Chambers of Commerce, has submitted a position paper for this draft act, which you will find on our website.

LABOR LAW AMENDMENT

On May 24, 2022, the Government proposed a bill amending the Labor Code and other acts submitted by the Minister of Family and Social Policy. The Government intends to permanently introduce the possibility of remote work to the Labor Code in place of the current provisions on teleworking and laws issued in connection with COVID-19. The definition of remote work will be introduced to the Labor Code, according to which it will be performed in full or in part in the place indicated by the employee (and agreed each time with the employer), including the employee's residence address, and in particular with the use of direct distance communication.

According to the new regulations, the employer, as a rule, will not be able to refuse remote working for parents who are raising a child up to age 4; parents and guardians looking after a person with a disability in their family; and pregnant women. The employer will also be obliged to cover the costs of remote work by the employee.

The draft amendment to the Labor Code also contains provisions that allow employers to introduce sobriety control for employees and control of use of substances similar to alcohol.

Currently the act is proceeding through Parliament. The AmCham position paper is available on our website.

At the same time, there is another amendment to the Labor Code underway, which implements EU directives to the Polish legal system (2019/1152 and 2019/1158). This amendment introduces:

- two new types of leave: carer's leave and *force majeure* leave;
- extension of parental leave;
- changes to contracts for a trial period and contracts for a definite period;
- more effective protection of employees against dismissal.

THE ACT ON COPYRIGHT AMENDMENT

The Ministry of Culture and National Heritage is currently conducting public consultations on the draft act amending the act on copyright and related rights.

This project intends to implement into the Polish legal system the provisions of Directive (EU) 2019/789 and (EU) 2019/790 of the European Parliament and of the European Council on copyright applicable to certain online transmissions conducted by radio and television organizations; to the re-broadcasting of television and radio programs; and to copyright in the Digital Single Market. Both directives will be implemented through provisions regarding e.g.:

- introduction of the country of origin principle for the exercise of copyright and related rights by radio and television organizations in connection with the provision of additional online services;
 - unifying the licensing rules for rebroadcasting services regardless of the technology used;
 - regulating radio and television program broadcasts directly;
 - introducing new forms of fair use in copyright (text and data mining) and modification of some already existing ones (use of works in teaching activities and reproduction of works in order to preserve cultural heritage);
 - modification of the rules for the use of non-commercially available works (fair use, extended collective licenses);
 - introducing measures to facilitate the licensing of works made available through video-on-demand services;
 - introduction of a new related law for press publishers to use online their press publications;
 - introducing additional remuneration for authors and performers of an audiovisual work for making it available on the Internet; introducing an obligation of transparency in contractual relations between the rightholders and users, with modification of the best-selling clause.
- The AmCham's position paper on this act is available on our website.



DEAR AMCHAM MEMBERS AND FRIENDS,

A busy summer has drawn to a close and now the hectic schedule of the fall is with us. The shadow of the ongoing Russian invasion of Ukraine continues to shape markets, sentiments and outlooks—and continues to offer new challenges to our businesses.

AmCham is focused on ensuring the best possible environment for growth and investment, and the previous several months clearly show our engagement in the public dialogue on these issues. The AmCham Diner returned to the European Economic Congress in Katowice, and debuted at Impact' 22 in Poznań. Both events allowed for a range of high-level meetings with government, political, and business leaders to deliver a prosperity and investment message.

We continue in the fall with the AmCham Diner at the Economic Forum in Karpacz, more senior government meetings and our focused Energy Day conference in October.

AmCham is committed to bringing value to our members across the country and is delivering events, meetings and value through our regional activities in Kraków, Katowice, Wrocław, and the Tri-City. Look for more to come!

The US-Poland strategic relationship is more vital than ever. Our shared national interests of security, economic growth and innovation are core to AmCham's work during a challenging era. A key factor in our success is our close cooperation with Ambassador Mark Brzezinski and the US Embassy team. Their partnership is crucial to our mission and deeply appreciated. We are

indeed stronger when we work together, as member companies and as countries.

Support for Ukraine and its people, energy security, defense modernization, digital market regulations, a labor code that reflects the new workforce reality, and a more stable and transparent tax system, are among the active advocacy issues we are currently pursuing. We will continue to consult with the membership to ensure that our collective voice is timely, well informed and heard on these and other subjects in the months ahead.

In this issue of *AmCham.PL Quarterly*, you can learn more about our meetings and conversations during the previous quarter as well as our return to celebrating Independence Day in person once again. It signals an active time ahead for all of us in the remaining months of 2022.

I look forward to seeing many of you at our upcoming events and meetings. Please don't hesitate to contact me or the AmCham team with your news, developments, ideas and challenges. Ever forward!

Best regards,

TONY HOUSH
AMCHAM CHAIRMAN

amcham.pl/reports



Contact:
Karol Witaszek
Legal & Public Policy Coordinator
karol.witaszek@amcham.pl
t: +(48)-22-520-5999

AMCHAM ECONOMIC RESEARCH UNIT

AmCham aims to deliver reliable information defining the effects of US capital on the Polish economy to the Polish media as well as policymakers. The AmCham Economic Research Unit (ERU) analyzes US-owned businesses in Poland and their impact on the country's economy. It also quantifies various aspects of Poland-US economic relations.

The ERU pays special attention to the precise recognition of the capital ownership, type of business projects and the scope of investments in various sectors of the economy, and the effects of those businesses on the Polish labor market, innovation improvement and technology development.

The ERU is a source of information on the value of assets, funds, and employment of US-owned entities operating in the Polish market, including industrial manufacturing companies as well as service providers.

The ERU collects data, analyzes, and interprets it to show main trends for the near-future economic forecasts.

As the ERU looks at Poland's economic position in the region, its scope of research covers all US companies in the EU and Central and Eastern Europe and how they build their competitive edge in the European Single Market.

The ERU publishes its research in the *AmCham Business & Economic Review*. Published so far:

Vol. 1/2021: *Greenfield Investments in Poland. US Companies lead the market.*

Vol. 2/2021: *Southern Poland as a Rising Star in Locating Foreign Investments in Poland. Evidence of American business.*

Vol. 3/2021: *Poland-US Trade Relations 2020. Trade in the shadow of the pandemic.*

Vol. 1/2022: *Energy Transformation in Poland.*

Past issues are available at:
amcham.pl/news/type/reviews



WHILE POLAND IS BRACING FOR ECONOMIC SLOWDOWN, EXPORT DATA SUGGEST PRODUCT SALES TO THE US HAVE GROWTH POTENTIAL

Statistics on the economy's performance for the first half of this year did little to improve the mood of managers and economists.

According to the Statistics Poland (GUS), in June inflation reached 15.5 percent. This indicator combines a broad spectrum of prices of goods and services. The cost of doing business has increased especially for fuel and energy prices. For many companies the negative effects of the crisis are compounded by the depreciation of the zloty, which causes the rise of the prices of imported raw materials and components.

FDI

The National Bank of Poland (NBP), in its monthly balance-of-payments report, has indicated that foreign direct investment inflows to Poland, calculated in US dollars, increased 54 percent in the last 12 months measured from June 2021 to May 2022. This reflects neither foreign investors' uncertainty about the security of investments due to the war in Ukraine, nor a reduction in new projects due to limited resources in the labor market and growing pressure on wage growth.

WAGES

According to GUS, average gross monthly wages in Poland in the first quarter of 2022 rose 9.7 percent in nominal terms compared to the first quarter of 2021. Strong growth in economic activity in Poland at the beginning of 2022 has fueled a demand for labor in the first and second quarters of this year. Experts estimate that the wage growth rate will continue to rise until the end of 2022 due to perceived labor shortages. In addition, pressure for wage increases from employees, who feel the heat of inflation, will get stronger. Since most companies plan to raise wages in Q3, the NBP estimates that wages will increase by 10.8 percent in 2022, compared to 2021. Further wage increases will be conditioned by the unemployment rate. It is expected to rise due to the anticipated economic downturn, which some economists predict will take place by the end of this year. For instance, the latest NBP Inflation and GDP Projection Report, published in July, signals a weakening of the existing demand for labor may last until the end of 2024. According to the NBP estimates, the unemployment rate will fall to 3.1 percent this year from 3.4 percent last year, but then increase to 3.9 percent in 2023 and 4.5 percent in 2024. The weakening economy and the resulting rise of the unemployment rate is signaled by the survey of managers' expectations by the Project Management Institute. The opinions of managers quantified in an index indicate that a period of economic stagnation is approaching, which will result in a rise in unemployment.

The PMI index in July this year reached 44 points. A PMI value below 50 points indicates a decline in financial activity in a particular sector of the economy and thus low economic activity. Stagnation starts at 43 points. Except for the first months of the 2020 pandemic (March, April, and May), no PMI value lower than 45 points was recorded in the last ten years.

INDUSTRIAL OUTPUT

The expected stagnation in the economy is also confirmed by the business climate index of the Institute for Economic Development of the Warsaw School of Economics (IRG SGH). As it turns out, June was another month of the slowdown in manufacturing. The value of the index fell by 5.1 points in June, and was lower than last June's value by as much as 17.7 points. This is not optimistic data, as there is usually a seasonal recovery in the manufacturing industry in the summer months. This indicates that the volumes of production, orders, including export orders, and employment have decreased, and the level of inventories of finished goods has fallen.

EXPORTS

Data reflecting the country's export performance somehow improve the overall gloomy picture of the Polish economy. In 2021, Poland's exports increased by over a quarter compared to the previous year. The data also show that non-EU markets have the greatest potential for growth as their economic performance is not tied to the economic situation in Europe. Since Poland sells the bulk of its goods and services to EU countries, it needs to restructure its exports to embrace markets further afield. In this respect, according to a recent report from the Polish Economic Institute (PIE), the US is the most promising non-EU market thanks to its size, high growth dynamics and the volume of Polish exports to it so far. The US is currently the 9th largest market for Polish exporters. In 2021, the Polish exports of goods to the US increased by 19 percent year-on-year. According to the latest data, covering merchandise trade in 2021, from UN Comtrade Statistics, the most important export group remained machinery and mechanical equipment, for which the US is the world's fifth largest market. In addition, of the top ten commodities exported to the US, the strongest growth was recorded last year for natural, cultured pearls and precious, semi-precious stones (153 percent growth); plastics and plastic-related articles (56 percent); and, ships, boats, and floating structures (48 percent).

AGENDA

INTELLIGENCE FROM AMCHAM COMMITTEES

AGRI, FOOD & FMCG, AND INDUSTRY —JOINT MEETING

In June, the two committees held a joint session devoted to discussing how digital processes and big data mining can help manufacturing companies run their businesses more effectively in this fast-changing business environment. Energy and performance-critical services were discussed. The speakers were: Rafał Kuzniak, Small Infrastructure Expert at Siemens; Jacek Mechecki, Partner and Management Executive at Siemens Industry Software; Ewa Mikos-Romanowicz, Director of Business Development and Governmental Affairs at Siemens; and Jacek Kaźmierczak, Logistics and Raw Materials Director at Agri Plus. Opening the meeting was Dr. Eliza Przeździecka, Head of Economic Research at AmCham Poland, who gave an in-depth presentation on current macroeconomic trends, such as employment, number of companies in business, fixed assets, and manufacturing and R&D expenditures, across a number of key industries. Other speakers discussed the evolution of the energy mix in Poland into more diverse sources of renewable energy, with a focus on both energy efficiency and security. They signaled a demand for micro grids across the country, with energy clusters and energy generating cooperatives including closed systems from local energy generators that would safeguard the continuation of energy delivery and manage stable prices. All speakers agreed that, with a transition to Industry 4.0 and the integration of the Internet of Things and Big Data, companies become more efficient as they can use the new ecosystem to integrate automation processes and intelligent multi-data systems to help decision-makers minimize production errors and maximize the output of market-worthy products. The speakers agreed that, in the current economic environment, such policies are the best way to face market challenges.

DIGITAL TECH

In May, the committee met to discuss cybersecurity challenges with guest speaker Artur Józefiak, Managing Director, Accenture Security Lead for Poland/CEE & Digital Identity Offering Lead for Europe. The guest talked about challenges and risks associated with cybersecurity across various sectors and used the example of the war in Ukraine to discuss new trends, cyber resilience of the Polish economy and potential new threats in the coming months. The speaker stressed that companies should not wait to invest in their cybersecurity until they face a crisis situation. Being proactive, instead of retroactive, is key to a successful cybersecurity policy, regardless of whether it is developed internally by the company or outsourced.

HUMAN RESOURCE MANAGEMENT

In April, the committee hosted Piotr Wiśniewski, founder and CEO of DBR7, an agency specializing in digitizing business processes. He talked about the role of robotics in transforming the Polish manufac-

turing sector. In his presentation Wiśniewski noted that nearly 50 percent of top managers in Poland think that their companies do not need digital transformation, while another study revealed that over 80 percent are of the opinion that their companies have already concluded it successfully. Meanwhile, according to The Economist Intelligence unit, 40 percent of companies on the Standard & Poor's 500 index put digital transformation at the top of their board meetings' agenda. The speaker noted that digital transformation has a long way to go as so far, globally, only 25 percent of the processes in the economy have been digitized.

In July, the committee hosted experts from Upwardly Mobile Global: Jina Krause-Vilmar, President & CEO; Jennie Murray, Vice President of Programs; Kimberly Cohen, Director of Employer Engagement; and from Accenture Federal Service, Wendy Chan, Senior Manager, Strategy and Consulting Services, who talked about best practices in setting up refugee hiring centers. The meeting's agenda was set in response to the Ukrainian refugee crisis and the strong interest within the international business community to help Ukrainian refugees in Poland. The meeting started with a short introduction on how Upwardly Global helps immigrant and refugee professionals get back to work in their host country as they try to find themselves in a new environment due to the circumstances that forced them to leave their home country. The current war in Ukraine caused the majority of Ukrainian refugees to seek refuge in Poland. They are primarily women and children, as men between ages 18-60 are banned from leaving the country, with some exceptions to the rule. Many Ukrainian refugees have professional backgrounds and an estimated 60 percent of Ukrainian female refugees have a bachelor's degree or higher. However, they can face barriers to be employed in Poland, including the lack of resume writing under Polish labor standards. They are in need of upskilling and reskilling as well as improving their digital literacy, linguistic skills and their professional networks. Wendy Chan talked about how Accenture Federal Services successfully hired 70 refugees in the US, in cooperation with Upwardly Global, and shared a number of best practices that helped skilled people get new jobs and inspired other companies to join the Upwardly Mobile program.

INDUSTRY

In May, the committee met online to discuss challenges and opportunities for companies that have strategies to robotize their manufacturing processes. The speakers were Marcin Gwóźdź representing ProCobot, a specialist in collaboration robotics, and Rafał Bień from Siemens Digital Industries. The speakers focused on the specifics of the Polish market across different sectors of the economy. They discussed case studies and talked about optimal strategies to invest in robotics including in the context of the efficient use of market data.

MARKETING & COMMUNICATIONS

In April, the committee hosted representatives of the Polish Advertising Council (RR) Lucyna Pruska and Piotr Kwiecień, who talked about how the organization safeguards the best ethical standards in advertising and shared the organization's views on the problem of greenwashing—the application of PR spin to portray a company as ecologically responsible. They talked about the results of a survey commissioned by the European Commission, which revealed that nearly 50 percent of environmental claims and "eco" declarations made by companies in the EU in 2020, turned out to be false in light of EU regulations. This problem is present in Poland. According to RR data, of all complaints sent to the agency from consumers, greenwashing amounted to 30 percent as of April 2022.

TAX & FINANCIAL SERVICES

In April, the committee met to discuss 2022 tax relief with speaker Marcin Mańkowski, Senior Manager, Innovation, Grants & Incentives at KPMG Poland. Mańkowski reviewed opportunities for businesses to obtain financial support for projects in Poland, both from European Union funds and domestic sources.

The speaker focused on a number of tax reliefs, including the R&D tax credit—the primary tax instrument that allows for an additional deduction of product, process, service, and software development costs from the tax base. He also talked about the so-called IP Box, a preferential form of taxation at a rate of 5 percent for income from Qualified Intellectual Property (IP), and the Polish Investment Zone income tax exemption, available to investors across the country who create a new production plant or extend the operations of the existing one, for up to 15 years. The speaker also covered the options of reducing the number of advance payments for personal income tax (PIT) on the remuneration of employees engaged in R&D activities as part of the uncollected R&D tax relief. The introduction of obligatory e-invoicing on B-to-B transactions was on the agenda of the committee's meeting in May, with speakers Wojciech Gede (PwC), Jarosław Glapski (Order2Cash), Paweł Matulewicz (PwC), Marcin Sidelnik (PwC), Laszlo Sinkovic (Order2Cash) and Tomasz Sitarek (PwC). The speakers talked about the legislative work done so far in Poland and how it compared with solutions adopted by other EU countries. They also discussed potential threats and opportunities for businesses including in such areas as the automation of invoicing processes, higher global compliance and the limited experience of both business and the regulator, coupled with a short lead time to introduce an obligatory solution, and potential limitations of the governmental platform.

For more information, contact AmCham Chief Economist
Eliza Przeździecka (D.Sc.)
Head of Economic Research at AmCham
eliza.przedziecka@amcham.pl



FACING A PERFECT STORM

AMID A MULTIDIMENSIONAL WORLD CRISIS, POLAND-US ECONOMIC RELATIONS REACH BILATERALLY STRATEGIC LEVELS.

By Tomasz Cwiok, Editor, *AmCham.pl Quarterly*

In April, AmCham joined the European Economic Congress (EEC) in Katowice with its AmCham Diner project—a venue for networking and discussions which offered opportunities for congress participants to engage in a dialogue between the private and public sectors while emphasizing the role and impact of US investments in Poland. In turn, in July, AmCham Diner appeared for the first time at Impact'22, a multi-stakeholder business conference with a heavy focus on new technology in business as well as environmental, social, and governance (ESG). The Diner hosted representatives of AmCham member companies, as well as government and public administration officials. Among them were Adam Niedzielski, Minister of Health; Janusz Cieszyński, Secretary of State, Government Plenipotentiary for Cyber Security; Konrad Szymański, Minister for European Union Affairs; Marcin Przydacz, Undersecretary of State at the Ministry of Foreign Affairs; Krzysztof Drynda, Chairman of the Polish Investment and Trade Agency PAIH; Tomasz Chróstny, Chairman of the Office for Competition and Consumer Protection UOKiK, as well as many members of Parliament. The Diner was also visited by US Ambassador to Poland Mark Brzezinski, who met with AmCham member companies to discuss opportunities and challenges for business in Poland as viewed from the American perspective. At both congresses, AmCham Diner was also home to the TVN24/TVN24 Bis live studio, where Jan Niedzialek conducted interviews with representatives of AmCham member companies and government officials.

BILATERAL AGENDA

At Impact'22, among the keynote speakers on the main stage was AmCham Chairman Tony Housh,

who talked about the renewed strategic partnership between Poland and the US. He noted that over the last 30 years, the US has played an important role in the transformation of the Polish economy through investment and new technologies. As a result, today AmCham Poland represents over 330 American companies with over USD 55 billion in active assets in Poland and nearly 300,000 full-time jobs, while the total value of investment from US companies in Poland reaches around 5 percent of Poland's gross domestic product. American investment in Poland has evolved over the years as the country's economy climbed up the value chain. Primarily basic manufacturing and FMCG investments have shifted to R&D, including world-class manufacturing, cloud technologies, quantum computing, and data centers. "The investment portfolio of US companies in Poland is very broad and deep," Housh said. He noted that strong US investment entered Poland even during the disruption of the pandemic. The US investment community was the leader in creating new jobs and greenfield investments.

A TWO-WAY STREET

As a result of such a continuous American investment, "Poland is becoming a critical hub in global supply chains and global technology and services chains for US companies," Housh said, adding that with it the Polish economy becomes increasingly interconnected with the US economy which signifies a strategic relationship. Housh stressed that it is a two-way relationship. Polish technology and scientists and partners play an increasingly important role for American companies in a range of areas including science, clinical trials, and computing. On the other hand, Ameri-

can investors look at opportunities in Poland in energy security, which is high on the agenda in the country, along with the green transformation of the energy sector. "We see just how important that partnership is between Poland and the US. We have to look at nuclear energy, infrastructure, and the sale of US LNG to Poland" Housh said, adding that it would help Poland evolve its place in the European energy market.

Housh said that over the years, both Poland and the US have displayed a strong commitment to transatlantic and European security. Poland has been a leader in defense modernization in the region, working closely with the US industry and government.

And Poland is well-positioned to play a very important role in rebuilding Ukraine. With its links and ties with Ukraine, its knowledge and experience of the Ukrainian culture, and its proximity, Poland should play a pivotal role in facilitating its European and US partners in helping rebuild Ukraine.

US business in Poland is aware that it needs to have conversations with policy stakeholders about ways to make the business environment better. However, the strategic relationship between Poland and the US has never been stronger. Ever since the Russian invasion of Ukraine US investors have made significant announcements and declarations about continued investments and new projects in Poland. The US business community and its subsidiaries worldwide continue to be very bullish on investing in Poland.

American investors perceive Poland as a country in Europe that can build a strategic relationship with the US and do that in parallel and conjunction with its strong European institutions. "It is in everyone's interest here and in Europe to maintain that exceptionally strong relationship between

COVER STORY

the two countries," Housh said. "This is why we need to make sure that all of those pillars in our cooperation are strong for us to continue to grow the business and prosperity agenda of our two countries."

BULLISH ABOUT INVESTING

All the points that Tony Housh made in his speech at Impact'22 in July were echoed and reflected during discussion panels involving American investors at the congress in Poznań, and two months earlier at the EEC in Katowice.

The bullish attitude towards investing in Poland was underlined by many representatives of US business at both congresses. Marta Poślad, Director, CEE & Transatlantic Public Policy at Google (and AmCham Board Member) noted that for several years, Google grew its investment portfolio in Poland. In 2021 the company launched its Google Cloud center in Warsaw (The Warsaw Hub), for clients in Central and Eastern Europe. The Warsaw Hub became the first such center in this region of Europe opened by a global provider of cloud services. Its workforce totals 2,500. In 2022 Google announced a plan to purchase the most modern

USD 2.7 billion in Poland, including in its infrastructure, such as its fulfillment centers, corporate offices and development centers, and in the amazon.pl trading platform. As a result, the company created over 23,000 full-time jobs in the country. In addition, Polish companies trading on the Amazon global platform generated around USD 500 billion in export sales in 2020.

Mariusz Mielczarek, Director for the Public Sector in Central Europe at Amazon Poland, said in an interview at the CEE in Katowice that the company will continue to invest in the country. Following the outbreak of war in Ukraine, Amazon relocated 3,500 of its staff in Ukraine and Russia to Poland, taking advantage of a Polish government program called Safe Harbor which applies simplified administrative procedures in issuing work permits for IT specialists from Eastern Europe, to save time. The company was also assisted by the Polish Investment and Trade Agency PAIH in relocating 300 of its IT workers from Ukraine.

According to Mateusz Bonca, President of JLL, despite the pandemic and the war in Ukraine, the office market in Poland keeps attracting investors, while the format of offices and their role for ten-

Russia.

Krzysztof Drynda, PAIH President, said in an interview at CEE in Katowice that by April the agency had 226 major foreign investment projects in the pipeline, totaling EUR 12 billion. Among them, there were 20 US investment projects totaling EUR 1.5 billion with plans to create over 4,500 new jobs. "It shows the depth of US business involvement in Poland", he said.

ENERGY TRANSFORMATION

As Katowice and the Upper Silesia region used to serve as Poland's central hub for the heavy industry and energy sectors, there is little wonder that energy sector transformation was on the agenda of a discussion panel co-organized by AmCham at the EEC in Katowice.

At present, the Polish energy sector faces two major challenges. First, facing the cuts of gas provisions from Russia, it has to diversify its energy sources. Second, in the long run, it has to undergo a "green transformation" imposed by EU regulations. Stepping away from fossil fuels will include coal and crude oil, but come 2030, natural gas as well.

Green transformation is a huge business and a change which amounts to another industrial revolution.

Mariusz Wawer, Head of Governmental Relations and Sustainability at 3M East Europe

office building in terms of sustainability for USD 700 million.

"We have sent a signal that as a technology investor we feel confident and secure in Poland, which is very important now; and foremost, it reflects the economic climate," Poślad said at Impact'22. "The Polish digital economy is growing dynamically. Poland is a country with a lot of entrepreneurship and technology talent. Macroeconomic data show us that in our area of expertise we can still grow our presence in Poland."

In turn, Mariusz Wawer, Head of Governmental Relations & Sustainability at 3M East Europe Region noted that the company has selected Poland for one of its largest global R&D centers, one of its largest factories, and one of its largest shared services centers. "There are more investment projects on the table in Poland, including in our shared services center," Wawer said at Impact'22, adding that the investments reflect the company's growing production capacity in the country.

According to Adam Manikowski, Managing Director, Zabka Polska, a franchise chain of over 8,000 convenience stores, owned by private equity company CVC Capital Partners, Poland continues to be a good market, and the company plans to keep extending its chain. "Zabka is a very flexible format and we can do business in large cities as well as in small towns," Manikowski said in an interview at the ECC in Katowice. "We support our strategic management and development with digital analytic tools enhanced with artificial intelligence. Thanks to it we can open new stores in new locations." Amazon, in the last 10 years has invested over

ants is evolving. When it comes to the residential market for rent, Poland is short an estimated 200,000 apartments. The inflow of Ukrainian refugees has put the market off balance. In industrial investments, "we have seen no major disruptions," Bonca said in an interview at the CEE in Katowice. "Those who were undecided in recent years began to think deeper if they want to be in Poland while those who had been active in Poland continue to invest and develop their businesses in the country."

Sebastian Perczak, Managing Director, Commercial Bank Country Head at Citi Handlowy said at the EEC in Katowice, that companies in Poland faced up to the challenge during the pandemic. They used their backup and financial reserves and emerged from the pandemic successfully. As a result, "the Polish financial market is liquid and flexible, and continues to be so, while companies keep a high level of deposits," Perczak said. "There is an increasing demand for working capital, while the overall amount of transactions by the largest players is big."

Presently, the business sector is facing three major challenges in the country: rising inflation, broken supply chains, and transformation of the energy sector. But Perczak remained positive, saying that companies in Poland will successfully diversify energy sources and build new supply chains. "Many companies emerged stronger after the pandemic and I'm optimistic because many companies will benefit from those changes."

He added that Poland may be a good alternative for the investment capital that is moving away from

According to Mateusz Piotrowski, Internal and Foreign Policy Analyst specializing in the US at the Polish Institute of Foreign Affairs PISM, Poland has been moving away from Russian energy supplies for some time now. The Polish energy sector is very promising for Polish-American relations, especially in the nuclear sector. If Poland, unlike Germany, decides to use nuclear power, it may work with American partners for the next 20-30 years.

"This area will be developing fast, as nuclear prospects are of strategic importance for Poland," Piotrowski said at the discussion panel, adding that banks in Poland will be more than happy to finance investment projects in nuclear power plants. But before Poland sees its first nuclear power plant, the country plans to become a regional hub for LNG transfers, using its LNG sea terminal in Świnoujście, with pipe connections to neighboring countries including the Czech Republic, Germany, Lithuania, and Ukraine. According to Jerzy Kwieciński, Vice President PKO SA, (former minister of economic development, and former finance minister), who spoke at the discussion panel in Katowice, Poland is capable of importing and exporting gas to those countries as needed. "We also have huge reserves of gas and can use them too," Kwieciński said explaining that Poland should not worry about gas shortages this winter.

When it comes to the "green transformation" the war in Ukraine accelerated the process in Poland, said Franciszek Hutten-Czapski, Managing Director and Senior Partner at Boston Consulting Group. In an interview at Impact'22 in Poznań, he said that the cost of the transformation is estimated at EUR

300 billion over the next 10 years. "The EU financial aid programs will provide approximately EUR 60 billion, while the remaining 240 will have to be shouldered by banks and private investors," he said. According to Dariusz Kucharski, CEO of HSBC, who spoke at the discussion panel in Katowice, investors in Poland have a growing understanding of the need for Polish companies to step away from fossil fuels. They can buy green bonds which enable access to financing from capital markets for the implementation of projects related to sustainable development, ecology, or the development of unconventional energy. A year ago, only 4 of 10 bonds that were issued on the bond market in Poland were green bonds, while the number stands at 7 at present.

Another panel speaker, Tony Housh, said that energy transformation offers huge opportunities for Poland-US cooperation for years to come. "It is a huge sector, involving not only green energy but also investments in the infrastructure," he said. In turn, speaking at Impact'22 in Poznań, 3M's Mariusz Wawer said that green transformation results from international standards in climate protection. "It is a huge business and a change which amounts to another industrial revolution," he said.

Poland's attitude to the war in Ukraine matches that of the US and the UK, among other NATO members who hope that Ukraine will be able to push Russian troops out of the country, explained Małgorzata Bonikowska, President of the Center for International Relations, in an interview at the ECC in Katowice. To help Ukraine accomplish that task they advocate for arming Ukraine with the type of military equipment and weapons it needs to be successful. Meanwhile, other EU countries (and NATO members) such as France and Germany, do not exclude reaching a ceasefire through negotiations with Russian leaders, just to put an end to the war of attrition that the two warring sides seem to be locked in. The US hopes that as a member of the EU Poland can influence those countries to take a more decisive stand to help Ukraine achieve its military goals.

Thanks to Poland's EU membership the country is also viewed in the US as a potential agent of positive change in transatlantic economic cooperation. Amazon's Mariusz Mielczarek said that Poland may play an important role in regulatory issues governing digital trade between the EU and the US and data security by promoting

country but it will never be the biggest economic block in the world."

Housh added that there is competition between totalitarian and democratic countries across the globe. The opportunity that lies before democratic countries is that they are bigger and richer, with better technology and people-centered management culture. This is why Poland, the EU, and the US should be working together for further economic development. "We are creating the rules of economic cooperation for the next 50 years. Not China," Housh said.

Another area where the US views Poland as a strategic partner lies in the post-war reconstruction of Ukraine. As Tony Housh noted, because of its shared cultural and historical links with Ukraine, Poland is in a perfect position to lead the reconstruction efforts together with its European and American partners.

The scale of the project is monstrous. According to Jacek Piechota, Chairman of the Polish-Ukrainian Chamber of Commerce, the war affected 10 administrative regions of Ukraine, out of the total 24. "Those are the most industrialized regions which generated over 50 percent of the Ukrainian GDP," he said in an interview at

We are creating the rules of economic cooperation for the next 50 years. Not China.

Tony Housh, AmCham Chairman

POLAND'S STRATEGIC IMPORTANCE

American business does not perceive Poland as a strategic partner only because of its attractive market, resilient economy, and expectation of long-term profit generation. The war in Ukraine has made Poland a war-zone border country, and as a NATO member, Poland has begun to play its part in Europe's regional and transatlantic security. Following the visit of US Secretaries Anthony Blinken and Lloyd Austin to Kyiv in April, Anthony Blinken placed a call to Polish Minister of Foreign Affairs Zbigniew Rau to thank him for Poland's involvement in delivering logistic support for the US diplomats to make the trip safe.

openness in the digital world. "There is room for progress here," Mielczarek said, adding that there are some obstacles that should be overcome. "They take place perhaps because of the lack of proper dialogue. We should be working together instead of creating two opposite camps: the EU camp and the US camp," he said. In turn, Tony Housh noted that supporting transatlantic trade and economic cooperation is making the world a better place. "Together, the US and the EU are twice as big as the Chinese economy," Housh said. "We are stronger if we stand together. It is faulty logic if we say that China will be the biggest economy in the world. Maybe it will be always bigger than any single

AmCham Diner in Katowice.

According to Piechota, since 2014, Ukraine has come a long way in introducing pro-EU political and economic reforms. He praised Ukrainian President Volodymyr Zelenskyy for cutting the influence of Ukrainian oligarchs on the country's parliament, which previously was under their control thanks to the powers they exercised with their money in single-member constituencies. Piechota added that supporting President Zelenskyy now and the reconstruction of Ukraine in the future is the best way to have Ukraine become a member of the EU and the democratic, free world.



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CREATING NEW OPPORTUNITIES

At its Monthly Meeting in May, AmCham hosted Krzysztof Drynda, President of the Polish Investment Trade Agency (PAIH) and Grzegorz Słomkowski, PAIH Vice President, to discuss further opportunities to strengthen Poland-US economic cooperation.

President Drynda said that the US is Poland's most important strategic partner outside of the EU, with the accumulated FDI reaching over USD 80 billion. The value of US investment in Poland is measured not only in the amount of money invested but also in the quality of new projects. Currently, PAIH helps 30 American investors start new projects. Most of these are projects in R&D and high-tech. Transfers of American business know-how and technology in R&D and IT is what Poland seeks, as those industries transform the Polish knowledge-based economy with attractive value added improvements.

PAIH's president also talked about Poland-US bilateral trade. He noted that in recent years it has been increasing year-on-year, not only in value but also in new product categories traded. Alongside basic goods, such as food and agricultural products, US-Poland trade has been rapidly embracing high-tech components and products, machinery and vehicles, and most notably, energy supplies, as the US increased the deliveries of LNG to Poland—a fact of strategic importance for Poland in the current geopolitical situation.

In the context of the war in Ukraine, Drynda underlined that Poland is safe, has a stable economy and good business continuity. These facts are reflected in various reputable rankings of countries with the best business environment for FDI, which place Poland among the topmost destinations globally.

SUPPLY CHAINS

Drynda noted that, beginning with the Covid-19 pandemic, but also taking into account such events as the 2021 Suez Canal blockage which delayed an estimated USD 400 million an hour in goods, and Shanghai's lockdown which slowed down its cargo port activity and with it the exchange of essential goods for global industry, and the war in Ukraine, global supply chains experience disruptions. This consequently triggered companies in Poland to explore new import markets, including in the Middle East, Africa, and the US. PAIH sees potential in those new markets and encourages Polish companies to invest there. When it comes to the US market alone, PAIH is working with 90 Polish companies to help them invest there.

MIGRANT WORKERS

PAIH also works with investors who are relocating their operations to Poland from Ukraine, Russia and Belarus. The key aspect is to have migrant workers move through red tape quickly to obtain

their work permits in Poland. A special mechanism, called the Business Harbor program, is in place. It was devised before the war aiming at workers in the IT sector in Russia, Belarus and other countries in Eastern Europe. Before the war in Ukraine, some 300 applications were submitted to the program monthly. Today, the number exceeds 5,000, which causes delays in processing the applications. But administrative capacity will be enhanced as the Polish government is well aware of the increasing reliance of the Polish economy on migrant workers. Talking about the long-term outlook for supporting Ukraine's reconstruction, Drynda noted that while Poland is universally viewed as a gateway to other EU markets, with its understanding of neighboring countries, Poland is also an excellent gateway to Ukraine and investors there, who also have operations in Poland and are in a good position to use them to facilitate investment projects in Ukraine.

STAKEHOLDER DIALOGUE

Talking about business acumen of American companies coupled with their multi-market experience, President Drynda said that PAIH welcomes feedback from the American business community regarding administrative and regulatory solutions, and is ready to take the problems voiced by AmCham higher to the Polish government for further analysis.

AMCHAM WELCOMES NEW HONORARY CHAIRMAN

In June, AmCham held its Monthly Meeting together with US Ambassador to Poland Mark Brzezinski, who welcomed over 150 representatives of American companies in Poland at his residence in Warsaw.

Ambassador Brzezinski shared his views on the role of US companies in shaping the Polish economy, providing growth, and creating workplaces. He acknowledged the pivotal role of AmCham Poland in building a multi-dimensional and friendly environment for investors in Poland, and in strengthening the ties between the Polish and the American people.

On the agenda of the Q&A session, moderated by Tony Housh, AmCham Chairman, were issues relating to investment opportunities in Poland, Poland-US relations, support for Ukraine, sustainable energy policies and other challenges facing

American business in Poland in the current geopolitical situation.

The reception culminated with Ambassador Brzezinski accepting a certificate from AmCham, confirming his Honorary Chairmanship of the organization.

MEET THE SPEAKER

Mark Brzezinski was sworn in as the Ambassador of the United States to Poland on December 22, 2021. He has extensive experience in diplomatic affairs working for the US government to facilitate investment in the US from Scandinavian countries and was pivotal in organizing a US-Nordic summit that set the foundations for a bilateral approach on energy, innovation and sustainability. Mark Brzezinski founded and acted as principal of Brzezinski Strategies LLC. He was a Managing

Director at Makena Capital Management, where he led the firm's sustainable and ESG investments. From 1999 to 2001, he served on President Clinton's National Security Council staff, first as a Director for Russia and Eurasia, and then as a Director for the Balkans.

Ambassador Brzezinski is a member of the Council on Foreign Relations (CFR) and the Trilateral Commission. He was a Fulbright Scholar in Poland in 1991-93 when he researched and wrote a book entitled *The Struggle for Constitutionalism* in Poland. He received a BA from Dartmouth College, a JD from the University of Virginia, and a PhD in Political Science from Oxford University.

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ANDREW HARDING, FCMA, CGMA, CHIEF EXECUTIVE—MANAGEMENT ACCOUNTING AT THE ASSOCIATION OF INTERNATIONAL CERTIFIED PROFESSIONAL ACCOUNTANTS, REPRESENTING AICPA & CIMA, WRITES ABOUT TOP CHALLENGES FOR FINANCE LEADERS IN THE CURRENT UNPREDICTABLE BUSINESS ENVIRONMENT.

MAŁGORZATA NIEWIŃSKA, DIRECTOR, HEAD OF WORKPLACE STRATEGY & CHANGE MANAGEMENT AT CBRE, GIVES TEN PREDICTIONS ABOUT WHAT THE HYBRID WORKPLACE WILL LOOK LIKE, AND WHAT FUNCTIONS IT WILL SUPPORT.

DAGMARA PRZYBYTNIOWSKA, ASSOCIATE AT DENTONS, AND **BARTOSZ JUSZCZAK**, SENIOR ASSOCIATE AT DENTONS, POINT OUT SOME EXPECTATIONS THAT US INVESTORS MAY HAVE WHEN FINANCING STARTUPS IN POLAND

MICHAŁ PIETRZYK, ATTORNEY-AT-LAW AT ŁASZCZUK AND PARTNERS, EXPLAINS THE IMPACT OF NEW OBLIGATIONS FOR BUSINESS TO BE INTRODUCED IN POLAND THROUGH THE EU OMNIBUS DIRECTIVE.

MICHAŁ CHODECKI, BTS DEVELOPMENT DIRECTOR AT PANATTONI; **MICHAŁ SAMBORSKI**, HEAD OF DEVELOPMENT AT PANATTONI; **WALDEMAR WITCZAK**, REGIONAL DIRECTOR AT SEGRO; AND **NATALIA MIKA**, ADVISOR AT NEWMARK POLSKA, EXPLAIN WHY INVESTORS EYE DATA CENTERS AND WHAT IT ENTAILS.

RANDY MOTT, PRESIDENT OF PHYTOREMEDIA SP. Z O.O. HIGHLIGHTS THE PROS OF USING PLANTS TO REMOVE POLLUTION FROM CONTAMINATED SOIL.

CAL LEE, GLOBAL HEAD OF WORKTHERE (SAVILLS FLEXIBLE OFFICE SPECIALIST), AND **JAROSŁAW PILCH**, HEAD OF WORKTHERE IN POLAND, WRITE ABOUT THE PROSPECTS OF THE FLEXIBLE OFFICE SPACE MARKET GLOBALLY AND IN WARSAW.

MICHAŁ MATYSIAK, SENIOR ASSOCIATE AT SQUIRE PATTON BOGGS, EXPLAINS THE GOVERNMENT-DRAFTED PROVISIONS OF TWO EU PRO-CONSUMER DIRECTIVES INTO POLAND'S CONSUMER PROTECTION LEGISLATION.

KATARZYNA SAGANOWSKA, RISK AND COMPLIANCE DIRECTOR AT TMF GROUP, EXPLAINS WHY ESG IS ESSENTIAL NOW MORE THAN EVER.

DR. JAN GAŚIOROWSKI, ASSOCIATE IN THE WARSAW OFFICE OF WOLF THEISS, EXPLAINS WHY BANKS IN POLAND FIND IT MORE DIFFICULT TO LEND MONEY AND HOW FOREIGN FINANCIAL INSTITUTIONS MAY TAKE ADVANTAGE OF THE SITUATION.

HEADING FOR DIGITAL DESTINY



AmCham.pl Quarterly Editor Tom Ćwiok talks with **Sylwia Pyśkiewicz**, CEO of **Equinix Poland**, about the challenges for the sector, and how the company positions itself in the digital transformation of the Polish economy. Equinix is a global digital infrastructure company.

What were the milestones for Equinix in business development in Poland?

The main milestone in Equinix's development in Poland was the opening of its newest data center in Warsaw in 2020. Named WA3, it is Equinix's third and most modern data center in the coun-

try, and offers the highest standard of network exchange services available, which goes hand-in-hand with allowing users to establish interconnections on an international scale.

In 2020, Equinix achieved the status of a Fortune 500 company.

With over 11,000 employees in over 240 data centers and over USD 6.6 billion in total revenue in 2021, how important is the Polish market for the company?

The Polish market continues to grow and digitize, and so Poland is and will continue to be a very important hub for

this part of Europe. Poland is an important, growing market for Equinix, which has based its unique Product Development Center in the country. Here our team develops global product solutions which are adopted by the company worldwide. Equinix in Poland already has 370 employees and will expand and

add to its team with the opening of our new data centers.

What is driving the market today in Poland?

Poland is one of the fastest-growing economies in Europe, which in turn, leads to a need for companies to digitize rapidly. This rapidly growing demand for digital transformation goes hand-in-hand with the increasing demand for the capacity of companies to be connected on the Equinix network. In light of the data from the Equinix's Global Interconnection Index—GXI—there will be an increase in the amount of data transferred and the number of Polish companies connecting to each other. Importantly, Poland's dynamic infrastructure development and a large labor market are accompanied by relatively low labor costs. This fosters the growing presence of international companies, especially in Warsaw, rated the 3rd most business-friendly large city in the world.

What is also contributing to the development of the digital sector here is the growing presence of companies with experience in the provision of colocation data center services and interconnections such as Equinix, but also hyperscalers from the cloud services sector such as Google or Microsoft.

Furthermore, both globally and locally, companies looking to expand their digital services need more and more bandwidth. It is particularly critical with the growth of hybrid working and the increased usage of data across all sectors of the economy.

How can Equinix help companies in Poland develop best digital strategies?

The shift toward scalable solutions, global interconnections, as well as cloud services is driving digital transformation today in Poland. Equinix is, of course, providing data centers with scalable and secure data storage. But no less importantly, we offer the ability to connect directly with international partners through the Platform Equinix. As a global company, we are also providing the opportunity to connect with colocation data centers around the world guaranteeing low latency and high security.

What are the main challenges to digital business today?

For the entire digital services sector, the main challenge, and opportunity, is the sustainability of the sector. Digitization of the Polish economy is key

to its further development, but it should be accompanied by environmental care. Particularly in the context of the growing electricity demand. At Equinix, we are committed to achieving climate neutrality by 2030, obtaining 100 percent of the energy needed to power our infrastructure from renewable sources.

How about cybersecurity?

Operating modern data centers also means operating high-end, multi-level security systems with hundreds of cameras and biometric readers strategically placed throughout the facility, staff present 24/7/365, fire protection, and power generators. However, data center security is not just about the physical security of the building itself. It also largely includes the security of IT systems, through a combination of physical and logical security practices and technologies. Equinix has gone the extra mile to ensure the security of our services and structures for our customers. Designed with robust security factors, Platform Equinix embeds security in all stages of development to deliver protected interconnection to hybrid clouds.

With your extensive experience in managing international businesses in Poland, would you say that Poland is a good country for foreign investors?

The development of the Polish economy and the growing presence of international companies show that it is a good place to do business. I'm amazed with the huge number of startups from different segments of the market being created and growing here in Poland as well as the variety of the investors pursuing the opportunity to find an unicorn business to put the money into. Poles are eager to embrace innovation and switch to digital payments, transportation and cloud services without hesitation. This stimulates demand for digital infrastructure and allows the economy to grow.

Poland, and other EU countries, have experienced shortages of skilled IT workforce. Is it an issue for Equinix in Poland?

With its leading position in the data center market, Equinix is in an excellent position to attract many skilled IT workers. However, it continues to be an extremely competitive market in Poland, as it is throughout EMEA and the world. We are a global leader in

digital infrastructure, and we are glad to have both entry-level and experienced professionals working with us. Along with many technology businesses, as we continue to grow and adapt as a business, we need to continually attract top talent to our teams across the Americas, EMEA and Asia-Pacific markets to address the increased demand for professionals in the design, build and operational aspects of data center operations.

At Equinix, we know that the best candidates come from many different industries and backgrounds, which is why we introduced the Career Transition Program. Through it, with full training, we empower individuals from outside the data center industry to transform their careers and join our teams as technicians or engineers. We understand that a diversity of backgrounds and skills builds strong teams. In return, we can offer a supportive, inclusive team in a thriving sector with huge career development opportunities.

What can you tell us about the company's corporate culture?

It is truly enjoyable to work at Equinix. It is an international giant with endless opportunities and people working as one team across the world. The mixture of positive energy, passion and cooperation makes this company unique.

Our corporate culture combines three extraordinary elements: opportunities, people, and places. The magic of Equinix is the way we refer to our values. It is at the core of who we are and how we manifest it each day. We hold ourselves accountable to these values through the organization. It starts with putting the customer at the center of everything we do, and it is our collective personality that will determine our destiny and help us in our pursuit to create a historically significant company.

We play at the intersection of the greatest technology trends in the world. At the same time, we create an atmosphere open for authentic, humble, gritty, informal, and fun people who have a passion for winning. We believe that if we are a team that enjoys each other, trusts one another, and is proud of where we work, we can sustain our positive company culture.

What are the company's plans in Poland for 2023 and beyond?

We plan to continue to grow our digital infrastructure ecosystems by

opening a new data center, the WA4, in Warsaw, in the coming months. At the same time, we are planning expansion through the opening of the 5th and 6th Equinix data centers in Poland, in the not-too-distant future.

We are planning further expansion through the opening of the 5th and 6th Equinix data centers in Poland, in the not-too-distant future.

MASTERING DIGITAL STRATEGIES



AmCham.pl Quarterly Editor Tom Ćwiok talks with Janusz Fajkowski, CEO of Exadel Poland, about the potential of the Polish IT market and challenges that investors face in the country.

Exadel is a leading IT services and product engineering company that provides enterprise software solutions, including team development.

What can you tell us about the company's history, including in Poland?

The history of Exadel goes back to the end of the 1990s when a group of enthusiasts from Silicon Valley created the foundations of a rapidly growing IT company with a global reach. As a re-

sult, today Exadel offices span the North and South Americas, as well as Europe and Asia. In the last few months alone, the Exadel group has acquired new companies, including Coppei, a Seattle-based digital business strategy and technology consultancy; CPQi in

Toronto, which is a leading provider of transformation services for financial organizations worldwide with nine offices in seven countries; and Motion Software in Sophia, Bulgaria, which is a software engineering company that specializes in blockchain, AI, analytics, healthcare, and eLearning.

At the same time, to deliver the best service worldwide, Exadel is opening offices in Latin America—Colombia and Argentina.

The current geopolitical situation, especially the war in Ukraine, has accelerated the process of structural change at Exadel, especially in Europe.

It is necessary for us to move our employees from Ukraine and Belarus to other countries, including Poland. In our new strategy Poland is a hub for Exadel's further expansion in Europe. The size of the IT market in Europe amounts to approximately USD 500 billion annually. In it, Poland has a significant position.

Experts agree that the digital transformation is pivotal to companies so they remain competitive in the marketplace. What can Exadel do to help companies develop the best digital strategies?

Poland is a prime example of a swift revolution in the digitization of society and the economy. It has transformed our society into an information society. In recent years, the process has been very rapid, involving public and private funds and investors. Today most decision-makers in Poland know that to have a meaningful impact on productivity digitization should take place at the core of the economy. The challenge is to achieve accelerated growth by addressing the full potential of digitization.

This is exactly where Exadel plays a pivotal role for companies. We have a very wide and deep experience in digitizing processes. We can provide appropriate business solutions, including the latest digital tools and technologies that exist in the market today. In other words, Exadel is a strong choice for business leaders who need to accelerate their firm's digital transformation.

What are the challenges that the IT industry is facing in Poland?

In the past, for many years the challenge for IT companies in Poland was to win good customers. Today, however, most Polish software houses are doing well as they can provide services to the most demanding customers in the US and the EU. Their strength lies in their know-how and unconventional approach to projects. They can still compete with foreign companies in terms of price, although the gap is narrowing.

For several years we have had another challenge—hiring good programmers. In fact, the staffing gap is becoming a pressing problem for the industry.

Another challenge is that in Poland large software companies tend to absorb smaller players and consolidate the market. This is how they obtain experienced professionals. For small enterprises, which may currently have

a harder time attracting employees, this market consolidation is an opportunity to move their business to a larger profile and expand their know-how.

Another challenge is cyber crime and cybersecurity. This is obviously a challenge not only in Poland. Companies need to provide adequate cyber protection for their businesses and raise awareness among employees about the safe use of IT equipment in the performance of their duties.

Worldwide, cybersecurity is a major problem. Canadian specialists from the Communications Security Establishment, when analyzing attacks by Russia against countries supporting Ukraine, noted the acts of cyber-espionage in IT systems of governments, universities, private companies and organizations as well as companies supporting critical IT infrastructure. Poland was one of countries where those acts took place.

What can your company offer in cybersecurity?

Exadel has vast experience and solid solutions in this area. For example, we have a strategic partnership with Armor Cybersecurity, a security consultancy that protects organizations and their data from multi-faceted and ever-changing cyber threats. Through this partnership we can deliver military intelligence-grade expertise, software, consulting, and cybersecurity solutions to customers worldwide.

How do you manage to attract and retain the right talent ahead of the competition?

IT specialists can still feel like the chosen ones, and companies must constantly find ways to keep the best people. Exadel Poland is also facing this challenge. We look at how our employees and job candidates are motivated and how they generate professional satisfaction. We look individually at each person. Salary and benefits are only a part of their motivation. They also look for challenges and those projects that foster learning and development. We try to motivate them by letting them know that they contribute to creating something big and important in business. We do have such projects.

What can you tell us about the company's corporate culture?

People drive Exadel's success, which is why they are at the core of our value system.

We have a number of programs that

focus on people development. They include our educational and social program dubbed STEM lab, the Environmental Sustainability program—hereby we provide bottle cap exchange and Volunteering—and Donations, an aid program for children in orphanages.

We also develop new programs which are focused specifically on the Polish market, but at present it is too early to talk about them in more detail.

Would you agree that Poland has a good IT hub infrastructure or do you see room for improvement?

The IT industry is one of the fastest paced sectors of the global economy, and it is no different in Poland, where the IT/ICT industry accounts for almost 10 percent of the Polish GDP and employs over 500,000 people.

This is why a huge number of foreign companies rely on Polish developers to deliver software and solutions to clients all over the world.

Talent resources are certainly the most important reason why so many foreign companies open their IT centers and competence centers in Poland. Among them are big ones, such as IBM, Microsoft, Intel, Google, Motorola, Siemens, and General Electric, but also a number of smaller investors. They see that the IT sector in Poland has been developing dynamically and offers enormous potential, which is noticed by companies from all over the world.

The attractiveness of the IT market in Poland and the region is also due to our cultural proximity, which is a great advantage in recruitment and facilitates the exchange of knowledge and sharing of experiences.

There are other crucial indicators that make Poland an attractive market for the IT industry. Over half of Polish IT specialists are aged between 25 to 34 years while over 80 percent of them have university-level education. It is worth noting that the country has the fourth-largest pool of science graduates in the European Union. Over 250,000 students graduating from Polish universities each year are graduates of technology faculties. Also, Polish citizens demonstrate the best English language skills in Central and Eastern Europe.

As an EU member, Poland is convergent with the GDPR data laws and various other software and trade requirements of other countries within Europe.

According to analysts from

CEOWORLD, in 2020 Poland was ranked 3rd world-best country for investors, after Singapore and the UK. The analysis ranked 80 countries as to their investment potential. This study emphasizes the high potential of the Polish market.

Another reason why foreign companies invest in Poland is that it is in the best time zone for business. Asia is more than six hours ahead of the EU in its time difference while the US is behind a few hours. EU countries operate in the same or nearly the same time zone as Poland, and there is just one-hour difference between Poland and the UK. Additionally, thanks to being positioned "in the middle", it is possible for Polish developers to reach their partners from the Middle East, Asia, the US, and even Australia during their working hours.

Looking at Poland from the perspective of a foreign company and considering business-related laws and regulations, do you think Poland is a good country to do business in?

In addition to accessing highly-skilled specialists, each company, before deciding to open its operations in Poland, takes into account other macroeconomic factors. Having them in mind, I have to say that Poland is among the most attractive countries for investment as it enjoys a stable and healthy economy, a dynamically growing IT market; has US and EU standards in IP protection, and is close to the major European financial centers. It also has high-quality tech infrastructure and offers similar work culture and work ethics as Western countries. Taking all this into account, I can say that Poland offers the best value for money in the software business.

However, there are also some challenges for business in Poland. Typically for most EU countries, bureaucracy is one of them. There is also a notable lack of clarity and transparency in tax administration, high costs related to tax administration, and a slow judicial system. These obstacles are gradually being removed from the Polish market, thanks to, among others, the open dialogue between the Polish government and business organizations.

BACK TO EARTH



AmCham.pl Quarterly Editor Tom Ćwiok talks with Randy Mott, President of Phytoremedia Sp. z o.o., about its unique field of expertise.

Phytoremedia specializes in using innovative yet natural methods for removing pollution from contaminated soil.

What types of companies are your target?

Any firm that operates on industrial or commercial property previously owned by the government is likely to have some degree of contaminated soil and groundwater. As owner, the legal responsibility shifts. Phytoremedia can contain or eliminate the contamination less expensively using plants enhanced by specific bacteria to breakdown the pollutants.

What are the pros and cons of using the technology of phytoremediation?

The process of phytoremediation is much less expensive—10 percent normally—as compared to the cost of traditional processes, and allows the land to be used outside of the area planted. However, this is not a remedy that can be used at the last minute and requires planning by the land

owner. Some areas can be done in two to four years and others will be a longer time. A plot under an approved plan, however, is much easier to sell to a third party.

Phytoremediation is much less expensive as compared to the cost of traditional processes, and allows the land to be used outside of the area planted.

What is the scope of expertise that your company may offer to its clients?

We have access to top phytoremediation experts in the world, including the best in Poland as members of our technical team. Add to it over 30 years of experience in remediation of waste sites.

What is driving the market of

the soil re-cultivation?

Normally it comes up with the sale of property or the closure of plant with an IPPC permit, which is the Integrated Pollution Prevention and Con-

trol permit. In many cases, it is too late to use phytoremediation because the problem was ignored until the last minute. Then more expensive solutions have to be used or the condition of the land kept downgraded to preclude many more profitable land uses.

What are the challenges to the re-cultivation market development in Poland?

Lack of knowledge of phytoremedia-

tion is the major challenge. This frequently will delay the least expensive solution and also has caused much less effective approaches to be used.

What is the role of technology and innovation in phytoremediation?

The sector is rapidly developing in academia. Many new studies come out every month and so far more than 125 sites have been successfully cleaned up. Our company is looking for comparable sites in Europe to proceed with demonstrated applications.

What are Phytoremedia's plans for 2023 and beyond?

We are starting some sites in the assessment phase and hope to do some test planting this year which would open the way for actual remediation projects to commence next year.



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AMCHAM.PL



AMCHAM DINER @ EUROPEAN ECONOMIC CONGRESS IN KATOWICE, APRIL 25-27

AMCHAM MADE A SPLASH AT THE EEC WITH ITS UNIQUE CONCEPT OF THE AMCHAM DINER—A VENUE FOR NETWORKING AND DISCUSSIONS WHICH OFFERED OPPORTUNITIES FOR CONGRESS PARTICIPANTS TO ENGAGE IN A DIALOG BETWEEN THE PRIVATE AND PUBLIC SECTORS, WHILE EMPHASIZING THE ROLE AND IMPACT OF US INVESTMENTS IN POLAND. IN PICTURES: 1. DOMINIKA FOX-MATULEWICZ, AMCHAM EXECUTIVE DIRECTOR; JOLANTA JAWORSKA, AMCHAM VICE CHAIR, (IBM); ADAM NIEDZIEMSKI, MINISTER OF HEALTH; MARZENA DRELA, AMCHAM OPERATIONS DIRECTOR; AGNIESZKA JANKOWSKA, AMCHAM BOARD MEMBER (T-MOBILE). 2. MARZENA DRELA; KONRAD SZYMAŃSKI, MINISTER FOR EUROPEAN UNION AFFAIRS. 3. MATEUSZ JURCZYK, AMCHAM KRAKÓW & KATOWICE BRANCH DIRECTOR; ANNA KORNECKA, THE CZYSTA POLSKA ASSOCIATION; MARIUSZ WAWER, 3M; DOMINIKA FOX-MATULEWICZ; MARCIN PRZYDĄCZ, UNDERSECRETARY OF STATE, MINISTRY OF FOREIGN AFFAIRS; MARZENA DRELA; PAWEŁ KOWAL; MEP; KRZYSZTOF DRYDA, CHAIRMAN, THE POLISH INVESTMENT & TRADE AGENCY; ANITA KOWALSKA, AMCHAM EVENT & MEDIA MANAGER. 4. MARZENA DRELA; JANUSZ CIESZYŃSKI, SECRETARY OF STATE, GOVERNMENT PLENIPOTENTIARY FOR CYBER SECURITY. 5. DOMINIKA FOX-MATULEWICZ; PAWEŁ KOWAL; MARZENA DRELA. 6. DARIUSZ KUCHARSKI, HSBC; TONY HOUSH, AMCHAM CHAIRMAN (NORTHROP GRUMMAN). 7. JERZY BUZEK, MEP; MARZENA DRELA. 8. MATEUSZ JURCZYK; MARZENA DRELA; JERZY

KWIECIŃSKI, PKO SA; PAWEŁ PONCYLIUSZ, MEP; DOMINIKA FOX-MATULEWICZ. 9. MARZENA DRELA; ALFRED KUBCZAK, KATARZYNA PRZEWEZIKOWSKA, ŻABKA. 10. ANITA KOWALSKA; MATEUSZ JURCZYK; DOMINIKA FOX-MATULEWICZ; PAWEŁ PONCYLIUSZ; BEATA JURKSCHAT, PFR TFI; MARZENA DRELA. 11. MARZENA DRELA; ANITA KOWALSKA; DOMINIKA FOX-MATULEWICZ; PAWEŁ BORYS, CHAIRMAN, THE POLISH DEVELOPMENT FUND; AND IN THE FOREGROUND PAWEŁ KOWAL. 12. MARZENA DRELA; JAN NIEDZIALEK, TVN24 BIS. 13. THE AMCHAM DINER IN BUSINESS. 14. MARZENA DRELA; KATARZYNA GIEDROJĆ, CITI HANDLOWY. 15. MATEUSZ JURCZYK; PIOTR BEŃKE, IBM. 16. DOMINIKA FOX-MATULEWICZ; MARCIN PRZYDĄCZ, UNDERSECRETARY OF STATE, MINISTRY OF FOREIGN AFFAIRS; JOLANTA JAWORSKA. 17. MARZENA DRELA; BOGUSŁAW CHRABOTA, EDITOR-IN-CHIEF, RZECZPOSPOLITA. 18. DOMINIKA FOX-MATULEWICZ; JAAK MIKKEL COCA COLA HBC; IZABELA MORAWSKA, COCA COLA COMPANY; TONY HOUSH. 19. EWA MIKOS, SIMENS; JOLANTA JAWORSKA; AGNIESZKA JANKOWSKA. 20. TONY HOUSH; KRZYSZTOF SZUBERT, THE NATIONAL CENTER FOR RESEARCH AND DEVELOPMENT. 21. TONY HOUSH; JOHN LYNCH, AMCHAM BOARD MEMBER (LYNKA). 22. JERZY KWIECIŃSKI; MARZENA DRELA; ALFRED KUBCZAK. 23. MARZENA DRELA AND ANITA KOWALSKA WITH THE TVN TEAM. 24. WOJCIECH KUŚPIK, PTWP, THE ORGANIZER OF THE ECC IN KATOWICE; MARZENA DRELA.



THE AMCHAM/HSBC POLAND EXCLUSIVE BREAKFAST

"THE RISE OF SUSTAINABLE FINANCING—OPPORTUNITIES AND CHALLENGES FOR POLAND" WAS THE THEME OF AN EXCLUSIVE BREAKFAST ORGANIZED BY AMCHAM IN COOPERATION WITH HSBC POLAND. THE DISCUSSION WAS MODERATED BY TONY HOUSH AND DARIUSZ KUCHARSKI, CEO OF HSBC POLAND. IN PICTURES: 1&2. THE MEETING IN PROGRESS. 3. DARIUSZ KUCHARSKI. 4. TONY HOUSH. 5. THE Q&A TIME.



THE AMCHAM/JLL POLAND EXCLUSIVE BREAKFAST

"BUSINESS UPDATE—A HARD LOOK AT THE FACTS, EVENTS, AND PERSPECTIVES AFTER SHIFTS AND SHOCKS OF THE 1Q'22" WAS THE THEME OF A BUSINESS BREAKFAST HELD BY AMCHAM TOGETHER WITH JLL POLAND. IN PICTURES: 1. MARIUSZ WAWER, 3M POLAND; MARZENA DRELA, AMCHAM OPERATIONS DIRECTOR; MICHAŁ OLSZEWSKI, DEPUTY MAYOR OF WARSAW; MIROSLAW KOWALIK, WESTINGHOUSE;

PIOTR WETMAŃSKI, MATEUSZ BOŃCA, JLL POLAND; DOMINIKA FOX-MATULEWICZ, AMCHAM EXECUTIVE DIRECTOR; DARIUSZ KUCHARSKI FROM HSBC; MAGDALENA KUSA, SANTANDER BANK POLSKA. 2&3. THE BREAKFAST IN PROGRESS.



AMCHAM DINER @ EUROPEAN ECONOMIC CONGRESS IN KATOWICE, APRIL 25-27

THE AMCHAM DISCUSSION PANEL

A DISCUSSION PANEL ENTITLED "US-POLAND ECONOMIC COOPERATION" WAS ONE OF THE PANELS PRESENTED TO THE PUBLIC AT THE AT THE FORUM. THE DISCUSSION WAS MODERATED BY JAN NIEDZIALEK FROM TVN24 BIS. IN PICTURES: 1. THE PANELISTS READY FOR ACTION. 2. MARTA POŚLAD, AMCHAM

BOARD MEMBER (GOOGLE). 3. KRZYSZTOF DRYNDA, PAIH. 4. MARIUSZ MIELCZAREK, AMAZON. 5. MATEUSZ A. BONCA, JLL. 6. SEBASTIAN PERCZAK, CITI HANDLOWY. 7. MATEUSZ PIOTROWSKI, THE POLISH INSTITUTE OF FOREIGN RELATIONS. 8. TONY HOUSH, AMCHAM CHAIRMAN (NORTHROP GRUMMAN).



THE AMCHAM DINER MEDIA CORNER

THE HOST OF THE AMCHAM DINER MEDIA CORNER WAS JAN NIEDZIALEK FROM TVN24 WHO, OVER TWO DAYS, INTERVIEWED GOVERNMENT MINISTERS AND BUSINESS LEADERS, TOUCHING UPON A RANGE OF ISSUES, FROM GEOPOLITICS, THROUGH INVESTMENT CLIMATE IN POLAND, TO POLAND-US ECONOMIC COOPERATION. IN PICTURES: 1. ADAM NIEDZIELSKI, MINISTER OF HEALTH; JAN NIEDZIALEK. 2. JANUSZ CIESZYŃSKI, GOVERNMENT PLENIPOTENTIARY FOR CYBER SECURITY. 3. PAWEŁ BORYS, CHAIR-

MAN OF THE POLISH DEVELOPMENT FUND. 4. MARCIN PRZYDĄCZ, UNDERSECRETARY OF STATE AT THE MINISTRY OF FOREIGN AFFAIRS. 5. JACEK PIECHOTA, THE POLISH-UKRAINE CHAMBER OF COMMERCE. 6. TONY HOUSH, AMCHAM CHAIRMAN (NORTHROP GRUMMAN). 7. JERZY BUZEK, MEP. 8. JOHN LYNCH, AMCHAM BOARD MEMBER (LYNKA). 9. MATEUSZ BOŃCA, CEO, JLL POLAND. 10. DARIUSZ KUCHARSKI, CEO, HSBC. 11. JERZY KWIECIŃSKI; PKO S.A. 12. ADAM MANKOWSKI, ŻABKA.



AMCHAM DINER PARTNERS

AMCHAM DINER @ EUROPEAN ECONOMIC CONGRESS

Sponsors in-kind

THANK YOU!

AMCHAM DINER @ IMPACT'22, POZNAŃ, MAY 11-12, 2022

THE AMCHAM DINER SERVED AS A MEETING PLACE FACILITATING STAKEHOLDER DIALOGUE CENTERED AROUND US INVESTMENT IN POLAND AND ITS IMPACT ON THE POLISH ECONOMY. IN PICTURES: 1. ELIZA PRZEŹDZIECKA, AMCHAM CHIEF ECONOMIST; ADAM NIEDZIELSKI MINISTER OF HEALTH; ANITA KOWALSKA, AMCHAM EVENT MANAGER. 2. TONY HOUSH, AMCHAM CHAIRMAN; MARZENA DRELA, AMCHAM OPERATIONS DIRECTOR; TOMASZ CHRÓSTNY, CHAIRMAN, THE OFFICE OF COMPETITION AND CONSUMER PROTECTION UOKiK. 3. MINISTER NIEDZIELSKI AT THE AMCHAM MEETING AMCHAM DINER'S PARTNERS. 4. MICHAŁ KAMIŃSKI, CEO, IMPACTCEE; MARZENA DRELA. 5. JOLANTA JAWORSKA, AMCHAM

VICE CHAIR (IBM). 6. ANNA GRABOWSKA, ŻABKA; MARZENA DRELA; ADAM MANIKOWSKI, ŻABKA. 7. TONY HOUSH; TADEUSZ KOŚCIŃSKI. 8. MARZENA DRELA; KRZYSZTOF DRYNDA, CHAIRMAN, THE POLISH AGENCY FOR INVESTMENT AND TRADE PAIH. 9. MONIKA JANOWSKA-MLECZKO, THE POINT OF VIEW; MARZENA DRELA. 10. ANITA KOWALSKA; MARIUSZ WAWER, 3M POLAND; MARZENA DRELA. 11. ANNA MARCINIAK, BARTOSZ CIOLKOWSKI, MATERCARD, MARZENA DRELA. 12. KRYSZTOF OCHĘCKI, MASTERCARD; JOLANTA JAWORSKA. 13. DAWID OLEJNIK, DOROTA CHMIELARZ, CITI HANDLOWY; MARZENA DRELA. 14. TONY HOUSH IN CONVERSATION WITH AMCHAM DINER'S GUESTS.



IN THE SPOTLIGHT

THIS YEAR AT IMPACT'22, OVER 400 SPEAKERS SHARED THEIR VIEWS AND OPINIONS IN 18 THEMATIC AREAS. AMONG THEM WERE REPRESENTATIVES OF AMERICAN COMPANIES INCLUDING MASTERCARD, GOOGLE, MICROSOFT, DELL TECHNOLOGIES AND UBER. AMCHAM CHAIRMAN TONY HOUSH DELIVERED A SPEECH ENTITLED "THE UNITED STATES AND POLAND: A RENEWED STRATEGIC PARTNERSHIP." THE CONFERENCE WAS ALSO A GREAT OPPORTUNITY TO MEET SPECIAL

SPEAKERS, SUCH AS PRIME MINISTER MATEUSZ MORAWIECKI, HEALTH MINISTER ADAM NIEDZIELSKI, AND THE RENOWNED HISTORIAN AND AUTHOR YUVAL NOAH HARARI. IN PICTURES: 1. TONY HOUSH DELIVERS HIS SPEECH. 2. PIOTR KRAŚKO, TVN. 3. KATARZYNA KIELI, TVN/WARNER BROS. DISCOVERY. 4. MARK BRZEZINSKI, US AMBASSADOR TO POLAND. 5. PRIME MINISTER MATEUSZ MORAWIECKI. 6. PROF. YUVAL NOAH HARARI. 7. THE IMPACT'22 MUSICAL LIVE SHOW.



US AMBASSADOR @ AMCHAM DINER

US AMBASSADOR TO POLAND MAREK BRZEZINSKI JOINED AMCHAM DINER AT IMPACT'22 TO MEET WITH THE DINER PARTNERS AND DISCUSS US-POLAND BILATERAL RELATIONS FROM BUSINESS PERSPECTIVE. IN PICTURES: 1. DOROTA CHMIELARZ; DAWID OLEJNIK; CITI HANDLOWY; TONY HOUSH, AMCHAM CHAIRMAN; BARTOSZ CIOLKOWSKI, AMCHAM BOARD MEMBER (MASTERCARD); JOLANTA JAWORSKA, AMCHAM VICE-CHAIR (IBM); MARZENA DRELA, AMCHAM OPERATIONS DIRECTOR; MARK BRZEZINSKI, US AMBASSADOR TO POLAND; MARIUSZ WAWER, 3M POLAND; ANITA KOWAL-

SKA, AMCHAM EVENTS MANAGER; ELIZA PRZEŹDZIECKA, AMCHAM CHIEF ECONOMIST. 2. TONY HOUSH; AMBASSADOR BRZEZINSKI. 3. MARIUSZ WAWER; DOMINIKA STĘPINSKA-DUCH, TVN WARNER BROS. DISCOVERY; MARZENA DRELA; MARTA POŚLAD, AMCHAM BOARD MEMBER (GOOGLE); TOMASZ SUCHAŃSKI, ŻABKA; TONY HOUSH, AMBASSADOR BRZEZINSKI; (AND JOLANTA JAWORSKA WITH HER BACK TO THE CAMERA).



AMCHAM DINER @ IMPACT'22, POZNAŃ, MAY 11-12, 2022

A VIBRANT MEETING PLACE

AMCHAM DINER TURNED OUT TO BE A POPULAR MEETING PLACE WITH FREE COFFEE, SANDWICHES, SALADS AND DONUTS PROVIDED BY DINER PARTNER ŻABKA. IN PICTURES: 1. THE DINER IN BUSINESS. 2. JAKUB KARNOWSKI, THE POLISH NATIONAL RAILWAYS PKP; TONY HOUSH, AMCHAM CHAIRMAN. 3. MARIUSZ MIELCZAREK, AMAZON, TONY HOUSH. 4. PIOTR BĘNKE, JOLANTA JAWORSKA, IBM. 5. MICHAŁ KOZŁAJSKI, CEC GROUP; GRZEGORZ SZCZEPAŃSKI, HILL+KNOWLTON STRATEGIES. 6. ADAM CZERNIAK, POLITYKA INSIGHT; ELIZA PRZEŹDZIĘCKA, AMCHAM CHIEF ECONOMIST. 7. MARZENA DRELA; MAJA WŁOSZCZOWSKA, POLISH OLYMPIC MEDALIST.



FACILITATING STAKEHOLDER DIALOGUE

STAKEHOLDER DIALOGUE AT AMCHAM DINER WAS FACILITATED BY DINER PARTNER TVN24/TVN24 BIS, WHOSE JOURNALIST JAN NIEDZIAŁEK INTERVIEWED BUSINESS LEADERS AND POLITICIANS THROUGHOUT THE CONFERENCE. IN PICTURES: 1. ADAM NIEDZIAŁEK, MINISTER OF HEALTH. 2. TONY HOUSH, AMCHAM CHAIRMAN (NORTHROP GRUMMAN); JAN NIEDZIAŁEK. 3. DOMINIKA STĘPIŃSKA-DUCH, TVN WARNER BROS. DISCOVERY. 4. MARTA POŚLAD, AMCHAM BOARD MEMBER (GOOGLE). 5. FRANCISZEK HUTTEN-CZAPSKI, BOSTON CONSULTING GROUP. 6. MARZENA DRELA, AMCHAM OPERATIONS DIRECTOR. 7. MARIUSZ WAWER, 3M POLAND. 8. BARTOSZ CIOLKOWSKI, AMCHAM BOARD MEMBER (MASTERCARD). 9. TOMASZ SUCHAŃSKI, ŻABKA.



AmCham Diner Partners

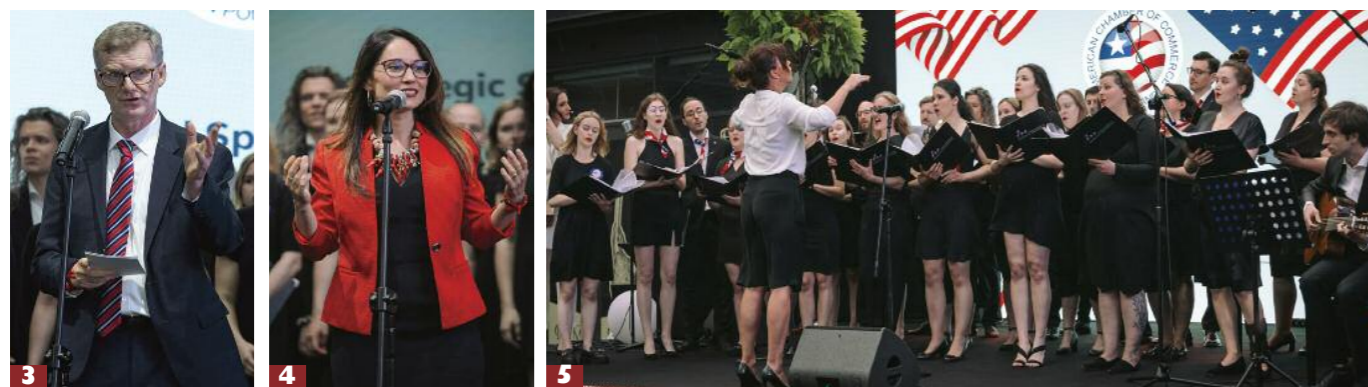


THANK YOU!

AMCHAM EVENT 4th OF JULY CELEBRATION @ ELEKTROWNIA POWIŚLE, WARSAW

IN LATE JUNE, AMCHAM POLAND CELEBRATED THE 246th ANNIVERSARY OF THE AMERICAN DECLARATION OF INDEPENDENCE. AMONG THE GUESTS WERE DANIEL LAWTON, DEPUTY CHIEF OF MISSION AT THE US EMBASSY IN WARSAW, AND ZDZISLAW SOKAL, MEMBER OF PRESIDENT ANDRZEJ DUDA'S ADVISORY COUNCIL. ZDZISLAW SOKAL DELIVERED PRESIDENT DUDA'S REMARKS TO AMCHAM POLAND ON THE OCCASION. THE OFFICIAL PART OF THE CELEBRATION INCLUDED PRESENTATION OF COLORS BY US MARINE CORPS AND A LIVE PERFORMANCE BY THE WARSAW UNIVERSITY CHOIR. LATER, THE PARTICIPANTS SAW A JAZZ BROTHERS LIVE SHOW. THE EVENING CULMINATED WITH A LASER SHOW. IN PICTURES: 1. DIMITRI GITAS, AMCHAM BOARD MEMBER (MSD); JOLANTA JAWORSKA, AMCHAM VICE-CHAIR (IBM); TONY HOUSH, AMCHAM CHAIRMAN (NORTHROP GRUMMAN); JOHN LYNCH, AMCHAM TREASURER (LYNKA).

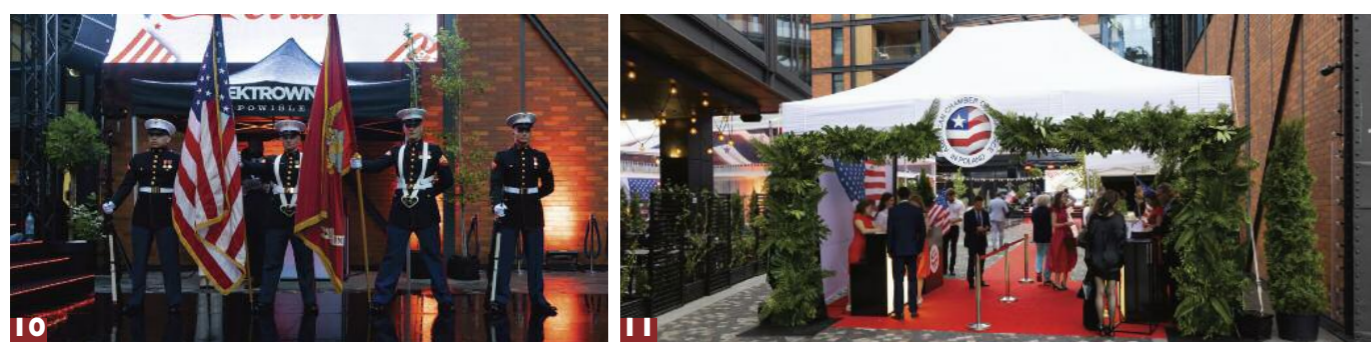
2. ZDZISLAW SOKAL, PRESIDENT DUDA'S ADVISORY COUNCIL MEMBER. 3. DANIEL LAWTON, DEPUTY CHIEF OF MISSION, US EMBASSY. 4. NATALIA STROE, COUNTRY MANAGER, POLAND, COCA-COLA POLAND SERVICES. 5. THE WARSAW UNIVERSITY CHOIR. 6. CINDY BIGGS, US COMMERCIAL SERVICE; DANIEL LAWTON; ZDZISLAW SOKAL; TONY HOUSH. 7. ELŻBIETA CZETWERTYŃSKA, CITI HANDLOWY; CINDY BIGGS, ZOFIA SOBIEPANEK, US COMMERCIAL SERVICE; DOMINIKA FOX-MATULEWICZ, AMCHAM EXECUTIVE DIRECTOR. 8. ZDZISLAW SOKAL; MARZENA DRELA, AMCHAM OPERATIONS DIRECTOR; TONY HOUSH; ANITA KOWALSKA, AMCHAM EVENTS MANAGER. 9. MARIUSZ WAWER, 3M POLAND; JOLANTA JAWORSKA, BRITTANY RUDICH, US EMBASSY; MATEUSZ JURCZYK, AMCHAM KRAKÓW AND KATOWICE DIRECTOR.



10. ANITA KOWALSKA AMCHAM AND MAŁGORZATA STANOWSKA, UBER. 11. PAULINA EPLER, MAŁGORZATA KARWOWSKA, RAYTHEON; BARBARA POICALIK, AMCHAM. 12. MARZENA DRELA; KRZYSZTOF DRYNDA, CHAIRMAN, THE POLISH INVESTMENT AND TRADE AGENCY PAIH. 13. ROMAN PAŁAC, GEMINI, TONY HOUSH. 14. TOMASZ ZUBEK, PHH; ELIZA PRZEŹDZIECKA, HEAD OF ACHAM ECONOMIC RESEARCH; JOLANTA JAWORSKA. 15. MAŁGORZATA WADZIŃSKA, GABY RAGY, OLGA KOVALYOVA, PROCTER & GAMBLE. 16. MARIUSZ PASZKIEL, MARRIOTT INTERNATIONAL; JOHN LYNCH. 17. DOMINIKA FOX-MATULEWICZ; MONIKA CIESIELSKA-MRÓZ, AMCHAM WROCLAW BRANCH DIRECTOR.

18. MARZENA DRELA; GERTRUDA UŚCIŃSKA, PRESIDENT, THE POLISH SOCIAL FUND ZUS; TONY HOUSH. 19. BRITTA KUTZ, GESSÉE CHARTRE, MONIKA MIKULSKA, INTERCONTINENTAL HOTEL WARSAW. 20. MICHAŁ SZCZERBA, MPO PLATFORMA OBYWATELSKA; MARZENA DRELA; DOMINIKA FOX-MATULEWICZ; SYLWIA PIEKARSKA, BD; JOLANTA JAWORSKA; ANITA KOWALSKA. 21. KATARZYNA KUCHARCZYK, CMS CAMERON MCKENNA; MARTA PAWLAK, AMCHAM; KATARZYNA OBUCHOWICZ, BROWN-FORMAN. 22. DOMINIKA FOX-MATULEWICZ; MICHAŁ SZNAIDER, TVN24.

AMCHAM EVENT 4th OF JULY CELEBRATION @ ELEKTROWNIA POWIŚLE, WARSAW



1. PAULINA KRAJEWSKA-GRZEJSZCZYK, BEATA SIKORA, BARTOSZ KOWALCZYK, E.&J. GALLO WINERY; MATEUSZ SOSNOWSKI, BROWN FORMAN. 2. MAŁGORZATA KOSIK; TOMASZ KOSIK, EMERSON. 3. DOMINIKA JACEJKO; MICHAŁ SZNAJDER, TVN24 BIS. 4. KATARZYNA OBUCHOWICZ; MARZENA DRELA; MARTA PAWLAK; MARTA KOKOSZKA, AWS. 5. TADEUSZ KOŚCIŃSKI; KRZYSZTOF SZUBERT, NCBR; KRZYSZTOF DRYNDA. 6. MAGDALENA MACIEJEWSKA, SHERATON; FRANTISEK SILING, AIR

FRANCE KLM DELTA. 7. MAGDA MACIEJEWSKA; POTR MARCZUK, HONEYWELL; MARZENA DRELA. 8. ARKADIUSZ PREJNA FROM GREENCARRIER— A HAPPY WINNER OF A ROUND TRIP TO SWEDEN; URSZULA PIEJKO, FEDEX; ANITA KOWALSKA. 9. MARZENA DRELA; ANGELA SALIBA, SHERATON GRAND WARSAW. 10. U.S. MARINES CORPS. 11. THE EVENT'S RECEPTION. 12. THE PROCEEDS FROM THE RAFFLE WENT TO A UKRAINE AID FUND. 13. THE CELEBRATION IN PROGRESS.

THE STANDS OF THE SPONSORS ATTRACTED THE ATTENTION OF THE GUESTS AND WERE BUSY ALL THROUGHOUT THE EVENING. IN PICTURES: 1. THE WOODFORD WHISKY BAR WAS SPONSORED BY BROWN-FORMAN. 2. THE COCA-COLA PREMIUM SPIRITS BAR. 3. THE COSTA COFFEE STAND. 4. THE INTERCONTINENTAL

ICE-CREAM STAND. 5. THE JACK DANIELS BAR. 6. 4419 THE NOBU WARSAW HOTEL SUSHI STATION. 7. THE RENAISSANCE AND COURTYARD BY MARRIOTT FRUIT & JUICE STAND. 8. THE SHERATON CATERING. 9. THE STOCK PROSECCO BAR. 10. THE EVENING IN FULL SWING. 11. THE LASER SHOW.



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AMCHAM EVENTS

IN APRIL, SENATOR RICK SCOTT (R, FL.) MET WITH REPRESENTATIVES OF AMCHAM MEMBER COMPANIES TO DISCUSS THE PROSPECTS OF AMERICAN BUSINESS IN POLAND. THE VENUE WAS HOTEL BRISTOL IN WARSAW. IN PICTURE: JAN DE BOOM, AAECOM; DOMINIKA FOX-MATULEWICZ, AMCHAM EXECUTIVE DIRECTOR; TONY HOUSH, AMCHAM

CHAIRMAN; RICK SCOTT; ARKADIUSZ GLINKA, CH ROBINSON; JAGODA ZAKRZEWSKA, GOOGLE; MACIEJ MICHALEWICZ, IOUOR; JOLANTA JAWORSKA, AMCHAM VICE-CHAIRMAN (IBM); JACEK GRALIŃSKI, AMGEN.



IN APRIL, AMCHAM POLAND IN PARTNERSHIP WITH THE BRITISH-POLISH CHAMBER OF COMMERCE, THE POLISH-CANADIAN CHAMBER OF COMMERCE AND THE IRISH-POLISH CHAMBER OF COMMERCE, HELD THE ANGLO-NATION BUSINESS MIXER. THE VENUE WAS HOTEL BRISTOL WARSAW. IN PICTURES: 1. AIDAN DEMPSEY, BRISTOL HOTEL; TONY

HOUSH, AMCHAM CHAIRMAN. 2. PAWEŁ GRUZA, KGHM; GRZEGORZ SŁOMKOWSKI, PAIH. 3. LESLIE SCANLON, AMBASSADOR OF CANADA TO POLAND; EMER O'CONNELL, AMBASSADOR OF IRELAND TO POLAND.



IN MAY, AMCHAM KRAKÓW AND KATOWICE HELD A BUSINESS MIXER HOSTED BY SHERATON GRAND KRAKÓW. IT WAS A GOOD OPPORTUNITY TO MEET BUSINESS LEADERS REPRESENTING AMERICAN COMPANIES IN THE MAŁOPOLSKA AND UPPER SILESIA REGIONS. IN PICTURES: 1. YOSSI WIRCKER, HOLIDAY INN KRAKOW CITY CENTRE; APOSTOLOS

PAPATOLIOS, SHERATON GRAND KRAKÓW. 2. BERNARD SZATKOWSKI, JANUSZ MAZUR, TAKENAKA; 3. PAWEŁ MROZIAK, KATARZYNA CHMURA, SHERATON GRAND KRAKÓW; MATEUSZ JURCZYK, AMCHAM KRAKÓW AND KATOWICE DIRECTOR.



IN JUNE, AMCHAM KRAKÓW AND KATOWICE HELD THE SUMMER BUSINESS MIXER. THE VENUE WAS THE METROPOLO BY GOLDEN TULIP KRAKÓW. IN PICTURES: 1. PIOTR JARZĄBEK, METROPOLO BY GOLDEN TULIP KRAKÓW; MATEUSZ JURCZYK, AMCHAM KRAKÓW AND KATOWICE DIRECTOR; YOSSI WIRCKER, HOLIDAY INN KRAKÓW CITY

CENTRE. 2. AGNIESZKA DĄBROWSKA, LUFTHANSA; JACEK KASZ, CTT POLITECHNIKA KRAKOWSKA; TETYANA YURKOVSKA, DISCOVERY LIFE SCIENCES POLSKA. 3. JOHN HELD; MONIKA FORNAGIEL, ISS; HONORATA ŚCISŁOWICZ; JAROSŁAW MAŚLANKA, PEGASYS-TEMS; ANNA ZEMŁA, GE HEALTHCARE.



AMCHAM EVENTS

IN MAY, COACH MERRY LYNCH PAVLAK DELIVERED A PRESENTATION FOR THE 7TH EDITION OF THE AMCHAM MENTORING PROGRAM CALLED 30 UNDER 30. MERRY LYNCH PAVLAK TALKED ABOUT HUMAN STRENGTHS AND WEAKNESSES AND HOW THEY PLAY OUT IN CORPORATE ENVIRONMENT. THE VENUE WAS

THE AMCHAM EXECUTIVE OFFICE IN WARSAW. THE MEETING WAS PREPARED BY MATEUSZ JURCZYK, AMCHAM KRAKÓW & KATOWICE DIRECTOR. IN PICTURES: MATEUSZ JURCZYK AND MERRY LYNCH PAVLAK. 2. THE PARTICIPANTS CARRY ON THEIR DISCUSSION IN A LESS FORMAL ENVIRONMENT.



IN JUNE, THE AMCHAM 30 UNDER 30 PROGRAM HELD AN EXTRA SESSION WHICH INCLUDED MEETING THE RONALD McDONALD FOUNDATION MANAGEMENT TEAM WHO VIEWED AND EVALUATED PRESENTATIONS PREPARED BY PROGRAM PARTICIPANTS, AND A PRESENTATION BY ŁUKASZ KOWALSKI FROM MSL GROUP, WHO TALKED ABOUT EFFECTIVE LEADERSHIP. THE VENUE WAS THE MSL GROUP WARSAW

OFFICE. IN PICTURE: MATEUSZ JURCZYK, AMCHAM KRAKÓW & KATOWICE DIRECTOR; KATARZYNA RODZIEWICZ, PRESIDENT McDONALD'S POLSKA; KRZYSZTOF KŁAPA, PRESIDENT, THE RONALD McDONALD FOUNDATION, AND THE PARTICIPANTS OF THE 7TH EDITION OF 30 UNDER 30.



IN JUNE, AMCHAM HELD THE GRADUATION CEREMONY OF THE 7TH EDITION OF THE 30 UNDER 30 MENTORING PROGRAMS. THE SPEAKERS WERE JOHN LYNCH FROM LYNKA; JOHN HELD; CINDY BIGGS, US EMBASSY; JAN BERDYHOWSKI, THE ECONOMIC FORUM IN KARPACZ; PROF. ADAM JELONEK, KRZYSZTOF KŁAPA, AND KATARZYNA RODZIEWICZ FROM THE RONALD McDONALD FOUNDATION. THE VENUE WAS THE POWIŚLE POWER-

STATION IN WARSAW. THE EVENT WAS ALSO AN OCCASION TO MEET THE PARTICIPANTS OF THE PROGRAM'S 6TH EDITION, WHO, DUE TO THE PANDEMIC, HAD TO HOLD THEIR GRADUATION CEREMONY ONLINE. IN PICTURE: THE GRADUATES WITH MATEUSZ JURCZYK, AMCHAM KRAKÓW & KATOWICE DIRECTOR, WHO MANAGED THE 6TH AND 7TH EDITIONS.



IN JUNE, PARTICIPANTS OF THE 6TH AND 7TH EDITIONS OF 30 UNDER 30 MET MARK BRZEZIŃSKI, US AMBASSADOR TO POLAND, IN KRAKÓW. THE AMBASSADOR TALKED ABOUT LEADERSHIP AND THE CAREER DEVELOPMENT BUT ALSO ELABORATED ON THE

CURRENT POLITICAL SITUATION AND OTHER COMMON CHALLENGES SUCH AS CLIMATE CHANGE, ENERGY TRANSFORMATION AND HUMAN RIGHTS. IN PICTURE: AMBASSADOR BRZEZIŃSKI, CENTER, WITH PROGRAM PARTICIPANTS.



AMCHAM EVENTS

THE GUEST SPEAKER AT THE AMCHAM MONTHLY MEETING IN MAY WAS KRZYSZTOF DRYNDA, CHAIRMAN OF THE POLISH TRADE AND INVESTMENT AGENCY PAIH. THE DISCUSSION WAS MODERATED BY TONY HOUSH, AMCHAM CHAIRMAN. THE VENUE WAS

THE MARRIOTT WARSAW HOTEL. IN PICTURES: 1. TONY HOUSH; KRZYSZTOF DRYNDA. 2. KRZYSZTOF DRYNDA; JOLANTA JAWORSKA, AMCHAM VICE CHAIR (IBM). 3. GRZEGORZ SŁOMKOWSKI, PAIH; ELIZA PRZEŹDZIECKA, AMCHAM.



IN JUNE, AMCHAM MEMBERS MET FOR THEIR MONTHLY MEETING AT THE US AMBASSADOR'S RESIDENCE IN WARSAW TO MEET THE NEWLY APPOINTED AMBASSADOR, MARK BRZEZINSKI, AND DISCUSS THE FUTURE OF POLAND-US BILATERAL RELATIONS.

IN PICTURES: 1. AMBASSADOR MARK BRZEZINSKI. 2. TONY HOUSH, AMCHAM CHAIRMAN; AMBASSADOR BRZEZINSKI. 3. EMILIA WASILEWICZ, DOW POLSKA; DOMINIKA FOX-MATULEWICZ, AMCHAM EXECUTIVE DIRECTOR.



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SINCE 1990



American Chamber of Commerce in Poland
ul. Twarda 18. Warszawa
Tel: .4a 22 520 5999,
office@amcham.pl
www.amcham.pl