



AMERICAN CHAMBER OF COMMERCE IN POLAND

Annual Report 2024

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FOREWORD: CONTINUING THE HIGH LEVEL OF ENGAGEMENT

Dear Members,

As we close another dynamic year, we reflect on the challenges and achievements of 2024. The geopolitical situation, marked by the ongoing war in Ukraine and security threats to Europe, continues to shape our priorities and collaborative efforts. In the face of these challenges, Poland has reinforced its position as a resilient economy and a reliable partner for American investors.

This year, a significant focus was placed on building relationships with Poland's new government. We successfully established an open dialogue, receiving assurances that American investments are seen as a vital and friendly capital, indispensable for maintaining the resilience of the Polish economy during these turbulent times. These partnerships underline the significance of foreign investments in supporting Poland's long-term stability and growth.

On the global stage, the recent election of a new President in the United States, coupled with the upcoming presidential elections in Poland in 2025, signals a time of transition and opportunity. Together, we must advocate for Poland's continued development as a premier destination for investment, fostering an environment that enhances our country's potential for economic innovation and growth.

Throughout the year, our efforts concentrated on key themes, such as digital transformation, a knowledge-based economy, artificial intelligence, and the need to ensure affordable green energy sources. We also prioritized the reduction of administrative barriers, fostering public-private dialogue, simplifying regulations, and cultivating a business-friendly climate. These pillars remain essential for driving innovation and securing Poland's competitive edge.

2024 was also a year of significant internal growth and activity for AmCham. We faced numerous challenges, but with the continued engagement of our members, we delivered meaningful results and reinforced our commitment to advocacy, networking, and partnership. Looking ahead, we are confident that 2025 will bring even greater opportunities, new initiatives, and further progress in advancing the interests of American investors in Poland.

In 2025, one of our top priorities will be to continue the constructive dialogue established with the new government in 2024. This ongoing collaboration is essential as we anticipate significant legislative developments following Poland's presidential elections. Our efforts will focus on ensuring that the perspectives of American investors are integrated into policy discussions, highlighting their contributions to Poland's economy and their role in fostering resilience, innovation, and sustainability.

Poland's Presidency of the Council of the European Union in the first half of 2025 marks a pivotal moment to shape the European agenda and amplify Poland's influence on key policy



FOREWORD: CONTINUING THE HIGH LEVEL OF ENGAGEMENT

decisions. This unique opportunity will not only elevate Poland's standing on the global stage but also create a strategic platform for American businesses to engage in meaningful transatlantic dialogue and contribute to shaping policies in areas critical to innovation, sustainability, and economic resilience. AmCham is committed to actively supporting these efforts by facilitating dialogue and ensuring that the voices of American investors are heard in this important process.

Key areas of focus for 2025 include green energy, digital transformation, artificial intelligence, and industrial growth. Ensuring access to affordable, renewable energy sources will be vital to sustaining economic development and meeting global climate commitments. At the same time, advancing AI and digitalization will solidify Poland's position as a leader in the knowledge-based economy. These efforts require close cooperation between public and private sectors, and AmCham is committed to being a bridge for this dialogue.

The upcoming year also brings changes in diplomatic representation, with a new U.S. Ambassador expected in Poland. We look forward to continuing the close collaboration we have enjoyed and working together to deepen the strong ties between our two nations. At the same time, we express our heartfelt gratitude to Ambassador Mark Brzezinski for his extraordinary support of AmCham and for being an unwavering advocate for Poland's security and prosperity. His leadership has been instrumental in strengthening our shared vision of growth and stability.

As we enter 2025, we remain committed to advancing initiatives that enhance Poland's attractiveness as a business destination. Simplifying regulations, reducing administrative barriers, and fostering a business-friendly climate are critical steps toward unlocking new opportunities. Together, we will continue to advocate for policies that create an environment favorable to innovation, collaboration, and sustainable growth.

To our members, we thank you for your unwavering engagement and support. Together, we have built a community that drives meaningful progress and strengthens Polish-American relations. As we step into a new year and approach the 35 years of AmCham, let us seize the opportunities ahead and work collectively to make 2025 a year of impactful achievements.

Warm regards,
AmCham Poland Team



BOARD OF DIRECTORS

Chairman:

Tony Housh

CGC Advisors

Vice Chair:

John Lynch

Lynka

Marta Poślad

Google

Treasurer:

Jolanta Jaworska

IBM

Secretary:

C. David DeBenedetti

DeBenedetti Majewski Szczesniak
Kancelaria Prawnicza Sp. K.

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Bartosz Ciołkowski

Mastercard

Elżbieta Czetwertyńska

Citi Handlowy

Dorota Dąbrowska – Winterscheid

CEC Group

Agnieszka Jankowska

T-Mobile

Robert Bednarski

META

Małgorzata Skonieczna

PepsiCo

Honorary Chair:

Mark Brzezinski

U.S. Ambassador to the Republic of Poland

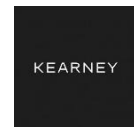
A special thanks to **Radosław Kaskiewicz, 3M**, who finished his service this year.

ADVISORY COUNCIL

The Advisory Council of the American Chamber of Commerce in Poland is a group of premium member companies engaged in shaping AmCham advocacy for better investments, creating policies, and working with key policymakers to address important and 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, networking events, as well as priority at other AmCham events.

Group of companies with this premium-level membership includes:





COMMITTEES

Agri, Food & FMCG

Łukasz Dominiak, Animex
Piotr Bonisławski, Elanco

Defense & Security

Ronald Farkas, Poland-U.S. Operations
Piotr Marczuk, Honeywell
Tomasz Zakrzewski, RTX

Digital

Mariusz Mielczarek, Amazon
Angelo Pressello, Directio

Human Resources Management

Małgorzata Grzelak, Squire Patton Boggs
Piotr Zygmunt, Manpower

Energy & Industry

Jerzy Kozicz, CMC Polska

Innovative Medical Devices

Katarzyna Rózicka-Espinosa, BD
Małgorzata Milewska-Augusto, Philips

Marketing & Communications

Łukasz Kowalski, MSL Group Poland
Monika Mikulska-Guźniczak,
InterContinental Hotel Warsaw

Pharma

Grzegorz Byszewski, Roche
Andrzej Dziukała, Vertex

Real Estate

Mateusz A. Bońca, JLL
Michał Chodecki, Panattoni

Sustainability

Mariusz Wawer, 3M Poland

Tax & Financial Services

Piotr Piukuła, Procter & Gamble
Adam Soska, EY Polska

Travel & Tourism

Tim Hyland, FCM Travel Express

A special thanks to committee Co-Chairs who finished their service this year:

Angela Saliba, Sheraton Grand Warsaw, Travel & Tourism

Ewa Mikos -Romanowicz, Siemens, Energy & Industry

ADVOCACY

ADVOCACY'S MISSION

AmCham Poland serves as a voice of American companies operating in Poland, addressing pivotal matters such as investment, trade, taxes, public procurement, environment, and competitiveness. Our primary goal is to foster a growth-oriented and business-friendly environment in Poland. AmCham provides a platform for in-depth discussions and debates concerning the legal environment in Poland. We actively participate in the legislative process, working closely with the public sector and other business organizations. Our advocacy actions focus on monitoring and analyzing Polish and EU legislation, and preparing comprehensive position papers, policy statements, and legal opinions. Additionally, we collaborate hand in hand with government relations managers from our member companies and regularly engage in the rule-making process.

At AmCham, our dedication lies in nurturing robust and mutually beneficial ties between Poland and the U.S. Through our advocacy work, we support business growth and work to cultivate a secure, dependable, and predictable legal landscape that attracts foreign investment and drives the growth of the Polish economy.

2024 ADVOCACY IN NUMBERS:

32 Insightful Policy Papers

**41 High-Impact Stakeholder
Meetings**

ADVOCACY

SPECIAL ADVOCACY MEETINGS

Meeting with Minister Grabiec

In October 2024, at the invitation of the Chancellery of the Prime Minister (Kancelaria Prezesa Rady Ministrów), representatives of American investors associated with the American Chamber of Commerce in Poland had the honor of meeting with Minister Jan Grabiec, the Head of the Chancellery, and his team, and Minister Michał Jaros, Deputy Minister of Development and Technology.

During the meeting, Minister Grabiec emphasized the crucial role of American investors in Poland and the importance of cooperation between Poland and the U.S. Ministers Grabiec and Jaros also expressed openness to dialogue with American investors, which is particularly important for AmCham, as it leads this dialogue on behalf of American investors.



The main topics of the discussion were expanding U.S. investments in Poland and creating favorable conditions for their growth, accelerating the energy transition, investing in human capital, and simplifying the employment process for non-EU citizens in Poland. We also delved into aligning education with market needs at all levels, the strategic role of establishing a nuclear power plant in Poland for the development of other investments, engagement in aid for Ukraine, regulatory stability, and further development of Poland as a hub for production, logistics, and technology.

Both sides underlined that the relationship between Poland's security and American investments is a key element in ensuring stability and resilience for Poland and the region.

Engagement with AmCham EU Before the Upcoming Polish Presidency

This year, between October 1-3, AmCham Poland hosted a delegation from AmCham EU ahead of the Polish Presidency of the Council of the European Union.



Meetings were held with public sector representatives, including:

- Jacek Bartmiński, Undersecretary of State at the Ministry of State Assets,
- Ignacy Niemczycki, Undersecretary of State at the Ministry of Economic Development and Technology,
- Dariusz Standerski, Secretary of State at the Ministry of Digital Affairs,

ADVOCACY

SPECIAL ADVOCACY MEETINGS

- Jakub Wiśniewski, Undersecretary of State for Economic Policy at the Ministry of Foreign Affairs,
- Bogusław Wijatyk, Director General at the Ministry of Agriculture and Rural Development,
- Paweł Karbownik, Undersecretary of State at the Ministry of Finance,
- Representatives of the Ministry of Health, including Katarzyna Drążek-Laskowska (Director, Department of International Cooperation), Katarzyna Piotrowska-Radziejewicz (Director, Department of Drug Policy and Pharmacy), and others,
- Rafał Kos, Advisor to the President of Poland on international, economic, trade, and investment cooperation,
- Representatives of the Office for Registration of Medicinal Products, Medical Devices, and Biocidal Products.



U.S. Chamber of Commerce Delegation to Warsaw

This year in June, AmCham Poland had a pleasure of hosting in Warsaw delegation of U.S. Chamber of Commerce that included executives from firms in the financial services, pharmaceutical, chemicals, aerospace, and technology industries. It was a great chance to discuss Poland's economic development, Ukraine situation, energy security, industrial policy, competitiveness in Poland and in the EU, and to learn more about the Polish Presidency of the Council of the European Union.



ADVOCACY

POLICY PAPERS ISSUED IN 2024

Policy papers issued throughout the year covered the following topics:

- Artificial Intelligence Systems
- Law on the National Cyber Security System
- Electronic Communications Law
- Reimbursement Law
- Global Minimum Tax
- State Digitalisation Strategy
- Implementation of the Digital Services Act
- Certification of Public Procurement Contractors
- Deregulation Bill
- Directive Proposal on Improving Working Conditions via Online Platforms
- Public Procurement Certification
- Implementation of the SATCAB II and DSM Directives Into National Law
- Advocacy Priorities Document for the New Government
- Changes in Standard Audit File Reporting Requirements
- Employment of Foreigners in Poland: Streamlining Work permits
- EU Regulation Project on Delayed Payments
- Drugs Availability in Treatment Programs
- Position Paper on Rare Diseases
- Concession for TVN Style
- New Minimum Wage Law
- Excise Duty Changes
- PFAS Regulation
- Developing a Diagnostic Pathway for Lung Cancer
- Report on the Reimbursement Act: Identifying Issues and Recommendations for Best Practices
- Wind Power Investment Act
- Priorities for the Medical Devices Sector
- Black Hawk Simulator and Cooperation with NCBR
- Regulation of the Minister of Finance Regarding Additional Data Required for Corporate Income Tax Books Submission
- Support for Aviation: Processing Passenger Name Records
- Involvement in the U.S.-Poland Economic and Commercial Dialogue
- Support for AmCham Companies in the Office of Competition and Consumer Protection

ADVOCACY

GOVERNMENT AFFAIRS & POLICY NETWORK AND OTHER ADVOCACY MEETINGS

The Government Affairs & Policy Network (GAP) operating within the AmCham structure brings together individuals responsible for public policy in our member companies representing various sectors of the economy. This group plays an essential role in building relationships with representatives of the public sector and takes on a consultative role in AmCham's substantive activities, constituting a platform for communication and consultation.

In 2024, we organized a series of meetings for the entire GAP group as well as selected sector-specific companies. These events were focused on important advocacy topics relevant to our members. A key aspect of these gatherings was relationship-building with representatives from the public sector, particularly in the context of the new governmental administration.

2024 included meetings with:

- Krzysztof Gawkowski, Deputy Prime Minister and Minister of Digital Affairs.
- Jan Grabiec, the Head of the Chancellery of Prime Minister, and Michał Jaros, Deputy Minister of Development and Technology.
- Paweł Kowal, MP, Chairman of the Foreign Affairs Committee of the Sejm, and Plenipotentiary for the Reconstruction of Ukraine.
- Jacek Tomczak, Deputy Minister of Development and Technology, and Maciej Żukowski, Director of Investment Development.
- Aleksandra Wiśniewska and Aleksandra Radziwoń, members of the Presidium of the PL-USA Parliamentary Group.
- Mariusz Filipek, Plenipotentiary for Deregulation and Economic Dialogue.
- Andrzej Dycha, President of PAIH (Polish Investment and Trade Agency).
- Daniel Mańkowski, Vice-President of UOKIK.
- GAP group meetings on AmCham advocacy priorities in the context of the new government.
- Vsevolod Chentsov, Ukrainian Ambassador to the EU with representation of the AmCham EU.
- Paul Jones, Former U.S. Ambassador to Poland, during an exclusive roundtable discussion.
- Members of the Sejm Health Committee from Civic Coalition (KO): Elżbieta Gelert, Marek Hok, Włodzisław Giziński, Iwona Karolewska, Iwona Kozłowska, and Alicja Chybicka.
- Members of the Sejm Health Committee: Janusz Cieszyński, Tadeusz Chrzan, and Krzysztof Bojarski.
- Healthcare companies' meeting at the U.S. Ambassador's Residence with public, governmental, parliamentary, and senate representatives.

ADVOCACY

GOVERNMENT AFFAIRS & POLICY NETWORK AND OTHER ADVOCACY MEETINGS

- ICT sector companies' meeting at the U.S. Ambassador's Residence with governmental representatives.
- Agnieszka Gorgoń-Komor, Senator and Deputy Chair of the Senate Health Committee.
- Beata Rutkiewicz, Pomeranian Voivode.
- Łukasz Pietrzak, Chief Pharmaceutical Inspector, Marcin Wójtowicz, General Director of GIF, and Wojciech Krajewski, Legal Department Director.
- Katarzyna Osos, Member of Parliament.
- Marcin Józefaciuk, Member of Parliament.
- Fryderyk Kapinos, Member of Parliament.
- Paulina Matysiak, Member of Parliament.
- Anna Gembicka, Member of Parliament.
- Norbert Pietrykowski, Member of Parliament.
- Krzysztof Zaręba, Deputy Director of the Department of Innovation and Industrial Policy, and Karolina Król, Head at the Department of Innovation and Industrial Policy at the Ministry of Development and Technology.
- Wojciech Fendler, President of the Medical Research Agency.
- Ronit Ghose, Citi Global Head of Future of Finance.
- Participation in EFNI (European Forum for New Ideas).
- Workshop for Patient Organizations: Rare Diseases - A Shared Responsibility.
- Workshop for Patient Organizations: Challenges in Access to Drug Programs and Barriers to Oncology Diagnostics.
- Participation in numerous meetings of Sejm Committees.

EVENTS

EVENTS AS THE PLATFORM FOR ADVOCACY AND BUSINESS NETWORKING

Events and networking are one of the most important pillars of the AmCham activities provided for our members. They create a forum to network and discuss issues of importance to the business community at large, as well as, to specific business sectors.

Throughout the year, we organize various events from Business Mixers fostering connections and relations between AmCham members to the Monthly Meetings and conferences with high-level government and business representatives.

AmCham is also proud of its close cooperation with the U.S. Embassy that results in many meetings with the U.S. government's representatives or sectoral roundtables with U.S. Ambassador and major investors in Poland.

Every year we also celebrate the U.S. Independence Day with AmCham members, representatives of the government, the U.S. Ambassador to Poland and representatives of the U.S. Embassy and business community in Poland at our AmCham 4th of July Celebrations.

2024 EVENTS AT A GLANCE:

**47 Committees Meetings in
Warsaw**

9 Monthly Meetings in Warsaw

5 Business Mixers in Warsaw

**51 Events
in AmCham Regions**

EVENTS

MONTHLY MEETINGS

2024 featured 9 AmCham Monthly Meetings with the following guest speakers:

- Andrzej Domański, Minister of Finance,
- Mark Brzezinski, U.S. Ambassador to Poland,
- Andrzej Dycha, Chairman of the Polish Trade & Investment Agency,
- Magdalena Sobkowiak, Undersecretary of State, European Union Affairs Division at the Chancellery of the Prime Minister of Poland,
- Jacek Tomczak, Secretary of State at Ministry of Economic Development and Technology,
- Ryszard Petru, Chairman of the Economy and Development Committee of the Sejm,
- Paul Jones, former U.S. Ambassador to Poland, currently an International Affairs Advisor in Squire Patton Boggs Public Policy practice,
- Anna Borys, Market Impact Lead & Board Member, McDonald's Polska,
- Adam Czerniak, Director for Research and Chief Economist, Polityka Insight,
- Susan Danger, CEO of the American Chamber of Commerce to the European Union (AmCham EU),
- Geoff Gottlieb, Senior Regional Representative for the Office for Central, Eastern and Southeastern Europe, International Monetary Fund,
- Marcin Krasuski, Head of CEE Government Affairs and Public Policy, Google,
- Mariusz Wawer, Head of Governmental Relations & Sustainability/ESG for Poland & East Europe Region, 3M,
- Marek Żółtowski, Senior Regulatory Manager, BAT.



EVENTS

AMCHAM 4TH OF JULY CELEBRATION AT THE ROYAL CASTLE IN WARSAW

AmCham 4th of July Celebration 2024 on the 27th of June, 2024, at the Arkady Kubickiego at Zamek Królewski w Warszawie was an absolute delight.

This year, we commemorated 248 years of U.S. independence with Mark Brzezinski, the U.S. Ambassador to Poland; Minister Krzysztof Paszyk, Ministry of Economic Development and Technology; government representatives; AmCham Board members; and over 800 participants from AmCham members and friends. Together, we celebrated our shared history and looked towards a brighter future.



Warm welcomes from Marzena Drela, AmCham Executive & Operations Director, Michał Sznajder, journalist at TVN24, and Tony Housh, AmCham Chairman, symbolized unity and shared values between Poland and the U.S., solidifying this year's "Stand Together" motto.



This year we had a fantastic performance of both the American and Polish national anthems by Anna Rogowska/Wiosna Band followed by 1st Cavalry Division Honor Guard's Presentation of Colors.

The official ceremony started with reading of a letter sent by Władysław Kosiniak-Kamysz, Deputy Prime Minister and Minister of National Defence, and a speech by Minister Krzysztof Paszyk from the Ministry of Economic Development and Technology, about Polish-American relations.

We also enjoyed address by Mark Brzezinski, U.S. Ambassador to Poland, who emphasized the longstanding ties, cooperation, shared values, and enduring friendship between Poland and the U.S. He also stated that AmCham Poland is, in his opinion, the best AmCham he has ever worked with.

The evening also featured a Charity Raffle with over 70 prizes, with the proceeds going towards Fundacja Ronalda McDonalda (Ronald McDonald House Charities Polska).



EVENTS

AMCHAM MANUFACTURERS' FORUM 2024



The conference focused on the competitiveness of the manufacturing business, the main barriers and challenges they are facing today, and the impact of those factors on the manufacturing sector in the future. Among others, we discussed topics such as the investment climate in Poland and Europe, the energy supply for industrial customers, the direction the regulatory framework in Europe is going and different faces of Industry 5.0 revolution.

We hosted a distinguished lineup of key-note speakers including:

- U.S. Ambassador, Mark Brzezinski,
- Secretary of State, Chancellery of the Prime Minister, Ignacy Niemczycki,
- Secretary of State, Ministry of Economic Development and Technology, Michał Jaros,
- Undersecretary of State, Ministry of Agriculture and Rural Development, Adam Nowak,
- Special Representative, Office of Commercial and Business Affairs, Sarah Morgenthau,
- General Manager and CEO PepsiCo Poland, Dagmara Piasecka – Ramos,
- Senior Regulatory Manager, BAT Poland, Marek Żółtowski,
- Vice President of the Management Board for Trade, TAURON, Piotr Gołębiowski,
- Co-chair AmCham Sustainability Committee, Mariusz Wawer, 3M.



Discussion panels at the Forum were moderated by Mateusz Jurczyk, AmCham, Angelika Szufel, CMS and Bartosz Ziółek, Santander. All the discussion points and issues raised by companies became a basis for the AmCham multi-directional position paper, which will guide AmCham's industrial dialogue with the government during Polish EU presidency.

EVENTS

PARTNERSHIP WITH THE U.S. AMBASSADOR TO POLAND AND THE U.S. EMBASSY WARSAW

USO (United Service Organization) cultivation event

AmCham was a main Partner of the USO (United Service Organization) cultivation event organized in June at the U.S. Ambassador's Residence. The meeting was organized on the initiative of the U.S. Ambassador to Poland, Mark Brzezinski, and the USO, a U.S. leading charitable organization supporting active duty soldiers and their families. The meeting was attended by representatives of the USO organization, Polish and U.S. army, representatives of the Ministry of National Defence, high rank military reps and U.S. companies from the defence sector based in Poland and in U.S. Admarado and Boeing partnered with AmCham at this event.



Healthcare Sector Roundtable

In May 2024, AmCham hosted an impactful advocacy meeting at the residence of the U.S. Ambassador, Mark Brzezinski, spotlighting the future of healthcare development in Poland. The event convened influential stakeholders, including representatives from AmCham's Pharmaceutical and Medical Devices Committees, high-ranking public officials, and leaders from the healthcare sector, such as the Ministry of Health, the Office for Registration of Medicinal Products, Medical Devices and Biocidal Products, and the Agency for Health Technology Assessment and Tariff System.

Key discussions addressed pressing challenges, including regulatory hurdles faced by U.S. companies in Poland and the need for greater innovation in medical devices and therapies. This high-level dialogue underscored AmCham's commitment to fostering cross-sector collaboration, driving innovation, and improving access to healthcare for Polish patients.

Post-Election Breakfast

In November 2024, in cooperation with U.S. Embassy Warsaw, we organized Post-Election Breakfast. It was a celebration of democracy and demonstration of unwavering U.S.-Poland partnership.

In his speech, U.S. Ambassador to Poland, Mark Brzezinski, highlighted the importance the U.S. presidential elections holds. "Every vote counts, that is the essence of democracy," he stated during the event.



EVENTS

PARTNERSHIP WITH THE U.S. AMBASSADOR TO POLAND AND THE U.S. EMBASSY WARSAW

Industry Sector Dialogues Meeting

Together with the U.S. Embassy Warsaw we are conducting a series of industry sector dialogues that focus on specific topics. In March 2024, the first event of the series took place at the U.S. Ambassador's Residence. We discussed the impact and challenges U.S. investments have in Poland.

The event provided U.S. stakeholders an opportunity to engage new Polish government leaders on regulatory challenges, better understand key investments priorities, and discuss Polish-American investment collaboration.



Digital Sector Roundtable

AmCham is gearing up for a pivotal roundtable on December 16th, 2024, dedicated to the digital sector and its transformative potential for Poland. This exclusive gathering will bring together member companies, the U.S. Ambassador to Poland, senior Embassy officials, and top executives from leading digital firms.

The focus of the event will be on harnessing new technologies and fostering innovations to propel Poland's digital transformation. To ensure a well-rounded discussion, AmCham has invited prominent government representatives, including Katarzyna Lubnauer, Secretary of State, Ministry of Education and Science, Michał Jaros, Deputy Minister, Ministry of Economic Development and Technology, Paweł Karbownik, Undersecretary of State, Ministry of Finance, Janusz Olszewski, Secretary of State, Ministry of Digital Affairs, Radosław Rosiński, Secretary of State, Ministry of Digital Affairs, and Ignacy Niemczycki, Secretary of State, Chancellery of the Prime Minister.

By bringing together voices from both the private and public sectors, this event aims to foster meaningful collaboration and develop actionable strategies to position Poland as a leader in the digital age, especially in light of Poland's upcoming EU presidency.

EVENTS

SPECIAL MEETINGS

Meeting with Marissa Lago, Under Secretary of Commerce for International Trade

The meeting focus was a planned trade mission to Poland and the most up-to-date business issues for U.S. companies operating in Poland, such as the climate crisis, nuclear energy, digital economy development, the 'Empower Her' initiative, defence strategies, and the support for Ukraine.



Meeting with Ronit Ghose, Citi Global Head of Future of Finance, Citi Research

During the meeting we discussed current areas of focus for money and technology, including Digital Assets, the Metaverse, web3, and AI applications to finance.



Meeting with Amy Mahn, International Policy Specialist at the National Institute of Standards and Technology (NIST) – an agency within the U.S. Department of Commerce

This meeting was an opportunity to discuss development of AI solutions and many cybersecurity aspects in the context of the current geopolitical situation and regulatory challenges in Poland, especially ongoing consultations on the Draft Bill on Artificial Intelligence Systems and work on National Cybersecurity System Act.



EVENTS

COMMITTEE MEETINGS

AmCham Committees create lobbying taskforces and are main catalyst for all substantive activities and issues taken up by the Chamber. They organize and control issues in a democratic and transparent fashion, engage members, and provide platform for networking with peers, experts, and decision-makers.

AmCham hosted 47 Committees meetings with over 2000 participants in 2024. Selected committee meetings titles are:

HR Committee: *Internal Communication in Challenging Times; Requiring Change; Legal Employment of Foreigners; Online Dismissal – Social, Logistical & Legal Aspects; The EU Pay Transparency Directive*

Sustainability Committee: *Examining the “G” in ESG*

Travel & Tourism Committee: *Unlocking ESG in Hotels – Practical Implications for the Hospitality Sector*

Tax & Financial Services Committee: *New JPK-CIT Regulatory.*

Defense and Security Committee: *How does it work: Unraveling the mysteries of offset!*

Industry and Energy Committee: *How to secure green and cheap energy - cPPA agreements and other instruments; Do Manufacturers Really Must Care about the NIS2 Directive / National Cyber Security System Act?; Industry 4.0 meets the 5G. New Opportunities & Challenges for Industrial Efficiency*

Marketing & Communications: *Image and influence: Leveraging Authentic Connections and Building Brand Image; How mastering business etiquette can set you apart in the AI-driven business world?; AI and Future of Media (UPCOMING)*

We were honored to host several speakers from public sector, such as Levin Flake, Agricultural Counselor of the Office of Agricultural Affairs; or Maciej Gołubiewski, the European Commission Official, Former Head of Commissioner for Agriculture.

EVENTS

BUSINESS MIXERS

2024 featured 5 Business Mixers in Warsaw

- **Carnival Business Mixer** – sponsored by the Warsaw Marriott Hotel,
- **St. Patrick's Day Business Mixer** – sponsored by Radisson Collection Hotel Warsaw,
- **Back to Business Mixer** – sponsored by Nobu Hotel Warsaw,
- **Halloween Business Mixer** – sponsored by Casinos Poland at the Presidential Warsaw Hotel,
- **Thanksgiving Business Mixer** – sponsored by Sheraton Grand Warsaw.



EVENTS

SPECIAL EVENTS

Screening of *Chłopi* (*The Peasants*) movie at Fabryka Norblina

We had a unique opportunity to organize a screening of the exceptional Polish movie – *Chłopi* (*The Peasants*) in Kino KinoGram at Fabryka Norblina. The screening coincided with the promotion of the movie in the USA, so the idea was to show it first to the members of AmCham and the representatives of the U.S. Embassy Warsaw. The event also featured a discussion with the male lead actor – Robert Gulaczyk.



Business Mixer „Theater & Charity” Business Mixer, Theatre Performance and Auction for Ronald McDonald’s Foundation

Together with the Ronald McDonald’s Foundation we had a pleasure to organize a special Business Mixer „Theater & Charity” at Teatr 6. piętro. It was a memorable evening full of business, art, and charity.

During the event, the participants had an occasion to engage in networking and discuss the power of giving back. We also enjoyed „Art” with captivating performances by Borys Szyc, Michał Żebrowski, and Janusz Chabior at Teatr 6. Piętro that truly mesmerized and inspired all the participants, after which the art auction took place. The funds collected during the auction and the evening – over 100 000 PLN – will help to build the third Ronald McDonald House for the Children’s Memorial Health.



IN THE REGIONS

KRAKÓW & KATOWICE

The 2024 AmCham Kraków & Katowice events included:

- What to Expect in 2024? The Year-Opening Meeting with KPMG and the AmCham Advocacy Team in Kraków.
- AmCham Kraków, Foreigner Employment – Best Practices Workshop Conducted by Małopolska Provincial Office.
- American Networking Breakfast in Rzeszów.
- Meeting with the Tarnów Chamber of Commerce and the Deputy Minister of Foreign Affairs, Andrzej Szejna.
- Meeting with Candidates to the Mayor's Office of Kraków – Łukasz Gibała.
- Meeting with Candidates to the Mayor's Office of Kraków –Jerzy Muzyk.
- The Hoover Table – U.S. Consulate General, City of Kraków and AmCham Kraków Charity Program - 5th Edition Final Gala.
- "How do you ESG?" Learning and Experience Exchange Session by AmCham Kraków and AmCham Sustainability Committee.
- The First U.S. Investor in Polish Football. GKS Tychy Case Study, Stadium Tour, and Live Match Watching in Tychy.
- "But They Didn't Teach Us that at School". Discussion and Q&A, About What Skills Employers Expect Today and in the Future for High School Students from Katowice (European City of Science Katowice 2024).
- Education Roundtable in Rzeszów.
- Micro-Credentials: How Does It Work and How to Implement It in Your Organization? A Hybrid Event With the Educational Research Institute (IBE).
- International Business Mixer in Kraków.
- U.S. Consul General Meeting With Investors in Katowice.
- U.S.-CEE Connection Weekend: "Towards a Sustainable World or a Dangerous Utopia: U.S. and EU Perspectives on ESG? A Conference with Jagiellonian University in Kraków.
- 'Back to Business' Gathering in Kraków with Leonardo Hotels.
- American Business Loves Katowice 2024. Meeting by Katowice City Hall and AmCham.
- North American Networking Night in Rzeszów.
- "...In Sickness and in Health...". Supporting Employees Through Tough Times. AmCham Kraków and GE HealthCare Workshop by Fundacja Zdrowego Postępu.
- Meeting with Daniel Lawton, the Deputy Chief of Mission.
- 'Wieniawa Orchestra' Thanksgiving & Independence Concert.
- Christmas Business Mixer in Kraków.
- Christmas Reception in Katowice. UPCOMING EVENT

IN THE REGIONS

WROCLAW

2024 AmCham Wrocław events included:

- Regional Meeting: With Jakub Mazur, Deputy Mayor of Wrocław, and Magdalena Okulowska, President of Wrocław Agglomeration Development Agency.
- Business Breakfast: Discussing Legal Requirements and Market Realities of Layoffs Unrelated to Employee Performance.
- Inter-Chamber Golf Tournament and Spring Business Mixer.
- Business Breakfast: Whistleblower Protection Law.
- Roundtable Meeting: Harnessing the Power of Employee Resource Groups for Sustainable Development.
- Feminism Discussion Panel: AmCham EmpowerHer Project, Exploring Perceptions of Feminism Across Generations.
- Meeting with Michał Jaros: Secretary of State at the Ministry of Economic Development and Technology.
- Christmas Reception: Co-organized with the ABSL Wrocław Chapter and British Polish Chamber of Commerce (BPCC). UPCOMING EVENT

GDAŃSK

2024 AmCham Gdańsk events included:

- Business Mixer: What if... U.S. Elections 2024: Impact on Economic Relations and Business in Poland & Pomorskie.
- European Forum for New Ideas: How Schools and Business Shape the Future Together.
- European Forum for New Ideas: Digital Transformation, Ecology, Education, and Ukraine's Place in the EU – The Youth's Vision for Europe 30 Years from Now.
- Business Mixer: Sustainability in Action – Strategic Insights for Business Leaders.
- The Importance of Collaboration Between Businesses and Local Authorities meeting with representatives from the Pomeranian Voivode.
- EduWorkgroup Meeting with the Rector of Gdańsk University.
- Sunset Moments Cocktail Party.
- Business Mixer: Human-Centric AI Shaping Tomorrow's Workplace.
- Study Tour: Project in collaboration with Invest in Pomerania with USAID EDGE.
- Educational Excellence Workshops: Building an AmCham Coalition to Support Education.
- EduAmCham Workgroup Workshops: Skills Report Survey.
- International Speed Business Mixer.
- U.S. Embassy American Night on the Road in Sopot.
- EmpowerHer Initiative: Amazon Development Center Poland's Girls Do Engineering Program.



- U.S. Ambassador Mark Brzeziński Discussed Investment and Growth Opportunities in the Pomorskie Region with Representatives from AmCham Gdańsk Chapter Companies.
 - Panel Discussion: The Role of AI in Today's Business World.
 - Education Meets: Hosted the Global Immersion Program (GIP) for the Wharton MBA Program, University of Pennsylvania, at the European Center for Solidarity.
 - Film Screening: *To the Last Drop*.
 - New Year Welcome Mixer: Organized with Quinnipiac University at Międzyński Gdańsk.
- UPCOMING EVENT

AMCHAM DINER

The AmCham Diner marks the important role of American investments in Poland; it is a venue for discussing important topics in trade, economics, and investment. This project covers the largest range of matters and facilitates the dialogue between business and government.

Again, we hosted the TVN24/TVN24 BiS live studio on-site with journalist Jan Niedziałek conducting interviews with member company CEOs and government officials.

The AmCham Diner at the European Economic Congress in Katowice



The American Chamber of Commerce in Poland was present at the European Economic Congress in Katowice. Our AmCham Diner was visited by distinguished guests: Krzysztof Bolesta, Secretary of State at the Ministry of Climate and Environment; Magdalena Maria Sobkowiak-Czarnecka, Undersecretary of State, European Union Affairs Division; Andrzej Szejna, Secretary of State at the Ministry of Foreign Affairs; Adam Nowak, Under Secretary of State at the Ministry of

Agriculture; Jacek Tomczak, Secretary of State at the Ministry of Economic Development and Technology; Elżbieta Bieńkowska, Former Deputy Prime Minister; Jerzy Buzek, former Prime Minister, former President of the European Parliament, chairman of the congress council; and representatives of AmCham member companies. The focus of the dialogue with our guests was on the partnership between Poland and the United States, security, Poland's economic development based on competitiveness and innovation, the rule of law, support for investment development, education, and green transformation.

On the first day of the European Economic Congress, we also held a panel discussion entitled American investment in Poland. We have been discussing pivotal issues concerning U.S.–Poland relations and the interest of American investors in Poland. We also touched upon the changes and trends in the global economy as an investment stimulus, and the situation in Europe as an opportunity for Polish – U.S. cooperation in supporting and rebuilding Ukraine.

We would like to thank our partners for being true supporters of this project and for making this year's success possible: **Amazon, BAT Poland, Citi Handlowy, Google, Meta, & PepsiCo.** Our sponsors in-kind were: **Pizza Hut, Uber Eats, PepsiCo, The Coca-Cola Company, Coca-Cola HBC, Perła – Browary Lubelskie S.A., Mars Wrigley, & Mondelēz.**



AMCHAM DINERS

The *AmCham Diner* at the Economic Forum in Karpacz



The AmCham Diner once again made an impact at the 33rd Economic Forum in Karpacz, as the prime meeting place to participate in interesting discussions.

We had the pleasure of hosting our member companies, government representatives, public administration officials as well as many other guests from the 3th to the 5th of September. During this year's Economic Forum, we had the privilege of participating in high-level meetings with **Władysław Kosiniak-Kamysz**, Deputy Prime Minister and Minister of National Defense, and **Krzysztof Gawkowski**, Deputy Prime Minister and Minister of Digital Affairs. We also hosted Andrzej Szejna, Secretary of State at the Ministry of Foreign Affairs; Jan Szyszko, Secretary of State at the Ministry of Development Funds and Regional Policy; Adam Nowak, Undersecretary of State at the Ministry of Agriculture and Rural Development; Dominik Rozkrut, President of Statistics Poland (GUS); Zbigniew Derdziuk, President of the Social Insurance Institution (ZUS); Paweł Jaroszek and Sławomir Wasilewski, Members of the Board of Social Insurance Institution (ZUS); and numerous members of parliament.



This year's program included three discussion panels - The Future of American Investment in Poland; New Directions of the EU Policy - American Investors on the Prospects of the Polish Presidency of the EU Council; and The Economic Potential of New Technologies – that captured the attention of the participants of the Forum. Additionally, we held two breakfasts with The AmCham Pharma Committee, and with 3M. We also had a pleasure to co-organize two Cocktail



AMCHAM DINERS



Receptions sponsored by Citi Handlowy, and BAT Poland. We also partnered up with Polityka Insight to conduct interviews with representatives of our Partners.

The success of the AmCham Diner in Karpacz was possible thanks to our partners: **Żabka Polska, Citi Handlowy, 3M, BAT Poland, The AmCham Pharma Committee, Google, McDonald's Polska, Meta, & GE Vernova** - and our sponsors in-kind -

The Coca-Cola Company, PepsiCo, Perła – Browary Lubelskie S.A., Mars Wrigley, Apothic Wine, & Dark Horse Wine.



30 UNDER 30



AmCham's 30 Under 30 Program is a leadership development program for 30 young leaders recruited from member companies. The program was launched in 2015. In 2024, we closed the 9th edition of the program and opened the 10th edition. 30 Under 30 is designed to connect professionals below the age of 30 with inspiring leaders in the AmCham Poland community who provide them with guidance and counseling based on their careers and experiences.

9th Edition – Continued



- Session with Merry Lynch: 'Are we Surrounded by Idiots'.
- Session with Dariusz Rosiak: 'My vision of the World today and Why I Keep Doing Raport o Stanie Świata'.
- Session with Rob Rudich, Energy Attaché at the U.S. Embassy in Warsaw: 'Doing the Right Choices (Business – Army – Administration Transfers)'.
- Session with Małgorzata Telus, Frito-Lay: 'Demystifying Manufacturing Businesses',
- 2 Charity Board Games Tournaments in Warsaw and Kraków.
- The multi-speaker Kraków trip, 2-day session. Speakers: Erin Nickerson, U.S. Consul General to Kraków; Sylwia Królikowska; Andrzej Lassak, Pegasystems; John Held, Accent Business Training; John Lynch, Lynka/AmCham Board; and Anna Kornecka, ESG Impact Network.
- Session with Darr Kadlubowski, Henry Meds: 'Startup or Die'.
- The Graduation Ceremony hosted by JLL, with a special guest of honor - U.S. Ambassador, Mark Brzezinski.



30 UNDER 30

10th Edition

- Chairman Tony Housh's welcoming remarks and the ice-breaking session, where participants had the chance to introduce themselves and get to know each other better.
- Session with Łukasz Kowalski, MSL: 'Ownership Means Leadership and Other Corporate Secrets'.
- Session with Małgorzata Telus, Frito-Lay: 'Demystifying Manufacturing Businesses'.
- Session with Michał Kanarkiewicz (chess-master) and the Ronald McDonald Charities Poland (hosted in the Ronald McDonald House in Warsaw).



PROJECTS

ReBuild Ukraine Working Group

Since the beginning of the war in Ukraine, American investors have supported and assisted their employees and refugees in Poland at various levels; their contribution has been and continues to be significant.

In 2024, AmCham Poland focused on building a discussion platform involving U.S. and Polish governments and the U.S. business operating in Poland. We have opened the year with a meeting with MP Paweł Kowal, Chairman of the Foreign Affairs Committee of the Sejm.



AmCham also participates in events and panels addressing the situation in Ukraine and how to support Ukrainian innovation and resilience. This year, our Legal & Public Policy Director, Marta Pawlak, spoke at the event *"Entrepreneurship & Investment Insights: Ukraine's Scale-Up Pitch,"* dedicated to 12 pioneering Ukrainian scale-ups that graduated from the exclusive Growth Ukraine Program. The event took place in April at the Google for Startups EU Campus in Warsaw.

In the second part of the year, we had two meetings with Richard Verma, U.S. Deputy Secretary of State, during his visits to Poland. The first meeting took place in Krakow, where representatives of AmCham member companies, along with representatives of Polish companies, took part in the roundtable discussion with Secretary Verma and MP Paweł Kowal, Chairman of the Foreign Affairs Committee of the Sejm. The second meeting in Warsaw was organized by AmCham Poland and AmCham Ukraine in November and gathered representatives of U.S. businesses from Poland and Ukraine.



PROJECTS

EmpowerHer Initiative

Academy of Women Entrepreneurship Meeting

This year we also had a pleasure of hosting a special meeting with participants of the Academy of Women Entrepreneurship (AWE), a program that promotes women's economic opportunities, and ensures that women have the capabilities and resources needed to participate in the economy. Marzena Drela, AmCham Executive & Operations Director run the meeting and discussed with representatives of AWE how AmCham supports American investors in Poland and what we do to enhance the business environment in our country. The meeting was attended by participants of the AWE in Poland, graduates of other American programs and initiatives: Vital Voices Mentoring Program, Women Impact Summit, Director of BCC (Radom) and representatives of the Student Forum Business Center Club.



Girls Do Engineering

On the 19th of April, in Gdańsk at Olivia Star, under the AmCham EmpowerHer patronage Amazon Development Center Poland concluded another edition of the Girls Do Engineering program aimed at supporting young women in developing engineering skills. The U.S. Ambassador to Poland, Mark Brzeziński, and the Mayor of Gdańsk, Aleksandra Dulkiewicz, gave empowering speeches to the young girls.



PROJECTS

AMERICAN INVESTOR DESK



AMERICAN INVESTOR DESK

In May, Mateusz Jurczyk, who supports American Investor Desk project, was a speaker during the online conference 'Doing Business in the USA' organized by Wielkopolski Fundusz Rozwoju, the agenda of the Wielkopolskie Marshal Office. The conference, supported by the U.S. Commercial Service and PAIH, was a great occasion for Polish companies to learn about the possibilities of obtaining support in U.S. market entry.

Throughout the year, AmCham supported numerous Polish entrepreneurs directly with guidance on U.S. market entry possibilities.



ADMINISTRATION

AMCHAM OFFICE STAFF

Executive Leadership Team

Marzena Drela
Marta Pawlak

Executive & Operations Director
Legal & Public Policy Director

Staff Member

Barbara Pocialik
Anita Kowalska
Karol Witaszek
Justyna Sekuła
Bartosz Szyler
Gabriela Stangreciak
Iwona Woźnica
Monika Ciesielska -Mróz
Mateusz Jurczyk
Barbara Stepnowska
Katarzyna Kotiuk
Tomasz Ćwiok

Membership & Committee Manager
Events & Media Manager
Legal & Public Policy Manager
Project Manager
Legal & Public Policy Coordinator
Project Coordinator
Office Coordinator
Branch Director Wrocław
Branch Director Kraków & Katowice
Branch Director Gdańsk
Chief Accountant
AmCham Quarterly Editor

MEMBERSHIP

In the year 2024, AmCham gained 8 advisory, 34 corporate, and 12 individual members and lost 3 advisory, 27 corporate, and 3 individual members, with a final total of 405 members.

FINANCIALS

Forecast 2024 year-end income: 5,500,000 PLN.
Forecast 2024 year-end expense: 5,000,000 PLN.

AmCham's Auditor of the Financial Statements



PARTNERS

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Uber

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POLAND

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Applied to Life.™

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Committee



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