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ABOUT AMCHAM

The American Chamber of Commerce in North Macedonia is a business community, comprised of 132 member companies, with a diverse spectrum of businesses, from small enterprises to large foreign investors.

AmCham North Macedonia serves as an umbrella, where business people volunteer their time and expertise, to co-create a better business environment in the country. In its Vision, AmCham sees the Republic of North Macedonia as a fully integrated and competitive member of the global economy and an attractive investment hub for international business in the region.

AmCham's mission is to strengthen the voice of international business in the Republic of North Macedonia, to promote a sustainable, predictable, and competitive business landscape, through advocacy, events and sharing best practices.

NETWORK

AmCham North Macedonia is an accredited member of the U.S. Chamber of Commerce and an active member of AmChams in Europe - an umbrella organization for 46 American Chambers of Commerce (AmChams), from 44 countries throughout Europe and Eurasia.

As part of this network AmChams in Europe represent the interests of more than 17,000 American and European companies, employing 20 million workers – account for more than \$ 1.1 trillion in investment, on both sides of the Atlantic.

MEMBERS ABOUT AMCHAM

"One of the most significant benefits of being an AmCham member is the access we get to a highly valuable and reliable information, relevant to our businesses. In addition, and perhaps the most important benefit of these associations, is that they provide us with excellent opportunities to network with other professionals and entrepreneurs in our field." - Tatjana Nikolova Manevska, Human Resources / EHS Manager, ARC Automotive.

"With AmCham we have privilege for network opportunities between the U.S., international and local business leaders, access to more global perspective through the AmCham network and promoting good corporate governance". – Vanja Stojanovski, Plant Manager, Lear Corporation.

"AmCham is a valuable partner that helps REACT in developing anti-counterfeiting activities, raising awareness on the importance of intellectual property rights, as well as networking and coordination of stakeholders and local enforcement authorities." - Eli Mufisovski, Global Manager of React Online Enforcement Program & Regional Director of React Balkan.



AMCHAM BOARD OF DIRECTORS



MAJA FILIPCEVA

PRESIDENT
Director
Tax and Outsourcing
Grant Thornton



LAMBRO PATCE

SECOND VICE PRESIDENT Corporate Affairs Manager Pivara Skopje



JORDAN DIMITROVSKI

BOARD MEMBER Owner and CEO AITONIX



IVAN KOSTIĆ BOARD MEMBER General Manager PMI North Macedonia



NIKOLA LJUSHEV

FIRST VICE-PRESIDENT CEO Makedonski Telekom



DRAGAN DAVITKOV

SECRETARY-TREASURER General Manager PwC North Macedonia



IVAN NOVAKOVSKI

BOARD MEMBER
Director
NOVA International Schools



AMCHAM COMMITTEES' CHAIRS

LAWMAKING AND IMPLEMENTATION COMMITTEE





TATJANA
SHISHKOVSKA
CHAIRPERSON
Partner

Polenak Law Firm



ANDREJ
PETRESKI
CHAIRPERSON
Country Leader
CISCO



IVANA
JEVTIC

VICE-CHAIRPERSON
Attorney at Law,
Tosic & Jevtic



GOCE
MITEVSKI

VICE-CHAIRPERSON
Chief Commercial Officer
Makedonski Telekom



2020 AT A GLANCE

Two-thousand-and-twenty undoubtedly was the most challenging year for all of us. The optimism of early January was quickly replaced with concerns and uncertainty as the COVID-19 swept the world in just a few months.

The global pandemic has impacted everyone, accelerating processes such as Digital Transformation and creating a "New Normal".

Even though the year that was unlike any other in recent history, AmCham community remained strong, recording 132 member-companies.

AmCham's advocacy work was apparently put on hold for a while, to make room for COVID-19 news and alerts. Hence, the communication primarily was focused on providing timely and efficient information about COVID-19 measures.

As for the events, they were mostly used to serve as a medium for open discussions between the AmCham members, various experts, and Government representatives, about the implementation of the Economic Measures, created to support the local economy and minimize the side-effects of the pandemic. Numerous learning opportunities were also being organized to provide support to AmCham members and their employees, emphasizing the need for rapid change and adaptation to the new circumstances.

Luckily, the turbulent year, was concluded with positive financial results for AmCham, due to a careful and thoughtful planning and implementation. AmCham's financial reports have been audited by our member EY North Macedonia, stating that all figures provide an accurate view of the financial position and performance of the Organization.

Despite the series of unfortunate events that the entire world had experienced due to the pandemic, AmCham North Macedonia had reason to wrap up the year with a celebration. The COVID-19 didn't stop us from paying a tribute to the 20th anniversary of AmCham North Macedonia and appreciate the support of the longest-standing members.

Cheers!!!



2020 IN NUMBERS

132	member companies
45%	member engagement
600+	active professionals involved
16	events organized
10+	advocacy meetings
40	e-newsletters distributed to 2.000+ unique recipients
7.000	new website visitors



MEMBERSHIP

MEMBERSHIP

In 2020, AmCham maintained its membership across 5 membership categories: patron, corporate, business, entrepreneur, and NGO, thus serving as hub for some of the most successful, progressive, and innovative companies working in the country.

One of the AmChams' goals is to strategically grow its membership by encompassing more of the high ranked companies working in the Republic of North Macedonia. The Board of Directors also provides an important assistance in the membership recruitment process.

MEMBERSHIP CATEGORY

PATRON	10 MEMBERS
CORPORATE	66 MEMBERS
BUSINESS	32 MEMBERS
ENTREPRENEUR	17 MEMBERS
NGO	7 MEMBERS

As a membership organization, AmCham represents more than just American headquartered companies. In 2020, 20% of the total membership was headquartered in the United States, 49% were locally headquartered organizations and the remaining 31% were headquartered in a third country (mostly EU member states).

20% 31% 49% local



ADVOCACY HIGHLIGHTS

COMMITTEES

Last year's situation with the pandemic imposed rapid changes to the entire world and accelerated the need for digitization. Undoubtedly this was a call for AmCham as well, to reset its priorities and introduce a new committee for Digital Transformation.

The focus of this committee was set on the promotion, development, and implementation of projects that drive the digital transformation and disruption in the public sector, as well as spearheading initiatives for innovative and digital-friendly regulation.

As for our Law-making and Implementation Committee who has been very active in the past five years, 2020 was a turning point that led to the need for restructuring and setting a new strategy, for the post-pandemic period.

AmCham Committees' General Mission is:

- Representing members' business interests and help shape policies
- Offering authoritative viewpoints that build understanding among authorities
- Providing alerts and proactive advice to the business community
- Strengthening AmCham's culture of networking opportunities
- Raising the profile of AmCham and increase its visibility, and
- Encouraging feedback from inside and outside AmCham and act upon it.



COMMITTEES

In line with the committees' general mission, both groups have worked hard to set out their ambitious and bold work plans for the next year, which will aim to:

Lawmaking and Implementation

- Obtain historical Analysis of key Economic Laws, to identify weaknesses in the existing economic laws and tax regimes and to provide constructive proposal to the Government.
- Provide thorough analysis of the Corporate law and Labor law, to measure the predictability and consistency of the most common administrative procedures in practice which are related to the corporate law and labor law.

This analysis will also cover the requirements for compliance, transparency, and AML.

Digital Transformation

- Provide support to the Government in an advisory capacity for promoting and advancing the digital transformation process.
- Create conditions for disruption to impact and promote public sector innovation in a positive way and set the path to digitalization in the private sector.
- Suggest innovative avenues of incorporating digitalization in all branches of Government, public and private sector.
- Propose digitalization projects, methodologies for their completion, as well as suggesting any legislative changes if necessary.



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GENERAL ADVOCACY OUTREACH

AmCham's general advocacy outreach was primarily focused on the improvement of the regulatory environment through constructive comments and initiatives, that were being submitted to the Macedonian Government and the public institutions.

- Comments summary to the proposed Law for Salary Aid
- Intensified cooperation with the Customs Administration, that has resulted in series of informative sessions about:
 - Brexit and how companies adjust to these changes, providing first-hand information, about the preferential trade regime with the United Kingdom – a new agreement for free trade.
 - Application of CCA and cumulation of origin, and transit procedures and application of TIR in CDPS.
 - Comparative analysis of the old and new preferential rules of origin and the advantages for companies in that regard.
 - Decision on Harmonization and Change of the Customs Tariff for 2021, that will affect all holders of approvals issued by the Customs Administration.



EVENTS & ACTIVITIES

In 2020, AmCham continued to serve as an information hub keeping its members updated with the latest developments in the context of the coronavirus outbreak. This year's repertoire of events and activities included 16 gatherings and attracted 460 professionals.

Latest Tax Changes with Grant Thornton

A group of member representatives attended the first Member-to-Member session on January 29, 2020, with Maja Filipceva, Tax Director and Olivera Atanasovska Tax & Outsourcing Manager from Grant Thornton.

Participants had chance to learn about the impact of the amended Corporate Income Tax Law (CIT) and the Law on Personal Income Tax and what that will mean for the companies effective from January 1, 2020.

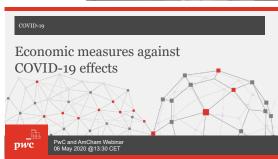




COVID-19 Impact & Update with PwC

Three online discussions were held on March 23, April 14 and May 6, 2020, with PwC experts in the field of economy, law, digitization and finance. Special guest of these session was Danail Karov, Assistant Manager of the Department for Tax and Customs Policy at the Ministry of Finance. The goal of these events was to address the impact of COVID-19 in each of the following areas:

- Overview of the economic and tax measures against COVID-19
- Legal aspects, including state aid and other measures (reduction of contractual/penalty interest, convening of shareholders assembly/meetings and distribution of dividends, use of annual leave, minimum wage)
- COVID-19 the catalyst for Digitization and Business Transformation and
- Financial reporting support program scope, eligibility criteria and purpose of the program.









COVID-19 Legal Challenges with Karanovic & Partners

On April 9, 2020, Veton Qoku, attorney at law in cooperation with Karanovic & Partners held an online presentation of the legal challenges in times of COVID-19, to a group of AmCham members.

He provided an overview of the potential solutions to COVID-19 work-related challenges on reducing workforce and labor costs; and commercial contracts potential measures to minimize the impact of the COVID-19 crisis on the businesses.

Steps to Prepare Valid Digital Invoice with Inbox

How companies can operate their businesses under the coronavirus crisis, with a use of alternative solutions in preparation of invoices, was presented by Dimitar Janevski, Manager Director of Digital Office at Inbox-Archive & Data, on April 22, 2020.

Janevski, presented a Digital Office – platform, specialized in preparation of digital invoices in just a few steps and provided a simple guideline for the entire process.

Our member Inbox-Archive & Data has made the Digital Office – platform available and free of charge for all AmCham members in period of two months.







Агенда

- Регулатива и што се промени
- Испрати дигитална фактура
- Прими-завери дигитална фактура



How Brands Can Find Their Meaningful Roles in a World Turned Upside-Down with McCann

On April 29, 2020, our guest speakers: Richard Bonner-Davies from I&F, Maja Naumovska Saveska from Halkbank AD Skopje and Irina Maja from McCANN Skopje addressed the topic from a local perspective. More specifically, the guest speakers provided useful information on the following questions:

- How will the world change in a post-COVID society?
- What will be considered as "really matters" in our lives, in the near future?
- What are the strengths of your brand and how they will help you to position your business in post-COVID period?

The presentation was based on McCann's in-depth report and white paper on the role of brands during a pandemic.

Impact of COVID-19 on Trade with Former U.S. Congressman and President of International Trade & Government Relations

On May 20, 2020, AmCham Members attended an online presentation on the impact of COVID-19 on Trade, with Jerry Weller, Former U.S. Congressman and Nicole Bivens Collinson, President, International Trade & Government Relations.

Jerry Weller is a respected expert with over thirty years as a trade negotiator, and valued advisor to governments and multi-national companies.

Both, Weller and Bivens have presented attendees what are the consequences of a disrupted logistics, as well as the reduced consumption and production due to COVID-19 crisis and how that will affect the global economy.

HOW BRANDS

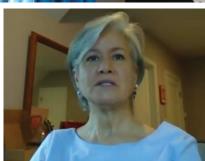
UPSIDE DOWN

UPSIDE DOWN

I&F Grupa
THE POWER OF PEOPL
April 2020









Integrity and Anti-Corruption in the Business Sector with Konekt

A two-day training was organized on May 21-22, 2020, with Konekt Association on "Integrity and anti-corruption in the business sector", as part of their project, funded by the European Union.

Konekt's collaborators, Ruzica Panarin Pazdrijan, National Compliance Officer at EVN and Valentina Mancevska Stojanovska, Compliance Manager, at Phoenix Pharma provided specialized training for the members of AmCham, to help them recognize and deal with corruption attempts inside their organizations.

The goal of this training was to support the companies so they can establish their own programs and practices to prevent corruption, practice ethical management and comply with the local regulations.

Your Future Workplace Post COVID-19 with CBS International, Makedonski Telekom and Sparkasse Bank

Three AmCham members held an online session on May 29, 2020, to present their models of work, adapted to the post-COVID conditions.

Attendees had a chance to learn first-hand about: the new rules of behavior in the workplace from the health & safety perspective the new office arrangement through the 6 Feet Office concept and tips how to motivate employees and to keep them as effective as possible given the circumstances.









This project is funded by the European Union







Info Session with Deputy Prime Minister in charge of Economic Affairs

Info session with Fatmir Bitiqi, Deputy Prime Minister in charge of Economic Affairs was organized on October 5, 2020, right after the adoption of the fourth set of econ measures for revitalization of the economy in conditions of COVID-19.

At this session, AmCham members had chance to receive an accurate information about these measures and whether they are eligible to apply.



Insights into 2020 U.S. Election with Jon Decker of Fox News

In the light of the 2020 U.S. Election, AmCham members had a unique opportunity to discuss their analysis and predictions with Jon Decker, White House Correspondent for Fox News Radio, on October 22, 2020.

Some of the major points of this were discussion this year's election is very different from previous elections, not just because of the COVID-19 pandemic, but because of the deep division in the American society.

Also, the "swing" demographics represent a major factor for the outcome of the election (woman, elderly voters, minority votes).







Bureaucracy Index - Consultation Workshop

On an initiative of Macedonia 2025, AmCham members have been invited to an online consultation on October 27, 2020, to discuss the Bureaucracy Index in the country.

Experts engaged by Macedonia 2025, presented their initial findings and challenges regarding the bureaucratic administration, followed by discussion on various administrative barriers and obstacles that companies face in their everyday operations.

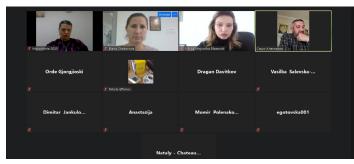
Members have also had the opportunity to point out their particular bureaucratic procedures that burden their operational budgets and create additional expenses.

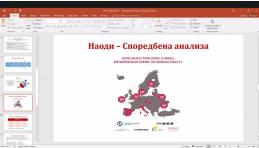
Info Session on the Fourth Set of Econ Measures with Ministry of Finance

AmCham in cooperation with PwC North Macedonia co-hosted an online webinar on November 9, 2020, focused on the economic impact of the COVID-19 pandemic and the fourth set of econ measures. The Assistant Head of Department at Ministry of Finance, Danail Karov clarified and answered questions from more than 70 attendees at the online event.

Additional clarifications were given by leading experts in the field- Miroslav Marchev, Tax and Legal Services Director, Kiril Papazoski, Attorney-at-law, Eli Bocevska Grueska, Tax Manager and Slavco Georgijevski, Tax, Reporting & Strategy Manager at PwC North Macedonia.

The discussion was mostly revolving around the Law on Salary Aid, for which the deadline for companies to apply is November 10, 2020. Karov shared an information about the conditions for application and possible postponement of certain deadlines. In addition, the measure for extension of VAT dues, the Law on Profit Tax as well as other related government financial aids were also discussed.







Сет државни мерки





Workshop with the Customs Administration

On December 4, 2020, AmCham organized a workshop with the Customs Administration where members had chance to get accurate information about the preferential rules of origin, how to cross-over Brexit and how companies can adjust to these changes.

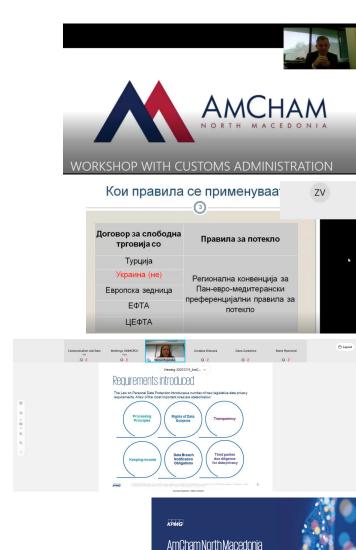
Attendees of this event have been informed that a trade agreement between North Macedonia and UK was signed, however there will be an impact for companies that import/export products with cumulative EU/UK origin because of the lack of trade agreement between EU and UK. As for the proposed changes of the preferential rules of origin carried out by the Customs Administration, that will allow easier conditions for acquiring origin, possibility of customs return – drawback and digitalization of the evidence of origin.

The new PDP Law and What That Means for the Companies with KPMG and Piperevski Associates

The new Law on Personal Data Protection (PDP) adopted in May 2020 comes as a result of the European General Protections Data Regulation and requires from all legal subjects on the territory of Republic of North Macedonia to become fully compliant by August 2021.

This seminar, held on December 15, 2020, with Siana Garbolino, Senior Manager - Legal Advisory of KPMG on the Balkans, Vesna Mojsoska, Manager - Legal Advisory of KPMG in North Macedonia and Mane Piperevski, CEO of Piperevski Associates, was focused on novelties in the new PDP law, what that means for the companies and how to become fully compliant with this law.

Additionally, a high-level explanation was provided about the technical measures and best models for processing and managing of the personal data, by providing confidentiality and protection 24/7/365.





developments in North Macedonia

COMMUNICATION

COMMUNICATION

In 2020, the coronavirus pandemic reached almost every economy and affected all businesses from Mom-and-pop shops to big corporations. When facing uncertainty and a challenging environment, some businesses went further and beyond than others, successfully adapting and driving change.

This was the right moment to implement the new concept for the knowledge sharing project "Champions of Change" where members have shared their experience in mitigating the risks of the crisis with the COVID-19 pandemic.

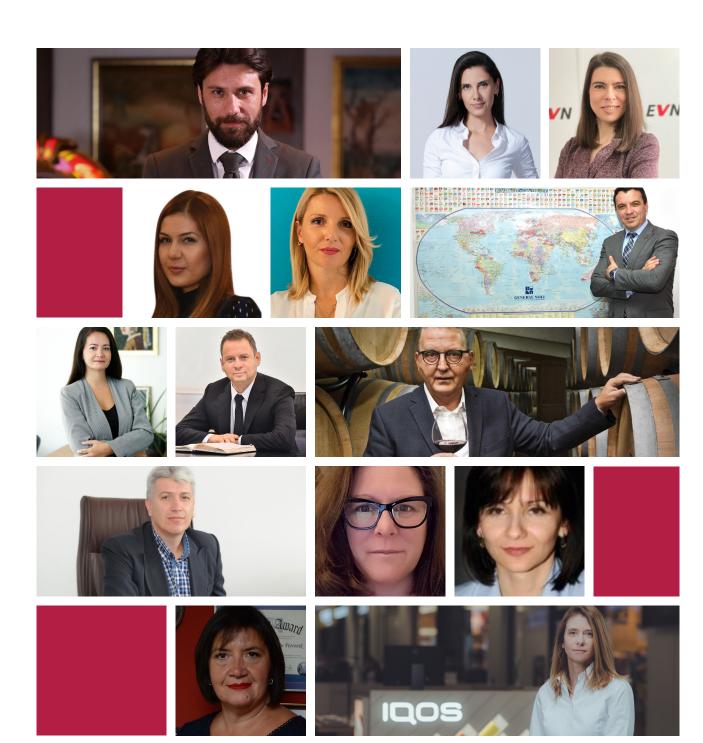
The purpose of this project was to further develop AmCham's efforts as a long-standing advocate of knowledge sharing, leading by example and implementing best practices that allow for a sustainable, resilient, and thriving business society.

Special thanks to all member companies who contributed to this project:

- 1. Effective Communication in a Time of Crisis, Lambro Patce, Public Affairs & Communications Manager, Pivara Skopje
- 2. Effective Communication in a Time of Crisis, Maja Naumovska Saveska, Head of Corporate & Marketing Communications, Halkbank AD Skopje
- 3. Digital Transformation Strategy in Time of Crisis, Iskra Tikvarovska Kazandjievska, Marketing Officer, EVN, N. Macedonia
- 4. Innovative Companies are Disrupting Themselves Before Being Disrupted, Jana Durneva-Digital Manager & Customer Care, Philip Morris, North Macedonia
- 5. Effective Leadership as the Key to the Success of Any Business Enterprise, Daniela Angelic, Communications & Marketing Manager, Nextsense
- 6. Change Management- Key to Successful Leadership in a Time of Crisis, Ljupco Veleski, PhD Director of Exports, Vitaminka AD Prilep
- 7. The Future of Healthcare: Focus on Partnerships across the Ecosystem, Aleksandra Ivanovska, Country Manager, Roche North Macedonia
- 8. Digitalization, Adaptation, Reinvention, Zhivko Mukaetov, General Manager-President of Management Board, Alkaloid
- 9. Strategizing Resilience to Enable Business Continuity, Risto Janevski, Director of Strategic Planning & Development, OKTA AD Skopje
- 10. Innovative and Proactive Leadership in a Time of Crises, Svetozar Janevski, President of Management Board, BB Tikves
- 11. Digital Transformation of Educational Model, Amanda Leavitt, International Baccalaureate (IB) Middle Years Program (MYP) Coordinator, NOVA International Schools
- 12. Digitalization and Acceptance of Change, Magdalena Slavejkova, HR & CSR Manager, Cementarnica USJE
- 13. "Challeopporty" Challenge Successfully Converted in Opportunity, Eleonora Zgonjanin Petrovikj, MBA, CEO, FULM Savings House
- 14. Transition from 'SHOULD' to an Absolute 'MUST', Irena Minovska Pehlivanova Strategic Manager, AMSM



COMMUNICATION





FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION

for the year ended 31 December 2020

	2020	2019
ASSETS	in MKD	in MKD
Current Assets		
Cash and cash equivalents	8.608.133	6.225.179
Other receivables	85.598	8.500
Total current assets	8.693.731	6.233.679
Non-current assets		
Equipment	117.254	76.980
Intangible assets	8.919	17.524
Total non-current assets	126.173	94.504
Total assets	8.819.904	6.328.183
LIABILITIES AND EQUITY		
EQUITY		
Accumulated excess of income	8.431.706	6.233.679
Business fund	126.173	94.504
Total Equity	8.557.879	6.328.183
LIABILITIES		
Current Liabilities		
Other payables	262.025	-
Total current liabilities	262.025	-
Total liabilities and equity	8.819.904	6.328.183



INCOME AND EXPENSE STATEMENT

for the year ended 31 December 2020

	2020	2019
	in MKD	in MKD
Membership fees	8.254.179	8.178.548
Donations	-	273.173
Advertising	-	141.427
Interest income	1.194	-
Total income generated in the year	8.255.373	8.593.148
Transferred prior year excess of income	6.233.679	4.342.345
Total income	14.489.052	12.935.493
Personnel expenses	(2.990.052)	(3.134.740)
Professional services	(406.600)	(504.185)
ravel, training and conference att.	(5.528)	(347.182)
Magazine	(22.222)	(300.630)
Rent and utilities	(983.616)	(1.025.187)
Event expenses	(1.043.804)	(903.568)
Sponsorships, donations and memberships	(97.161)	(161.761)
Other	(508.363)	(324.561)
Total expenses	(6.057.346)	(6.701.814)
Surplus income over expenses	8.431.706	6.233.679
Income tax	-	-
Surplus income after tax	8.431.706	6.233.679



PATRON MEMBERS























