

# AmCham 2025 ANNUAL REPORT



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**Marta Poślad**

CHAIRWOMAN  
Google



**C. David DeBenedetti**

VICE - CHAIR  
DeBenedetti Majewski Szczesniak  
Kancelaria Prawnicza Sp.K.



**Małgorzata Skonieczna**

VICE - CHAIRWOMAN  
PepsiCo



**Dorota Dabrowski-  
Winterscheid**

TREASURER  
CEC Group



**Honorata Hencel**

SECRETARY  
Boeing



**Elżbieta Czetwertyńska**

MEMBER  
Citi / Citi Handlowy



**Tony Housh**

MEMBER  
CGC Advisors



**Agnieszka Jankowska**

MEMBER  
T-Mobile Polska



**Jolanta Jaworska**

MEMBER  
IBM



**Mariusz Mielczarek**

MEMBER  
Amazon



**Mariusz Wawer**

MEMBER  
3M



**Marta Życińska**

MEMBER  
Mastercard



**Marzena Drela**

Executive & Operations Director  
Executive Leadership Team



**Marta Pawlak**

Legal & Public Policy Director  
Executive Leadership Team



**Barbara Pocialik**

Membership & Committee  
Manager



**Anita Kowalska**

Events & Media  
Manager



**Karol Witaszek**

Legal & Public Policy  
Counsel



**Justyna Sekuła**

Project Manager



**Bartosz Szyler**

Legal & Public Policy  
Coordinator



**Gabriela Stangreciak**

Project Coordinator



**Iwona Woźnica**

Office Coordinator



**Katarzyna Kotiuk**

Chief Accountant



**Mateusz Jurczyk**

Branch Director  
Kraków & Katowice



**Monika Ciesielska-Mróż**

Branch Director  
Wrocław



**dr Barbara Stepnowska**

Branch Director  
Gdańsk

A special thanks to **Tomasz Ćwiok**  
who finished his service this year.

**AmCham's 14 Committees** are a vital component of AmCham, serving as a forum for business leaders with shared interests. They provide a platform for networking, sharing best practices, and engaging in discussions about pressing topics and issues.

Our committees are:



The graphic displays 14 committees arranged in a grid, each with a red icon and a label. The committees are: Agri, Food & FMCG (icon: shopping bags and produce), Americana (icon: US flag), Defense & Security (icon: shield), Digital (icon: QR code), Energy (icon: lightning bolt), HR (icon: group of people), Industry (icon: factory), Marketing and Communications (icon: megaphone), Medical Devices (icon: monitor with ECG), Pharma (icon: two pills), Real Estate (icon: skyscrapers), Sustainability (icon: circular arrows), Tax & Financial Services (icon: calculator and document), and Travel & Tourism (icon: suitcases). To the right of the grid, a large red arrow points right, containing the text "46 meetings".

Agri, Food & FMCG	Americana	Defense & Security	Digital
Energy	HR	Industry	Marketing and Communications
Medical Devices	Pharma	Real Estate	Sustainability
Tax & Financial Services	Travel & Tourism	46 meetings	

Each Committee is led by dedicated volunteer Co-Chairs who are experts in their respective fields. Co-Chairs identify key issues affecting businesses in Poland, presenting them through planned workshops, meetings, and presentations. That is why we would like to sincerely thank those who finished their service this year – **Michał Chodecki, Piotr Piłkuła, Angelo Pressello** and **Piotr Zygmunt**.

**This year, we held 46 committee meetings.** Throughout the year, our committees' meetings concentrated on key topics such as cybersecurity, digital transformation and AI, healthcare, green energy sources, packaging management system, circular economy, and workplace news and trends. We hosted distinguished speakers, such as Joanna Tyrowicz, Professor of Economics; Karolina Warowny-Decoene, Sector Group Manager of the European Chemical Industry Council, or MP Bartłomiej Pejo, who provided us with invaluable knowledge.

Additionally, the AmCham Americana Committee was established to deepen members' engagement with American life beyond the business sphere. The committee is open to all who wish to explore and celebrate what makes the United States unique. Its primary mission is to provide a platform for networking, sharing passions, and fostering cultural dialogue.





## Agri, Food & FMCG



**Piotr Bonisławski**  
Elanco



**Łukasz Dominiak**  
Animex



## Americana



**Nathan Espino**  
Individual Member



**Dorota Dabrowski-Winterscheid**  
CEC Group



## Defense & Security



**Tomasz Zakrzewski**  
Raytheon Technologies



**Ronald Farkas**  
Poland-U.S. Operations



**Piotr Marczuk**  
Honeywell



## Digital



**Katarzyna Chojecka**  
Cisco Systems



**Marta Kokoszka**  
Amazon Web Services



## HR



**Małgorzata Grzelak**  
Squire Patton Boggs Krześniak



**Luiza Luranc-Jaworek**  
Manpower



## Energy



**Jerzy Kozicz**  
CMC



**Mirosław Kowalik**  
Westinghouse Electric Poland



## Industry



**Mariusz Wawer**  
3M



**Joanna Chmielak**  
Fortinet



## Marketing and Communications



**Łukasz Kowalski**  
MSLGROUP Poland



**Monika Mikulska-Guźniczak**  
InterContinental Warszawa



## Medical Devices



**Katarzyna Rózicka-Espinosa**  
Becton Dickinson



**Gabriela Sujkowska**  
Abbott Laboratories



**Kamil Szydłowski**  
Zimmer Biomet



## Pharma



**Andrzej Dziukała**  
Vertex



**Grzegorz Byszewski**  
Roche



## Real Estate



**Mateusz A. Bonca**  
JLL



**Agnieszka Stankiewicz**  
Greenberg Traurig



## Sustainability



**Justyna Rysiak**  
McDonald's



**Julian Krzyżanowski**  
PepsiCo



## Tax & Financial Services



**Tomasz Lenart**  
Citi Handlowy



**Adam Soska**  
EY Polska



## Travel & Tourism




**Ewa Doromoniec Vieira**  
Signify



**Tim Hyland**  
FCM Travel Express

# Priorities in 2025

In 2025, AmCham concentrated on several key areas that are vital to our member companies and PL-U.S. Relations. Our efforts have been driven by one goal: to ensure that American investors continue to thrive and feel confident in Poland. Throughout the year, we have focused on strategic sectors such as Defense, Digital, Energy, Industry, and Pharma, working closely with stakeholders to strengthen the transatlantic business environment.

1. —  — **Defence** —

2. —  — **Digital** —

3. —  — **Energy** —

4. —  — **Industry** —

5. —  — **Medical** —



## Defence

Changes in the international environment clearly necessitate treating the defense and security sector as a pressing priority for Poland and the entire CEE region. The year 2025 was another period of intensified activity for AmCham Poland in this key area. Poland's growing demand for modern, interoperable, and proven defense capabilities can only be met by building on transatlantic relations and leveraging the potential of long-standing partnerships with American investors. This goal set AmCham's sectoral priorities for this year: supporting cooperation between Polish and American suppliers, developing R&D competencies and Poland's potential as a regional hub for repair, maintenance, and sustainment of defense platforms, and a level playing field in access to public procurement.

We began promoting these goals by meeting with the most important decision-maker in Polish defense matters: Deputy Prime Minister and Minister of National Defense Władysław Kosiniak-Kamysz in March. In May, we held discussions with Mr. Konrad Gołota, Undersecretary of State at the Ministry of State Assets responsible for supervising Polish state-owned defense companies and later engaged with American companies and policymakers during AmCham's breakfast session held as part of MSPO - the largest defense industry trade fair in Central and Eastern Europe – organized in Kielce. We ended the year with intensive internal consultations on the Polish Defense Industry Development Strategy, which resulted in a joint position paper addressed to Minister Andrzej Domański, who heads the team developing the strategy.

In exploring potential avenues for cooperation between suppliers of American technologies and those responsible for shaping the procurement strategies of the Polish Armed Forces, we delved into areas not traditionally associated with defense just a few years ago. These included the military applications of artificial intelligence, the development of dual-use technologies, and the strengthening of cybersecurity for Poland's critical infrastructure.



## Digital

The year 2025 marked another stage in the growth of the digital economy. This was reflected in AmCham's increasing activity in this sector. Numerous working groups focusing on various aspects of digital economy regulation and AmCham's Digital Committee became a key forum where the voice of American investors in the sector could be heard. AmCham supported our member companies in advocacy efforts promoting the creation of a competitive and open investment landscape for the digital economy through position papers and meetings with key stakeholders.

As in other areas of our activity, security was a key priority in the digital domain. We were actively involved in developing the best solutions for the reform of the National Cybersecurity System and Cloud Computing Cybersecurity Standards. We held a meeting on this matter with Director Marcin Wysocki, prepared a series of position papers, a letter concerning amendments to the Act on the National Cybersecurity System signed by the most important Polish organizations representing the digital sector, and organized an event dedicated to the cybersecurity of critical infrastructure together with CMS and Fortinet. In all these initiatives, we promoted the highest technical standards, interoperability, and a level playing field for all suppliers from NATO countries.

We also spoke on behalf of our members wherever there was a risk of disproportionate burdens being placed on US technology investors. We prepared position papers on issues such as the digital services tax, the reprographic levy, and the review of the Digital Markets Act. We paid particular attention to the DST, the debate around which was often directed squarely against American providers. We supported our companies in this regard at a direct meeting with Prime Minister Gawrowski, which he organized for representatives of chambers of commerce following our petitions. We have also actively sought to raise Poland's status in terms of access to top-class chips within the American AI diffusion framework, in order to ensure uninterrupted investment opportunities in Poland for all our companies.

The year 2025 also saw a change of guard at the AmCham Digital Committee. Katarzyna Chojecka from Cisco and Marta Kokoszka from Amazon Web Services became the new Co-Chairs. Under the new leadership, the committee took active steps to position AmCham as a key voice reaching decision-makers in the sector. The committee organized a meeting with Bartłomiej Pejo, Chairman of the Sejm's digitalization committee, and held several meetings on specific legislative topics ranging from cybersecurity to tax burdens.



## Energy

Poland's energy transition represents one of the most complex and demanding energy transformation processes in Europe. As one of the few post-Soviet countries - and by far the largest in the region - Poland relied almost entirely on coal and natural gas for its energy production until only a few years ago. In 2022, coal accounted for over 70% of electricity generation; by June 2025, this share had fallen to just above 43%.

The combined pressures of energy source weaponization, evolving regulations, and market incentives driving the shift toward clean energy compelled Poland to adopt a diversification strategy several years ago. Supporting this transformation - ensuring safe, reliable, diversified, affordable, and clean energy for both current and future investors - and enabling the swift implementation of these objectives was identified as a top priority for AmCham in 2025.

Throughout 2025, in most of our meetings with key decision-makers, we strongly advocated for close Polish-US cooperation in advancing Poland's energy transition, which will be critical for the future competitiveness of the Polish economy. The visit of US Secretary of Energy Chris Wright underscored the importance of this issue. A subsequent meeting with the newly appointed Department of Energy Attaché at the US Embassy in Warsaw, Mr. Nathan Reich, who also serves as Director of the Energy Office, not only reinforced this message but also provided an opportunity to present a vision of Poland as a regional hub for American energy technologies in Central and Eastern Europe. AmCham is committed to supporting and helping realize this vision.

At the same time, we remain mindful of the perspective of energy consumers - our member companies - who, regardless of their sector - depend on stable and predictable energy supplies at competitive prices to maintain the continuity and profitability of their operations. We consistently refresh, update, and communicate our priorities to the government in this area, striving to foster a business-friendly and resilient energy ecosystem that is better protected against external threats.

We have concluded the year with the meeting with the leadership of the Ministry of Energy, Mr. Wojciech Wrochna, Secretary of State and Government Plenipotentiary for Strategic Energy Infrastructure, and Mr. Konrad Wojnarowski, Undersecretary of State. This meeting opened the discussion on Poland's long-term energy strategy, the role of U.S. investors in strengthening Poland's energy security, and opportunities to further enhance U.S.-Poland economic cooperation in the energy sector for the year 2026.

## Industry

American manufacturing companies operating in Poland have always been at the center of our attention. Nearly 40% of all American companies in Poland - measured both by assets and by employment - are manufacturers. These companies, perhaps more than any others, clearly perceive the declining competitiveness of European manufacturing, a topic that has recently gained significant public and policy attention.

Our Manufacturers' Forum, which concluded in late 2024, provided an opportunity to refresh and realign the priorities of our manufacturing members. Among the key priorities identified were: accelerating the development and diversification of clean energy sources, establishing long-term, stable, and publicly communicated plans regarding the types of energy sources to be supported, streamlining spatial and environmental planning procedures, enhancing and broadening consumer education, and ensuring access to qualified personnel.

These priorities clearly demonstrate the significant overlap between the areas of focus of the Industry Committee and those of the Energy, Human Resources, and Digital Committees. The new leadership of the Industry Committee - appointed following the division of the former Industry & Energy Committee in September 2025 - immediately began addressing a set of strategic issues, including: cyber and physical supply chain security, digitalization and robotization, including implementation and financing mechanisms, industrial decarbonization and improvements in energy efficiency, technical and vocational education, as well as workforce upskilling, and workplace safety.

In parallel, the rapid development of Poland's defense sector is reshaping the future of the country's manufacturing landscape. We anticipate that collaboration and partnerships with American entities—particularly in the transfer of broadly defined defense-related technologies—may become a key driver of industrial growth in Poland.

Last meeting on the Industry committee agenda was a debate on the workforce and qualifications of the future in modern industry. The debate focused on how automation and digitalization changed companies' expectations of graduates and how firms worked with vocational schools to build future-ready skills. It also highlighted how companies upskilled employees and used programs like BCU and ZSK to strengthen workforce qualifications.

What is more, we have just started preparations for the Manufacturers' Forum 2026 – AmCham's main recurring industrial event.



## Medical

In 2025, AmCham advanced its Health agenda through the activities of both the Pharma Committee and the Innovative Medical Devices Committee, strengthening its impact on Poland's healthcare and life sciences landscape. Across pharmaceuticals and medical technologies, AmCham focused on key priorities: improving regulatory predictability, accelerating access to innovation, advancing work on rare diseases, and supporting the integration of advanced solutions into the healthcare system.

A central area of work involved shaping a transparent and predictable regulatory environment. The Pharma Committee actively engaged in the legislative process of the Reimbursement Act, promoting clarity, stability, and constructive dialogue with the Ministry of Health. In parallel, the Medical Devices Committee contributed to the European review of the Medical Devices Regulation (MDR), advocating for harmonized certification pathways, reduced administrative burdens, and clearer rules for innovative technologies – priorities discussed directly with MEP Adam Jarubas.

Improving access to innovation remained a shared priority. AmCham worked to shorten delays in access to reimbursed therapies and strengthen diagnostic pathways. Two analytical reports published this year highlighted systemic barriers and proposed actionable reforms, which were presented to parliamentarians, institutions, and the media.

AmCham also continued its strong engagement in the area of rare diseases. A key milestone was the joint "Rare Diseases – Opportunities and Challenges" workshop with the Krajowe Forum ORPHAN, which concluded with a signed appeal supporting the establishment of a Rare Diseases Act.

Throughout the year, AmCham maintained an active dialogue with key public stakeholders, including Minister Urszula Demkow, members of Parliament and the Senate Health Committee, as well as representatives of the U.S. Embassy. AmCham also collaborated closely with patient advocacy organizations, strengthening the visibility of patient needs in public debate. Additionally, AmCham joined the Warsaw Health Innovation Hub and explored collaboration with the Ministry of National Defence under the "Military-Friendly Hospital" initiative in the Eastern Shield program, supporting efforts to build a more resilient healthcare system.

The combined work of both committees strengthened AmCham's role as a credible and proactive partner in shaping Poland's healthcare environment – advancing transparency, innovation, and patient-centered solutions across the Medical sector.

# 2025

## key moments



### Economic & Business Outlook for 2025



Meeting with Michał Baranowski, Undersecretary of State at the Ministry of Economic Development and Technology

### Meeting with Deputy Prime Minister and Minister of National Defence, Władysław Kosiniak-Kamysz



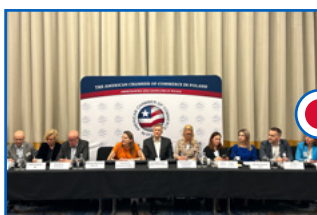
AmCham Diner at the XVII European Economic Congress in Katowice

### Meeting with Rafał Trzaskowski, Mayor of Warsaw and candidate for the office of President of Poland



Meeting with Karol Nawrocki, President of the Institute of National Remembrance and candidate for the office of President of Poland

### Monthly Meeting with the Board of Directors



Meeting with Mr. Nathan Reich, the Department of Energy Office Director and Energy Attaché at the U.S. Embassy in Warsaw

### Monthly Meeting with Daniel Lawton, Chargé d'Affaires a.i. of the U.S. Embassy



Warsaw Global Investors Summit

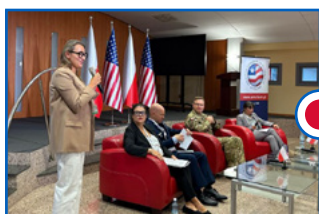
Meeting with Mr. Konrad Gołota,  
Undersecretary of State at the  
Ministry of State Assets



Meeting with Krzysztof Bosak,  
Deputy Speaker of the Sejm of  
the Republic of Poland



AmCham Defense and Security  
Breakfast at the MSP0



Meeting with Paweł Olszewski,  
Secretary of State at the  
Ministry of Digital Affairs



Monthly Meeting with Marcin  
Bosacki, Secretary of State at  
the Ministry of Foreign Affairs  
of the Republic of Poland



Monthly Meeting with the  
Ministry of Energy Leadership:  
Ministers Wrochna and  
Wojnarowski



AmCham 4th of July  
Celebration



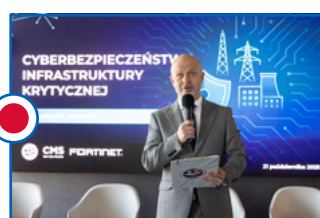
Monthly Meeting with Key  
Ministers from the  
Presidential Chancellery



Salmon Evening Gala at the  
International Maritime and  
Military Fair- "Jack Strong Award  
for NGOs" from Fundacja Jack  
Strong for AmCham Poland



Cybersecurity of Critical  
Infrastructure: New  
Approaches



Together for Good  
- AmCham & Coca-Cola  
Charity Evening





### Our Events in Numbers



**35** Meetings with  
Government  
Representatives



**46** Committees  
Meetings



**12** Social  
Meetings



**35** Regional  
Meetings



**15** 30 under 30  
Sessions

**143** Meetings  
per year / **12** Meetings  
per month

Over the course of the year, our organization placed a strong emphasis on government engagement and advocacy, dedicating significant effort to strengthening our relationships with both U.S. and Polish government representatives. Through 35 targeted meetings, we advanced key policy priorities, provided expert insights, and ensured that the voices and interests of our community were clearly represented at the highest levels of decision-making. These conversations played a vital role in shaping our advocacy agenda and deepening transatlantic cooperation.

With 46 committee meetings throughout the year, our committees remained at the heart of member engagement. They bring together leaders from across industries to connect, learn from one another, and dive into the most pressing business topics. These gatherings give members a meaningful voice in shaping priorities and allow them to directly influence the discussions that guide AmCham's advocacy.

To sustain a sense of community and connection, we organized 12 social meetings, with opportunities to connect in a relaxed and informal setting. These gatherings strengthened relationships, encouraged idea-sharing, and fostered a sense of community among AmCham members, complementing our advocacy and business-focused initiatives.

Our regional presence remained strong with 35 regional meetings, enabling us to gather on-the-ground perspectives and expand our outreach across diverse local communities. In addition, we invested in the next generation of leaders through 15 "30 Under 30" sessions, supporting young professionals as they build skills, exchange ideas, and engage with mentors and policymakers.

Together, these activities underscore a year defined by meaningful advocacy, strategic collaboration, and an ongoing commitment to strengthening ties between the United States, Poland, and our broader community.



## 4<sup>th</sup> of July

The AmCham 4th of July Celebration 2025, held at the stunning Arkady Kubickiego at the Royal Castle in Warsaw, was, once again, an unforgettable evening of unity, tradition, and celebration!

This year, we proudly marked 249 years of U.S. independence alongside distinguished guests, including **Daniel Lawton, Chargé d’Affaires at the U.S. Embassy Warsaw**; **Jakub Jaworowski, CFA, Minister of State Assets**; **Marcin Przydacz, Member of Parliament**; representatives of the Polish government; members of the AmCham Board; and over 1000 participants from the AmCham community and our partners.

The evening opened with warm welcomes from **Marzena Dreła, AmCham Executive & Operations Director**; **Jarosław Kuźniar, journalist and presenter**; and **Marta Poślad, AmCham Chairwoman**. Their remarks perfectly captured this year’s theme: “United in Friendship and Freedom”, a reflection of the strong and lasting bond between Poland and the United States.

A moving performance of the Polish and American national anthems by Zuza Baum and Szymon Komasa, winners of the Velo Talent competition, added a special touch to the evening, just as a ceremonial Presentation of Colors by the 1st Armored Division Color Guard did.

The official program featured remarks from Minister Jakub Jaworowski, CFA, Ministry of States Assets, and Marcin Przydacz, Member of Parliament, both highlighting the deepening ties between our nations.

We were also honored to hear from Daniel Lawton, Chargé d’Affaires at the U.S. Embassy Warsaw, who emphasized the long-standing partnership, shared democratic values, and enduring friendship between Poland and the U.S.

As proud Platinum Partners, **Marcin Moczyróg, Director & GM CEE at Uber**, and **Adam Marciniak, CEO of VeloBank S.A.**, also shared their perspectives on the importance of collaboration and community in driving progress.

We also held a Charity Raffle, featuring over 70 amazing prizes. All proceeds were donated to Fundacja Ronalda McDonalda, supporting their mission to build a 3<sup>rd</sup> Ronald McDonald House in Poland.



## AmCham Diner

The AmCham Diner at the 17th European Economic Congress in Katowice. Once again, it provided valuable opportunities for business-to-government dialogue, networking, and discussion of key issues shaping both the Polish and global economies, reinforcing its role as a catalyst for meaningful exchange between business and government stakeholders.

Our zone at the congress was a platform for networking and discussions between business and public sector. AmCham Diner hosted, among others, **Secretaries of State at the Ministry of Digital Affairs – Dariusz Standerski** and **Michał Gramatyka**, **Undersecretary of State at the Ministry of Development and Technology Michał Baranowski**, **Undersecretary of State at the Ministry of State Assets Konrad Gołota**, **Plenipotentiary of the Minister of Development and Technology for Deregulation Mariusz Filipek**, and **Acting Deputy Chief of Mission at the U.S. Embassy Warsaw Douglas O'Neill**. During the Diner meetings, we were able to touch on the most important challenges facing foreign investors in Poland with a particular focus on transformations in transatlantic relations and the digital economy.

This year's program also included the discussion panel **USA – Poland: Investment and Security**, which covered the evolving transatlantic relationship and Poland's position amid rapid economic growth and international challenges. Our speakers stressed the importance of redefining EU-US cooperation, especially in light of global tensions and shifting American priorities, and emphasized the role of American investments in shaping Poland's economic transformation and bolstering national security. The panel featured participants, including **Piotr Arak**, **Chief Economist at VeloBank SA**; **Aleksandra Kosela**, **External Affairs Manager at BAT**; **Julian Krzyżanowski**, **Corporate Communications Manager at PepsiCo**; **Michał Moczyszóg**, **General Manager for CEE at UBER**; **Konrad Ślusarczyk**, **Director of the Government Engagement Team CEE at VISA**; **Michał Kobosko**, **Member of the European Parliament**; and **Minister Michał Baranowski**. Additionally, we held **breakfast with Visa and Uber** dedicated to the relationship between the digital economy and public authorities and local governments. We also had a pleasure to co-organize Cocktail Reception sponsored by BAT Poland. We also partnered up with Polityka Insight to conduct interviews with representatives of our Partners.



during the three days  
we served

45 000

pieces of food



35 000

cups of coffee





### Advocacy

In 2025, AmCham strengthened its position as one of the most trusted voices of international investors. Throughout the year, we worked closely with government, parliament, the presidential administration, and European institutions to ensure a predictable, innovation-friendly, and competitive business environment.

A major focus of our advocacy agenda was digital and cybersecurity policy, where we had several tangible achievements. Key elements of AmCham's recommendations were incorporated into the priority amendment to the National Cybersecurity System Act. We also played an active role in shaping the Cloud Cybersecurity Standards, ensuring that international best practices and the needs of modern cloud providers were reflected from the early stages. Additionally, AmCham became a key participant in the national discussion on the digital tax, presenting our position directly to **Deputy Prime Minister Gawkowski** and **Minister Standerski**.

2025 was marked by exceptionally strong high-level political engagement. AmCham held meetings with both major presidential candidates, and engaged directly with leaders shaping Poland's strategic direction — including **Deputy Prime Minister and Minister of Defense Władysław Kosiniak-Kamysz**, as well as **Krzysztof Bosak, Deputy Speaker of the Sejm and leader of the Konfederacja party**. AmCham also met with key members of the presidential administration, including **Minister Karol Rabenda** and **Minister Marcin Przydacz**, further strengthening our institutional dialogue at the top levels.

In the healthcare and life sciences sector, AmCham played an influential role in shaping the landmark reimbursement legislation — the most important regulatory framework for pharmaceutical companies. Together with the scientific and clinical community, we also developed two major analytical reports: one presenting an optimized diagnostic pathway for lung cancer — a model designed to serve as a best-practice standard — and another on delays in patient access to drug therapies. Both reports were presented to broad expert groups, including key minister and representatives of the Ministry of Health.

Together with PAIH, we developed a comprehensive Life Science Sector Report, offering a detailed overview of Poland's innovation and investment potential. AmCham also became a partner of the Warsaw Health Innovation Hub by the Agency of Medical Research, consolidating the presence of AmCham companies in Poland's growing biomedical ecosystem.

One of the year's flagship achievements was the organization of cross-sector workshops bringing together MPs, ministry representatives, industry leaders, and dozens of patient organizations — culminating in the joint declaration supporting improved care for people living with rare diseases.

AmCham actively advocated for our members across all policy areas by publishing numerous position papers and sustaining our close cooperation with the U.S. Embassy in Poland. One of highlights was our role in the Polish Security Week in Washington, D.C., where we organized a meeting for a Polish parliamentary delegation with the U.S. Chamber of Commerce and leading American businesses. Furthermore, we amplified our advocacy at the European level by engaging with AmCham EU, fellow AmChams across Europe, and public officials like **MEP Adam Jarubas, Chair of the European Parliament's Committee on Public Health**. These initiatives were crucial for strengthening the collective voice of international investors.

Through these initiatives, AmCham delivered a strong year of concrete advocacy results — strengthening transatlantic business ties and supporting a stable, innovative, and investment-friendly economic environment.

## 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 2025, we closed the 10th edition of the program and opened the 11th edition. 30 Under 30 is designed to connect professionals below the age of 30 with inspiring leaders in the AmCham community who provide them with guidance and counseling based on their careers and experiences.



### The 10<sup>th</sup> Edition featured:

- A session with Elżbieta Czetwertyńska, Citi Country Officer for Poland, CEO of Citi Handlowy, and AmCham Board Member.
- A session with Pamela Krzyrkowska, Director of the Research and Innovation Department at the Ministry of Digital Affairs.
- Meeting at Northrop Grumman with Casimir Pulaski Foundation and the Northrop Grumman team.
- The two-day Kraków session with a diverse group of speakers, including Erin Nickerson, U.S. Consul General in Kraków; Andrzej Lassak, Senior Director at Pegasystems; John Held, Founder of Accent Business Training; John Lynch, CEO of Lynka; and Sylwia Królikowska, Leadership Coach and “Supernanny for Leaders.”
- A workshop with Merry Lynch, Business and Personal Development Coach, titled “Are We Surrounded by Idiots?”
- A Graduation Ceremony of the 10th Cohort, attended by Daniel Lawton, Chargé d’Affaires a.i. of the U.S. Embassy in Poland, and Marta Poślad, Director for CEE & Transatlantic Public Policy at Google and AmCham Chairwoman.
- The Grand 30 Under 30 Reunion Meeting.

### The 11<sup>th</sup> Edition included so far:

- A Kick-Off Meeting, where participants introduced themselves, shared their professional goals, and got to know each other.
- A session with Elżbieta Czetwertyńska, Citi Country Officer for Poland, CEO of Citi Handlowy, and AmCham Board Member.
- “The Leadership Game” workshop with Marcin Kot and Janusz Pitera.
- A session with Marta Poślad, Director for CEE & Transatlantic Public Policy at Google and AmCham Chairwoman.

AmCham's regional offices in Gdańsk, Kraków, and Wrocław are an essential part of our mission to represent international investors and promote U.S.-Polish business cooperation. By actively engaging local governments, academia, and business communities, we support innovation, responsible growth, and transatlantic collaboration. These regions serve as engines of opportunity, and AmCham continues to work hard to ensure our members' voices are heard across Poland.

## Tricity



AmCham Tricity, aligned with its 2025 agenda, advanced the nuclear energy pillar by hosting the AmCham Nuclear Breakfast at BNEF with Bechtel, Westinghouse, and regional authorities to strengthen local competencies and supply-chain capacity.

The education pillar was reinforced through projects with Amazon, Dynatrace, Trefl, and ManpowerGroup, including the Innovation Management Program, the International Innovation Hackathon, Career Path Development for Gen Z, and Amazon's Girls Do Engineering Gala.



In sustainability, AmCham partnered with UNIMOT, contributed to the Green Transport & ESG Conference, and joined the opening of the FLEX photovoltaic farm, fostering dialogue on responsible and renewable transformation.

The branch expanded its footprint in maritime and defense through its partnership with the BALTEXPO Maritime and Military Fair, earning the Jack Strong Award for transatlantic cooperation.

The year was framed by social events – from the International Speed Business Mixer, through AI Horizons, to the upcoming Christmas Business Mixer – solidifying AmCham Tricity as a platform connecting American companies with regional stakeholders.

- Innovation Management Program & Dynatrace Visit – Joint initiative with Amazon, Dynatrace, and Gdańsk University of Technology, connecting business and academia on digital and agile innovation.
- AmCham Nuclear Breakfast at the Baltic Nuclear Energy Forum – Discussion with Bechtel, Westinghouse, and local authorities on nuclear energy, workforce development, and US - Polish cooperation.
- Innovation Hackathon with Trefl – International student challenge fostering collaboration between education, business, and civic tech.
- Girls Do Engineering Gala – Partnership with Amazon to promote women in STEM; Dr. Barbara Stepnowska joined the expert panel on female leadership in technology.



- International Speed Business Mixer – Networking at Olivia Star with 12 international chambers and over 150 professionals.
- Green Transport & ESG Conference – High-level meeting in Gdynia on sustainable mobility, ESG strategies, and green finance.
- Quinnipiac University Student Visit – Hosted US students exploring innovation and sustainability in Poland's economy.
- BALTEXPO 2025 & Jack Strong Award Ceremony – AmCham recognized for advancing transatlantic cooperation; participated in a panel on naval industry exports.
- Career Management Workshop with ManpowerGroup – Focused on future skills, job market trends, and career planning for students.
- Opening of the FLEX Photovoltaic Farm – Supported the launch of one of Pomerania's largest renewable energy projects.
- AI Horizons Business Mixer – Explored the role of AI in business, leadership, and society.

## Kraków / Katowice / Rzeszów



Throughout the year, the branch served the local needs of three AmCham communities in Kraków, Katowice, and Rzeszów. The local roundtables - the top-tier regional events - in the first part of the year summarized the term of Erin Nickerson, U.S. Consul General to Kraków. The second round of those meetings, introducing Gretchen Cureton, who took the Consul General office in July, was planned for late fall but had to be postponed until 2026 due to the government shutdown.



The leading topic in 2025 was the changes each of the regions (voivode-ships) is facing in the rapidly evolving economy and geopolitical environment. Education—and especially future-ready skills, industrial development, and energy supply were among the most frequently discussed topics. AmCham Kraków hosted a 2-day conference co-organized with Jagiellonian University, as well as an expanded AmCham 30Under30 multi-speaker session.

Social events bringing together AmCham members from across the country rounded out the annual program.



- New Year Meeting – Launch of the 2025 regional agenda, emphasizing collaboration with city authorities and business leaders.
- Clean Transport Zone Discussion – Session with Kraków's Public Transport Authority on mobility and sustainability regulations.
- BASUS Sustainability Program – Overview of a new European interdisciplinary education project and AmCham member involvement opportunities.
- Meetings with U.S. Consul General – Series of business dialogues in Kraków, Katowice, and Rzeszów to strengthen ties with American investors and diplomatic representatives.
- Gen Z & Workplace Bullying Session – AmCham HR Committee and Kraków members discussed new generational expectations and legal implications in workplace culture.
- Meeting with Mayor's Plenipotentiary for Business Cooperation – Dialogue on investor support and municipal business initiatives.
- CMC Poland Steel Plant Tour & Energy Discussion – On-site meeting in Zawiercie on industrial growth and AmCham energy priorities.
- Education Partnership Meeting – Collaboration with Kraków's Department of Education to strengthen business-education cooperation.
- US-CEE Connection Weekend – Explored EU-U.S. regulatory alignment during the 3rd regional forum.
- American Picnic in Rzeszów – Strengthening community and regional ties.
- Back-to-Business Mixer – Networking at AC Hotel by Marriott Kraków.
- Cummins Master Rebuild Center Tour – Presented advanced manufacturing capabilities.
- American Business Loves Katowice – Joint meeting with Katowice City Hall to promote investment and innovation.
- North American Networking Night – Hosted with the Canadian Chamber and Rzeszów Town Hall to enhance cross-border business cooperation.
- AmCham Katowice Workshop with John Held (ABT) – Practical session on authenticity and resilience in leadership.
- Christmas Receptions (Kraków & Katowice) – End-of-year events celebrating member engagement across southern Poland.

## Wrocław



In 2025, AmCham Wrocław launched the year with a New Year's Business Breakfast featuring Deputy Mayor Jakub Mazur and ARAW President Magdalena Okulowska, focusing on investment opportunities and municipal strategies amid Poland's EU Council Presidency and global geopolitical shifts. Throughout the year, AmCham organized regional networking events and mixers, fostering dialogue between business leaders, government officials, and U.S. Consulate General in Kraków representatives. Key initiatives emphasized advocacy for stable legislation, digitalization, energy transition, and workforce development, aligning with AmCham's broader priorities for creating a competitive investment climate in Poland. The Wrocław chapter also supported sector-specific policy discussions, enabling members to share best practices and influence regulatory frameworks. Additionally, AmCham hosted an introduction meeting with Gretchen McKeever Cureton, the new U.S. Consul General in Kraków, strengthening ties between American diplomatic representatives and the business community while discussing emerging technologies, labour market trends, and energy issues. These efforts reinforced U.S. – Poland business relations and positioned Wrocław as a dynamic hub for international investors.

- Business Breakfast with City Leaders – Featured Deputy Mayor Jakub Mazur and ARAW President Magdalena Okulowska, discussing economic outlook and investor engagement.
- AI and the Future of Business – Co-hosted with Experis and Coventry University Wrocław, focusing on AI's impact on business services, manufacturing, and education.
- Farewell Meeting with U.S. Consul General Erin Nickerson – Reflected on US - Polish economic cooperation and regional partnerships in Lower Silesia.
- Spring Business Mixer & Inter-Chamber Golf Tournament – Jointly organized with ABSL and BPCC, combining networking and business dialogue.
- Align Technology Session: Generations in the Workplace – Employment law experts from PCS Paruch Chruściel Stępień Kanclerz discussed evolving HR challenges and upcoming legislation.
- Meeting with U.S. Consul General Gretchen McKeever Cureton – Strengthened transatlantic relations and engagement with AmCham members.
- Business Breakfast at Solventum Poland Headquarters – Presentation by Michał Chodkowski on Polish labor law reforms and the new EU Pay Transparency Directive.



This year, we have conducted a study that aimed to determine the level of satisfaction and engagement of our members. We believe that the results will help us to strengthen member engagement and ensure that AmCham as an organization provides services that align with our members' needs and expectations.

A total of 147 members participated in the quantitative phase of the study (survey), while 10 members took part in the qualitative phase (in-depth interviews). This combined approach provided us with an understanding of our members' perspectives, priorities, and experiences within AmCham.

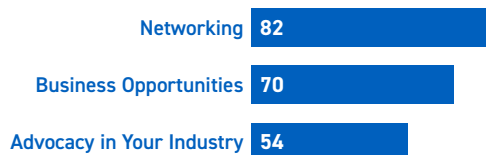
According to the study, the main motivators for being part of AmCham include networking, business development opportunities, and advocacy - areas that form the foundation of our mission. Members also emphasized the importance of community and the opportunity for open exchange of experiences and ideas. The "American component" of our organization was highlighted as another key value, reinforcing our unique identity.

We also learned that AmCham is perceived as offering substantial indirect value. The participants of the survey noted that membership provides strategic access to decision-makers, enhances brand credibility and visibility, and enables the exchange of critical business insights. These findings reaffirm our ongoing commitment to providing meaningful opportunities, strengthening our community, and continuously enhancing the value we deliver to our members.

The survey results indicate that each of our areas of activity would benefit from certain changes or a reorganization of how we operate. We recognize this feedback as an important opportunity for growth and improvement. We sincerely thank you for sharing your thoughts and experiences — your feedback is incredibly valuable to us. Our members are at the heart of AmCham, and your insights help us grow stronger and better serve our community.

You can find the full study results [here](#).

## Why are you a member of AmCham?



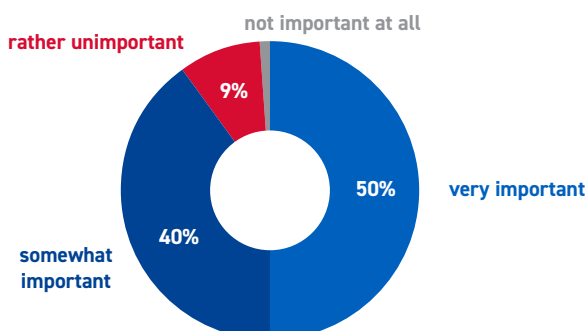
## Which AmCham events do you find valuable?



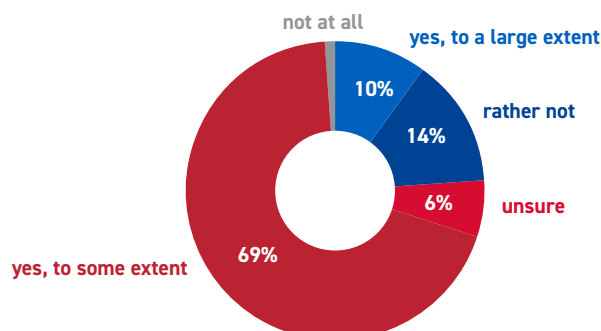
## Which AmCham publications do you find valuable?



## How important is the 'American' component in your decision to join and remain a member of AmCham?



## Does your membership with AmCham help your organization achieve its business goals?



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## Membership

In the year 2025, AmCham gained **6** advisory, **26** corporate, and **7** individual members and lost **2** advisory, **16** corporate, and **10** individual members, with a final total of **416** members.

## Financials

Forecast 2025 year-end income: 5,800,000 PLN  
Forecast 2025 year-end expense: 5,700,000 PLN



# List of AmCham members



3M | ABBOTT LABORATORIES | ABBVIE | AC HOTEL BY MARRIOTT KRAKÓW | AC HOTEL BY MARRIOTT WROCŁAW | ACCENTURE | ACLARA METERS S.L. | ADECCO | ADIENT | ADM DIRECT | ADMARADO LLC | AECOM | AGORA | AHP INTERNATIONAL | AIR PRODUCTS | ALIGN TECHNOLOGY | ALLEN OVERY SHEARMAN STERLING, A. PĘDZICH | ALLIES INCORPORATED | ALVAREZ & MARSAL EUROPEAN GROWTH MARKETS | AM GENERAL | AMAZON | AMAZON WEB SERVICES EMEA SARL | AMENTUM | AMERICAN EXPRESS EUROPE | AMERICAN SCHOOL OF WARSAW | AMGEN | AMREST | AMWAY BUSINESS CENTRE-EUROPE | ANIMEX FOODS | ANTEA | AON | APOLLO-RIDA | APPLE | APTIV SERVICES | ARCADIS | ASB POLAND | ASCEND ELEMENTS | ASTRAZENECA PHARMA | ATMAN | AUTODESK | AVERY DENNISON | AVIS BUDGET | AZIMUTUS | BAE SYSTEMS | BAIN & COMPANY | BAKER MCKENZIE KRZYŻOWSKI I WSPÓLNICY | BALTIC HUB | BAMA EUROPA | BANK BPH | BANK POLSKA KASA OPIEKI | BASELL ORLEN POLYOLEFINS | BECHTEL | BECTON DICKINSON | BEKO EUROPE | BIOGEN | BNP PARIBAS BANK | BNY MELLON | BOEING | BOLT | BOSTON SCIENTIFIC | BP EUROPA | BRISTOL-MYERS SQUIBB | BRITISH AMERICAN TOBACCO | BROWN BROTHERS HARRIMAN | BROWN-FORMAN | BUNGE | BURSON | CANPACK | CARGILL | CASINOS POLAND | CATERPILLAR FINANCIAL SERVICES | CBRE | CDM SMITH | CEC GROUP | CERBERUS CAPITAL MANAGEMENT | CGC ADVISORS | CGI ISMC | CHWMEG | CIC WARSAW | CIMA (CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS) | CISCO SYSTEMS POLAND | CITI HANDLOWY | CLYDE KRASNODEBSKI KULIŃSKA I WSPÓLNICY | CMC | CMS CAMERON MCKENNA NABARRO OLSWANG POŚNIAK I BEJM | COCA-COLA HBC | COCA-COLA POLAND SERVICES | COLGATE-PALMOLIVE | COLLIERS | COLT TECHNOLOGY SERVICES | COLUMBIA PICTURES CORPORATION | COMARCH | CORNING OPTICAL COMMUNICATIONS | CROWNE PLAZA WARSAW - THE HUB | CUMMINS | CUSHMAN & WAKEFIELD | CVC CAPITAL PARTNERS | DAVITA | DAWOOD, A WOOLPERT COMPANY | DEBENEDETTI MAJEWSKI SZCZEŚNIAK KANCELARIA PRAWNICZA | DELL TECHNOLOGIES | DELOITTE | DENTONS | DHL GLOBAL FORWARDING | DIAGEO | DIRECTIO | DISCOVERY LIFE SCIENCES | DLA PIPER GIZIŃSKI KYCIA | DOUBLETREE BY HILTON WROCŁAW | DOW | DSV AIR & SEA | DURACELL | DYNATRACE | EATON ELECTRIC | ECHO INVESTMENT | ECOLAB | EDGECONNEX WARSAW | EGON ZEHNDER INTERNATIONAL | ELANCO | ELI LILLY | EMERSON PROCESS MANAGEMENT | EMITEL | ENERGIX | ENGINEERED ARRESTING SYSTEMS CORPORATION/MMC | ENTERPRISE INVESTORS | EPAM SYSTES | EPSTEIN | EQUINIX | ERM | ESTÉE LAUDER | ETC-PZLAEROSPACE INDUSTRIES | EURONET | EXXONMOBIL | EY | FCM TRAVEL EXPRESS | FEDEX EXPRESS | FISERV | FLEX | FLUOR | FOREVER LIVING PRODUCTS | FORTINET | FORVIS MAZARS | FRACHT FWO | FRAGOMEN GOLDFOOT KOUREAS | FRITO-LAY | FUNDACJA IMPACT | GARMIN | GATES BUSINESS SERVICES EUROPE | GE AEROSPACE | GE MEDICAL SYSTEMS | GE POWER | GEMINI | GENERAL DYNAMICS LAND SYSTEMS | GLOBAL BLUE | GLOBAL EMPOWERMENT MISSION | GOODYEAR | GOOGLE | GPC GLOBAL TECHNOLOGY CENTER | GRAYLING | GREENBERG TRAURIG NOWAKOWSKA-ZIMPOCH WYSOKIŃSKI | GREENBRIER | GRIFFIN CAPITAL PARTNERS | GUARDIAN CZĘSTOCHOWA | HAYS | HEIDRICK & STRUGGLES | HEWLETT PACKARD ENTERPRISE GLOBAL BUSINESS CENTER | HEWLETT PACKARD ENTERPRISE | HILL INTERNATIONAL | HILLWOOD | HILTON WARSAW CITY | HINES | HN GLOBAL BUSINESS SERVICES CENTER KRAKÓW (HERBALIFE) | HONEYWELL | HOTEL BRISTOL, WARSAW | HOTEL VERTE WARSAW | HP | HR SOLUTIONS GROUP | HSBC CONTINENTAL EUROPE | IBM | ICEA | IGT | ING BANK ŚLĄSKI | INGROUP INTERNATIONAL | INTEGER.PL/INPOST | INTEGO GROUP | INTEL | INTERCONTINENTAL HOTEL WARSZAWA | INTERNATIONAL PROGRAM GROUP | INTERNATIONAL TECHNOLOGY SOURCING | INTERNATIONAL TENANT REPRESENTATION POLSKA (ITRA GLOBAL) |

# List of AmCham members



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**THANK YOU**  
**for successful another year!**

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**We look forward to the future together**





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