

# ANNUAL REPORT 2022





AmCham North Macedonia is a business organization representing companies of all sizes across diverse sectors of the economy by sharing their voice in promoting a sustainable, predictable and competitive business landscape through advocacy and events as well as sharing best practices.

AmCham North Macedonia is an accredited member of The U.S. Chamber of Commerce and AmChams in Europe which serves as umbrella organization for 46 American Chambers of Commerce (AmChams) from 44 countries across Europe and Eurasia.

## AMCHAM NORTH MACEDONIA IN NUMBERS:

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**138** MEMBER COMPANIES

**22** YEARS PRESENT

**3** ACTIVE COMMITTEES

**3** ACTIVE TASKFORCES



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# LETTER FROM BOD PRESIDENT

Fellow AmCham Members and Ex-Officios,

They say our true legacy is what we leave behind. In 2022, as a united AmCham community, we amplified our collective voice to remind policymakers of the vital need for a sustainable business ecosystem, one that's equitable and just for all stakeholders.

While we acknowledge that our country still has strides to make on its journey to becoming a more developed economy with a strong respect for the rule of law (or, as we like to say, "predictability"), AmCham North Macedonia has remained steadfast in its commitment to enhancing the prosperity of our business community and society as a whole.

Our compass remains fixed on building strategic partnerships because, as we've seen, it's through collaborative efforts, shared priorities, transparent processes, and tangible results that we can address and overcome the regional and global challenges we face.

Throughout 2022, we took significant steps consistent with our regional cooperation strategy. One notable revelation was the limited understanding among our business communities about each other's realities. To collaborate, we must first communicate, and that's precisely what we've been doing: engaging with our colleagues in AmCham in Greece, Bulgaria, Serbia, Albania, Kosovo, and Bosnia and Herzegovina.

As a nation, we've spoken for a long time about the importance of building bridges. It's my personal belief that now is the time to start crossing those bridges, working diligently to establish North Macedonia as a hub for regional initiatives and the crossroads of economic relations in the region. We possess a unique position as a nation, an unrivaled capacity to offer a pleasant climate and hospitality, and a reputation for neutrality. I firmly believe that we can achieve greatness.

AmCham North Macedonia has consistently demonstrated its ability to achieve remarkable feats in the past year. This isn't because of our sheer numbers, but rather due to our members' corporate cultures, forward-thinking visions, and best practices that we will continue to insist on.

Let's continue being an example for others to follow.

Warm Regards,

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Dragan Davitkov

President of AmCham Board of Directors 2021/2023  
Partner in PwC North Macedonia/SEE & CEE



# BOARD OF DIRECTORS



**DRAGAN  
DAVITKOV**  
PRESIDENT,  
Partner at PwC  
North Macedonia



**LAMBRO  
PATCE**  
FIRST VICE  
PRESIDENT,  
Director of  
Corporate Affairs  
& Sustainability at  
Pivara Skopje



**IVAN  
KOSTIĆ**  
SECOND VICE  
PRESIDENT,  
General Manager  
of PMI North  
Macedonia



**IVAN  
NOVAKOVSKI**  
TREASURER,  
Director of NOVA  
International Schools



**ANDREJ  
PETRESKI**  
BOARD MEMBER,  
Cisco Country  
Leader for North  
Macedonia &  
Kosovo



**JORDAN  
DIMITROVSKI**  
BOARD MEMBER  
Owner and CEO of  
AITONIX



**SLAVKO  
PROJKOVSKI**  
BOARD MEMBER,  
CFO of Makedonski  
Telekom



**RYAN MILLER**  
NON-VOTING  
MEMBER,  
Foreign Service  
Officer at U.S.  
Department of  
State Skopje



**ARBEN  
GEGA**  
NON – VOTING  
MEMBER,  
Commercial  
Specialist, U.S.  
Embassy

# PATRON MEMBERS



# BUILDING RELATIONS WITH THE USA!



AMCHAM NORTH MACEDONIA IS A MEMBER OF THE UNITED STATES CHAMBER OF COMMERCE, THE WORLD'S BIGGEST BUSINESS ORGANIZATION AND A TRUSTED ADVOCATE, PARTNER, AND NETWORK FOR THE AMERICAN BUSINESS COMMUNITY. BEING INVITED TO THE U.S. ANNUAL CONFERENCE, AMCHAM NORTH MACEDONIA HAS THE OPPORTUNITY TO VISIT STATE AUTHORITIES AND GOVERNMENTAL INSTITUTIONS TOGETHER WITH ITS COLLEAGUES FROM THE AMCHAMS IN EUROPE (ACE) NETWORK, IN PURSUIT OF SHARING THE NEW VALUABLE INSIGHTS AND BEST PRACTICES WITH ITS MEMBERSHIP. SUPPORTED BY THE U.S. EMBASSY IN SKOPJE, THE CHAMBER ORGANIZES FREQUENT GET-TOGETHERS, SESSIONS, AND EVENTS WITH THEIR KEY OFFICIALS WITH THE GOAL OF FOSTERING AND SUSTAINING CLOSE RELATIONS. MEMBER COMPANIES OF AMCHAM HAVE ACCESS TO THE BUSINESS VISA PROGRAM.

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# THE US EMBASSY IN SKOPJE, A GENUINE SUPPORTER OF AMCHAM WORK & MISSION

*AmCham is greatly honoured to have the support of the US Embassy in Skopje to topics of relevance to the business community. As a close partner, the US Embassy supports the amplification of member companies' voices in the Chamber's request for placing substantial effort from the policy-makers in building a sustainable business eco-system, a system which is fair and just for all stakeholders.*

In 2022, AmCham North Macedonia hosted a meeting with the U.S. Deputy Chief of Mission, Mr. Eric Meyer and Deputy Prime Minister for Economic Affairs in the Government of North Macedonia, Mr. Fatmir Bytyqi. The discussion at the meeting covered the importance of promoting a positive economic agenda, fostering and promoting greater economic cooperation in the region.

That year also marked the arrival of the new U.S. Embassy Economic Officer in Skopje, Mr. Ryan Miller, who attended an orientation meeting with AmCham Executive Office. The purpose of the meeting was to become better acquainted with one another and be onboarded in the Chamber's present activities and future strategic commitments and plans.





## CONSTRUCTIVE DIALOG WITH U.S. ORGANIZATIONS

Various strategic meetings with third parties were held, among which were the respected Bureau of European and Eurasian Affairs of the U.S. Department of State and US Embassy in Skopje, as well as with recognized representatives from the Center for International Private Enterprise – CIPE, Commercial Law Development Program – CLDP and American Council of Young Political Leaders (ACYPL).

The main focus was detecting potential areas for future mutual collaboration, discussing the local business climate and exchanging experiences in the economic and political field.



## 9/11 DAY OF SERVICE AND REMEMBRANCE: AMCHAM COMMUNITY DONATIONS

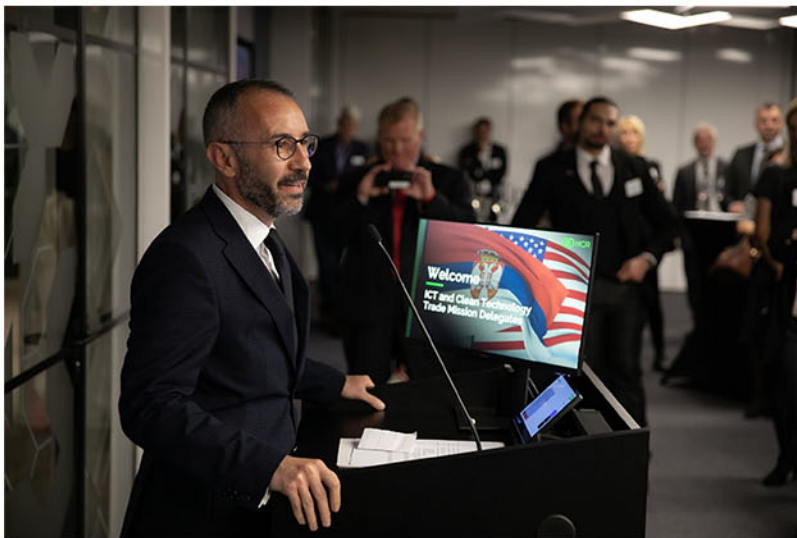
On the occasion of 9/11 Day of Service and Remembrance, with the support of AmCham member companies Pivara Skopje, Skopje Marriott Hotel and Panteleon GS, the collected donations were successfully delivered to the Red Cross in Skopje. Appreciation to the U.S. Embassy for involving AmCham community to participate in this noble activity and continue the tradition of helping families in need.



# US ICT & CLEAN ENERGY TRADE MISSION IN BELGRADE



Connecting companies from the ICT and Clean Energy Sectors, the U.S. Department of Commerce ICT and Clean Technology Trade Mission in Belgrade took place in November 2022. Twenty-seven top leading American brands held meetings with companies from the Western Balkans, heard success stories and covered investment and cooperation opportunities.



# GOVERNMENT AFFAIRS & NETWORKING



COLLABORATION AMONG STAKEHOLDERS FACILITATES MORE FOCUSED AND EFFICIENT WORK AS WELL AS COOPERATIVELY OVERCOMING ROADBLOCKS TO CREATE A MEANINGFUL INFLUENCE THAT BENEFITS ALL PLAYERS IN ONE SOCIETY.

AS A PROGRESSIVE CHAMBER THAT REPRESENTS THE VOICE OF THE BUSINESS SECTOR IN OUR COUNTRY, AMCHAM ACTIVELY AND REGULARLY BUILDS AND MAINTAINS RELATIONS WITH VARIOUS GOVERNMENT INSTITUTIONS, POLITICAL LEADERS, AND REPRESENTATIVES FROM VARIOUS BUSINESS GROUPS, UNIONS, AND LOCAL COMMUNITIES. IN THIS WAY, AMCHAM AND THE INTERESTS OF ITS MEMBER COMPANIES PARTICIPATE IN VARIOUS CONSULTATIVE PROCESSES AND ARE PART OF DECISION-MAKING PROCESSES THAT HAVE A KEY STRATEGIC LEGAL IMPACT ON THE BUSINESS SECTOR AS A DRIVING FORCE IN OUR ECONOMY.

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# NOBEL PRIZE WINNER IN ECONOMICS MR. PAUL KRUGMAN KEY SPEAKER AT THE SKOPJE ECONOMIC FINANCE FORUM 2022



During the second Skopje Economic Finance Forum (SEFF 2022), AmCham with its member companies, in partnership with the Ministry of Finance, gave the Macedonian public the opportunity to hear Mr. Paul Krugman, an American economist, a Distinguished Professor of Economics and a Recipient of the 2008 Nobel Prize in Economic Sciences. Professor Krugman shared his expertise and perspectives regarding inflation, recession, mid-term economic challenges and changes in globalization, giving an overview of the global economic situation and future prognosis.



# AMCHAM POSITION TOWARDS CREATING A DEVELOPMENT STRATEGY OF RNM #2030

AmCham has provided its feedback and contributed to the creation of Development Strategy of Republic of North Macedonia #2030 – a strategy preparation process initiated by the President of the Republic of North Macedonia, whose role is to unite the key stakeholders and to provide a platform for joint action. The position paper that AmCham has submitted can be read [HERE](#).



# MEETING WITH THE MINISTER OF FINANCE ON DRAFT TAXATION REFORM

Following the announced Draft Tax Reform by the Ministry of Finance to the chambers of commerce, AmCham Taxation Taskforce prepared a Position Paper based on the comments received by our members. The major findings and recommendations addressed in the Position Paper were discussed during a meeting with the Minister of Finance, Mr. Besimi.



## ROUND TABLE WITH THE DEPUTY PRIME MINISTER ON CHALLENGES FACED BY FDIS

Together with the Association of Foreign Companies with Technologically Advanced Production and the Delegation of German Industry and Commerce in North Macedonia (AHK), the challenges faced by foreign investments in the light processing industry were presented during the roundtable with Deputy Prime Minister in charge of economic affairs, Fatmir Bytyqi.



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# DISCUSSIONS WITH DEPUTY PRIME MINISTER IN CHARGE OF GOOD GOVERNANCE POLICIES FOR DIGITALIZED & EFFICIENT GOVERNMENT

The AmCham DT Committee representatives and Deputy of the Prime Minister in charge of good governance policies, Slavica Grkovska met several times throughout the year, to share insights and opinions regarding the digitalization of the public sector.



# 22 ANNUAL GENERAL ASSEMBLY

The AmCham General Assembly represents the biggest working session on a yearly basis, uniting AmCham Board, Executive Office and member companies. This year, four Board members were elected and an overview of the past achievements and future goals was given.

As a special guest, H.E. Angela Price Aggeler, the new U.S. Ambassador to North Macedonia, who's tenure started in 2022, delivered the welcoming remarks.





# OPEN DOOR HOLIDAY NETWORKING EVENT

On December 21st, AmCham said farewell to a year full of challenges and welcomed a new full of opportunities.

*“We might not be such a big community, but we have the knowledge, will and persistence to be a compelling voice for change. Change of priorities, change of mindsets, change of behaviors, and change of expectations. We need to unite our front so we can jointly work for higher regional integration, a more sustainable economy, better healthcare, and smart services and digital solutions. We wish all of us a year in which we, as a society, will be working on transparency, implementing rule of law and assuring the most important precondition for growth, predictability. We look forward to another great year together.” -*  
AmCham BoD & Executive Office



# REGIONAL COOPERATION



BUILDING SUSTAINABLE PARTNERSHIPS AND OPENING NEW OPPORTUNITIES FOR COOPERATION IS ONE OF THE MAIN PURPOSES OF THE AMCHAM ORGANIZATION WORLDWIDE.

BRIDGING OVER MORE ECONOMIES ON THE BALKANS IS OF IMMENSE IMPORTANCE, AS IT IS OPENING NEW PERSPECTIVES AND OPPORTUNITIES THAT WILL BRING A POSITIVE IMPACT TO ALL PARTIES. COOPERATION AMONG NEIGHBOURING COUNTRIES IS CRUCIAL, ESPECIALLY IN THESE UNCERTAIN TIMES BURDENED WITH VOLATILITY IN EVERY POSSIBLE SENSE.

BY OFFERING A HAND TO EACH OTHER, A PATH FOR BETTER TOMORROW IS TRACED FOR ALL OF US.



## MULTILATERAL COLLABORATIONS

AmCham regional ties continue to deepen. AmCham Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, and Serbia agreed to further strengthen the economic cooperation and promote development opportunities.

Faced by numerous challenges including energy security, lack of human capital, supply chain disruptions, trade barriers, cyber security, and climate issues, AmChams call on regional leaders to accelerate the reforms and cooperation, to align economies with EU rules, digital and green agenda, and US relations.



## REGIONAL INTEGRATION PLATFORM ANALYSIS

In the effort to provide evidence-based recommendations, a two-parts survey was conducted among AmCham member companies from North Macedonia, Serbia and Albania. The goal of the assessment was to measure the perception of companies regarding regional economic initiatives, expectations, and real impact on their business, with the in-depth case study about the most recently implemented one – the Open Balkan Initiative. The second part of the survey covered measurement of the tangible benefits from the Open Balkan agreements for the current signatories and suggestions how they can be improved to further increase the effects on companies' profitability. The survey provides evidence for all interested AmChams and Chambers of commerce in advocating for more active participation in the economic regional integration.



# BILATERAL COLLABORATION

**With our colleagues from AmCham Greece**

AmCham North Macedonia and AmCham Greece have organized their first Trade Mission titled “Business Beyond Borders”, visited from approximately 60 representatives of the Macedonian and Greek business community and about 40 (B2B and B2G) meetings. Both Chambers opened a new chapter for mutual cooperation, strengthening the positions in the existent business ecosystems and made circumstances for establishing new partnerships and friendships.

This Trade Mission is the product of an intensified cooperation between the two AmChams and their mutual efforts to broaden bilateral relations especially in terms of developing trade relations and enhancing the economic potential of the business community. It has also received the support of both U.S. Embassies in Skopje and Athens.



# SOUTHEAST EUROPE ENERGY FORUM 2022

The American-Hellenic Chamber of Commerce and the Hellenic Association for Energy Economics, in cooperation with the U.S. Embassy to Greece and in strategic partnership with the Atlantic Council and the Global Energy Institute of the U.S. Chamber of Commerce have successfully organized the 6th Southeast Europe Energy Forum (SEEF2022) on Friday, September 9, 2022, at the MET Hotel in Thessaloniki, Greece. Governmental, diplomatic, academic and business representatives from SE Europe countries met at SEEF2022 to discuss all hot energy issues, from energy rising cost to LNG, renewables resources and political cooperation and synergies needed.



## With our colleagues from AmCham Bulgaria

A Business Round Table "Economic Dialogue 2022" took place in February in Skopje, bringing together government representatives and 15 business chambers from North Macedonia and Bulgaria. The goal was to provide positive examples from the business community as a foundation for furthering general ties while also discussing the future joint path towards improvement of the existing economic relations on both sides of the border.

As a following activity was the partnership between AmCham North Macedonia, AmCham Bulgaria and the Center for International Private Enterprise (CIPE), an U.S. organization that works globally to strengthen democracies and build competitive markets. The scope of this initiative included a series of roundtables bringing businesses and institutions together to talk over potential business development between both countries.

Finally, signing the Memorandum of Cooperation with AmCham Bulgaria represented a culmination for 2022 of this bilateral collaboration.





## KEY AREAS OF WORK 2022

### **HEALTHCARE: IMPROVING ACCESS TO MEDICINES FOR ALL**

AS A RELIABLE AND CONSTRUCTIVE PARTNER OF THE BUSINESS SECTOR AS WELL AS POLICYMAKERS, AMCHAM HAS RAISED ITS HEALTHCARE AND PHARMACY TASKFORCE TO THE STATUS OF A COMMITTEE, WHICH AIMS TO IMPROVE THE HEALTH OF THE POPULATION BY ADVOCATING FOR EQUAL ACCESS TO AFFORDABLE, QUALITY, AND MODERN HEALTHCARE SERVICES.

DERIVED FROM THE FUNDAMENTAL PRINCIPLE THAT ACCESS TO MEDICINES IS PART OF THE RIGHT TO HEALTH, AMCHAM ENDEAVORS TO IMPROVE ACCESS TO INNOVATIVE MEDICINES AND MEDICAL DEVICES AND FOSTER INNOVATION IN THE HEALTHCARE SECTOR. ADVANCING THE PROCESSES FOR DETERMINATION AND ADOPTION OF THE POSITIVE LIST OF MEDICINES HAS BEEN IDENTIFIED AS ONE OF THE ESSENTIAL STEPS IN THAT DIRECTION. FINALLY, AMCHAM IS A TRUE ADVOCATE FOR THE INCLUSION OF MEAS AND HAS HIGHLIGHTED THEIR IMPORTANCE TO POLICY MAKERS, EMPHASIZING THE BENEFITS TO THE STATE AS WELL AS THE OVERALL HEALTH SYSTEM.

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# THE FIRST AMCHAM HEALTH CONFERENCE: “IMPROVING ACCESS TO MEDICATIONS FOR ALL”

The first Healthcare Conference on November 25th, brought together by a shared vision for a better healthcare system in our country, provided a comprehensive overview of the role and importance of all stakeholders in improving medicine access for all. As a first health conference, organized by member companies of AmCham’s Healthcare Committee, it gathered prominent domestic and international experts from many disciplines of healthcare and health systems management. This marked the start of a multi-stakeholder effort to make access to medicines a primary priority in healthcare policy.

As a follow-up of the first AmCham Healthcare Conference, Amcham North Macedonia brought together the entire pharmaceutical sector, among which were the Association of Generic Medicines Manufacturers, the Association of Representatives of Foreign Manufacturers of Innovative Medicines, as well as representatives of the relevant public institutions and healthcare policy experts. The united appearance before policymakers contributed to the process of unlocking the positive list of medicines.





## MEETINGS WITH HEALTHCARE PUBLIC INSTITUTIONS

In the direction of its commitments, the AmCham Healthcare Committee met with representatives from the Health Insurance Fund and the Health Advisor to the Prime Minister in 2022.

At the meeting with the Director of Health Insurance Fund, future growth of the healthcare sector was discussed, highlighting the importance of collecting data and creating databases in the healthcare sector. The discussion with the Health Advisor to the President of North Macedonia addressed the necessity of unlocking the processes for determination and adoption of the positive list of medicines, emphasizing the importance of establishing a robust and well-defined framework for regular and transparent positive list updates.

## ADDRESSING HEALTHCARE TOPICS WITH POSITION PAPERS

- **Harmonizing National Health Legislation with the EU** – members' views on the future development of the healthcare sector

[READ](#)

- **Unlocking the Reimbursement Process** - Members' views on adoption of the Rulebook on the Positive List of Medicines

[READ](#)

- **Members' views on the need for immediate introduction of Managed Entry Agreements in the Rules on reimbursement**

[READ](#)

# ESG: THE NEW NORMAL



LEADERS NOW HAVE TO DEVELOP STRATEGIES THAT WILL PUT SUSTAINABLE GROWTH IN THEIR FOCUS. THE KEY TO THIS IS TO DEMONSTRATE AND COMMUNICATE THE VALUE OF THE ESG CONCEPT IN A WAY THAT IS BOTH SUSTAINABLE AND BENEFICIAL TO THE BUSINESS. EVERY COMPANY NEEDS TO TRY TO UNDERSTAND, MEASURE, AND TALK ABOUT RISK, PROGRESS, AND EFFECTS. DOMESTIC BUSINESSES SHOULD UNDERSTAND HOW THIS NEW AND CHANGING ESG REGULATION AFFECTS THEIR ORGANIZATION AND WHERE THEIR BUSINESS STANDS.

THE ESG REGULATION IS CURRENTLY A TOP PRIORITY NOT ONLY IN THE EU, BUT ALSO IN THE UNITED STATES. BUSINESSES MUST STAY UP WITH GLOBAL TRENDS AND ALIGN THEIR REGULATIONS WITH EUROPEAN AND INTERNATIONAL STANDARDS TO KEEP THEIR COMPETITIVENESS IN THE GLOBAL ENVIRONMENT.

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# ESTABLISHING AMCHAM ESG COMMITTEE

As a first step towards acknowledging the importance of this concept, an ESG Committee was established, with the goal to increase awareness of the ESG concept by sharing best practices and educating companies on the development and implementation of ESG strategies and reports. In addition, this committee also serves as a proactive platform to alert companies of all regulatory requirements related to activities that are under the scope of the ESG concept, including European Union Acquis.

## THE WORK OF THE ESG COMMITTEE THROUGH ARTICLES & INTERVIEWS

### ■ **Let's Talk About Article: "ESG – The New Heir to the Throne in the Corporate Governance"**

As a concept impatiently awaiting to be noticed and implemented by the business sector, the ESG provides opportunities for continuous improvement of the environmental, social and governance results, as fundamentals for enhanced sustainable development and improved good corporate culture.

[READ](#)

### ■ **Champions of Change Interview: "ESG Guide: a New Tool for Dedicated and Ambitious Companies"**


Sharing practical knowledge is a must to jointly build an ESG-compliant business sector. The recognition as a Champion of Change is given to Macedonian Stock Exchange, as one of the first institutions to recognize, support, and promote the growth of the ESG-business philosophy in our country.

[READ](#)

### ■ **Let's Talk About Article: "What does the E in the ESG stands for?"**

Climate change and the management of natural resources strongly influence the modeling of today's society since sustainable development and future prosperity are ensured through them. As environmental issues arise, all social stakeholders, including corporations, must take action to improve environmental sustainability.

[READ](#)



## **Champions of Change Interview: “Printing House Propoint: Visionary Thinking Allows for Competitive Advantage “**

From plan to action! In the manner of 3 years, the printing house Propoint managed to transform its business model and become completely green. This small, but dynamic company has implemented a 100% green strategy that contributed to being different and agile in times of uncertainty.

[READ](#)



## **Let’s Talk About Article: “EU ESG Regulation & Potential Effects on Macedonian Associations”**

The EU companies are required to adhere to the heightened obligations imposed by the EU ESG Regulation and its proposed amendments. This regulation also affects Macedonian organizations if they wish to conduct business in the EU or serve as reliable partners to EU companies.

[READ](#)





# DIGITAL TRANSFORMATION: CATALYZING ACCELERATED DIGITALIZATION

DIGITAL TRANSFORMATION CHANGES THE WAY INDIVIDUALS, ORGANIZATIONS AND ENTIRE SOCIETIES OPERATE AND PROMOTES ECONOMIC GROWTH. BUT IT GOES BEYOND TECHNOLOGY; IT DEMANDS ADDRESSING HUMAN ISSUES AND CHANGE MANAGEMENT.

SINCE ITS INCEPTION, THE DT COMMITTEE HAS PRIORITIZED THE PROMOTION, DEVELOPMENT, AND IMPLEMENTATION OF PROJECTS DRIVING THE DIGITAL TRANSFORMATION OF THE PUBLIC SECTOR, IN ADDITION TO MEASURES FOR INNOVATION-FRIENDLY REGULATION. TO SUPPORT ITS MISSION, PART OF ITS EFFORTS WAS ALSO FOCUSED ON CREATING AND PROMOTING INITIATIVES TO RAISE THE PUBLIC'S DIGITAL AND CYBER SECURITY AWARENESS, AS CITIZENS ARE PAID VERY LITTLE ATTENTION. TO BE ABLE TO MOVE AHEAD WITH CERTAINTY, PUBLIC AWARENESS OF THE RISK OF EXISTENCE MUST BE RAISED AND PROTECTION AGAINST THIS THREAT IN ORDER TO ENSURE THAT YOUNG GENERATIONS ARE PREPARED FOR THE FUTURE.

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# SETTING THE FOUNDATION FOR ACCELERATED DIGITIZATION

In line with AmCham's commitment to digital transformation, the DT Committee attended the meeting with the Cabinet of Deputy Prime Minister in charge of Good Governance Policies, Slavica Grkovska, the National Council for Digital Transformation, and a group of experts from Estonia, a country leader in digitalization. This meeting focused on laying the foundation for creating public policies that will enable and accelerate digitization.



## PROPOSALS FOR THE NATIONAL CYBER SECURITY STRATEGY 2023-2026

The Digital Transformation Committee has shared its positions on the most important topics related to the issues on which drafting the National Cyber Security Strategy will be based.

# A STEP CLOSER TO THE DIGITAL WORLD

As a chamber of progressive practices, AmCham not only advocates for the topic of Digital Transformation, but also makes those changes in its operations. We can be initiators of change only by example, hence AmCham moves towards more efficient and environmentally friendly working operations.

One of the Digital Transformation Committee's activities this year was to digitalize processes and integrate them into a digital working platform. A digital archive, processes automation, e-invoicing and digital signing, with the highest security protocols and all legally authentic, are the core components of this digital platform.

## Digital Office Platform



\*Digital Office is a part of INBOX Data Archive Center as a "Qualified Trusted Service" - Reg. No. 13-989/5 for digital archiving of documents (eIDAS regulation) - link to the register of the MIOA

/do.mk

# AMCHAM PARTICIPATES IN THE PROCESS FOR CREATING A SMART SPECIALIZATION STRATEGY

As part of the process to create a Smart Specialization Strategy, AmCham members participated in workshops. These workshops identified four key domains where the country possesses expertise, capacity, and competency, based on its national economic, innovative, and research potential. As representatives of the business sector, AmCham member companies offered feedback in two key domains: smart agriculture and the production of high-value-added products in the food industry, as well as ICT.

## Workshop Summary

Smart Specialization Strategy - ICT Domain.

Prepared for AmCham Digital Transformation Committee

Date: 07.06.2022

Dimitar Janevski



СО ПАМЕТНА СПЕЦИЈАЛИЗАЦИЈА ДО НОВИ ИНОВАЦИИ И ЕКОНОМСКИ РАЗВОЈ

Создавањето на економија базирана на знаење и иновации на преден план ја става силната врска меѓу бизнисот и академјата



## SECOND CYBER TALKS PODCAST DIGITIZATION

As various major “phishing” attacks marked the local context in 2022, the episode of the Cyber Talks podcast for this year focused on the importance of Cyber Security, possible consequences, trends, legal framework, and protection.

WATCH



### Article "How to Protect Ourselves from Cybercrime and Reduce the Harm if we Fall Victim"

The piece emphasizes the necessity for creating greater public awareness of cyber crimes' risks and the importance of educating the young generations for the future, to be able to move forward with certainty.

READ

## GAMIFICATION OF CORPORATE TRAINING KNOWLEDGE

The diverse global trends nowadays are reshaping the People & Culture (HR) industry in significant ways that have an immense impact over the businesses and their unique competitive advantages. The use of technologies and artificial intelligence in business processes is also on the rise. In that direction, the first hybrid knowledge sharing session from the series “Modern Trends in the People & Culture Industry” was held in 2022, with a focus on Gamification of Corporate Training, as a new and technology-oriented approach for employee training, in cooperation with Konceptiva Digital.



# CONFERENCE: “SMART CITIES, A DIGITAL BRIDGE TOWARDS A MORE SUSTAINABLE, CONNECTED, AND LIVABLE FUTURE”

Representatives from AmCham Executive Office and Digital Transformation Committee attended the two-day Conference “Cities of the Future: Innovative, Safe and Sustainable” in April 2022 in Thessaloniki and Trikala, Greece. The Conference, certifying its title, was focused on better understanding and exchange of knowledge for maximizing further efforts and ensuring legacy for the future generations, putting a light on successful examples of smart solutions, infrastructure, and implementation time of a functional solution.





AMCHAM NORTH MACEDONIA IS AN ACCREDITED MEMBER OF THE U.S. CHAMBER OF COMMERCE AND AMCHAMS IN EUROPE (ACE).

THE CHAMBER OF COMMERCE OF THE UNITED STATES IS THE WORLD'S LARGEST BUSINESS ORGANIZATION. FOR ALL OF THE PEOPLE ACROSS THE BUSINESSES THE CHAMBER REPRESENTS, THE U.S. CHAMBER OF COMMERCE IS A TRUSTED ADVOCATE, PARTNER, AND NETWORK, HELPING THEM IMPROVE SOCIETY AND PEOPLE'S LIVES.

AMCHAMS IN EUROPE SERVES AS THE UMBRELLA ORGANIZATION FOR 46 AMERICAN CHAMBERS OF COMMERCE (AMCHAMS) FROM 44 COUNTRIES THROUGHOUT EUROPE AND EURASIA. THE US AND EUROPE ARE EACH OTHER'S LARGEST TRADING PARTNERS AND MAKE UP THE WORLD'S LARGEST AND WEALTHIEST MARKET. AS A BILATERAL VOICE OF AMERICAN AND EUROPEAN COMPANIES, AMCHAMS IN EUROPE WORKS TO COMMUNICATE THE IMPORTANCE OF THE TRANSATLANTIC ECONOMY IN BOTH EUROPE AND THE UNITED STATES.

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# “EMPOWER HER” – AN INITIATIVE FOR CORPORATE WOMEN’S EMPOWERMENT

As one of the most significant pillars supporting the first-ever National Gender Strategy is the Empower HER initiative, signed by the U.S. Secretary of Commerce, jointly with AmCham EU and AmChams in Europe (ACE). The goal is to bolster direct involvement of the corporate sector in defining, implementing and promoting specific steps to improve women’s economic empowerment and entrepreneurship.

Attracting increased attention, twenty-three of AmCham North Macedonia member companies have shown their support toward women’s economic empowerment and entrepreneurship by signing the Declaration.



## AMCHAMS IN EUROPE MEETS AT THE ANNUAL U.S. CONFERENCE

Serving as an excellent opportunity for enriching the transatlantic relations, a delegation of AmCham representatives from more than 30 countries in Europe and Eurasia, including AmCham North Macedonia attended the annual U.S. Conference in Washington, DC, and Raleigh, North Carolina. Given a paramount importance, the U.S. Conference each year plays a significant role in keeping the AmCham network up-to-date with the economic and political situation in the States, topics of utmost importance and the current world affairs, as well as the subject of future focus of the U.S. Chamber of Commerce.

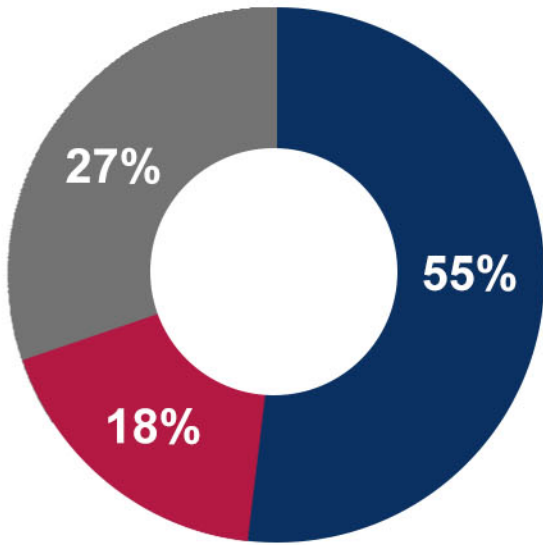


## ACE BEST PRACTICE CONFERENCE 2022

The ACE Best Practice Conference 2022 was held in Sofia, uniting twenty-six different American Chambers of Commerce from Europe and Eurasia as progressive voices of business sectors from other countries. The exchange of experience and ideas during this Conference contributed to advancing the progressiveness of the AmCham community.



# AMCHAM MEMBERSHIP

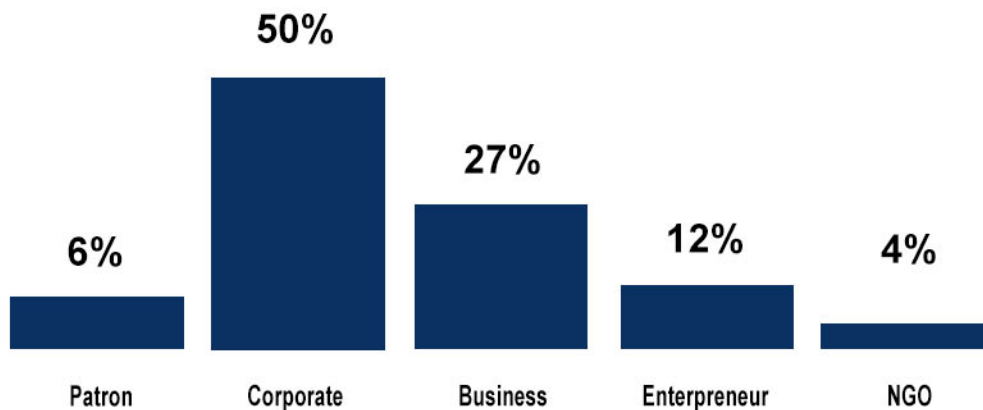


- Local companies
- International companies
- U.S. companies

Amcham members are characterized by diversity, belonging to more than 16 different sectors:

- Agriculture & Mining;
- Audit, Accounting & Consultancy;
- Construction & Real-Estate;
- Consumer Goods;
- Distribution & Logistics;
- Education;
- Energy, Oil & Gas;
- Financial & Insurance Services;
- IT & Telecommunication;
- Health Care & Pharmaceutical;
- Legal Services;
- Manufacturing & Production;
- Media, Marketing & PR;
- NGO SE & CSO;
- Outsourcing;
- Tourism & Hospitality;
- Other.

## By Membership Category



# INCOME AND EXPENSE STATEMENT

For the year ended 31 December 2020

	Note	Year ended December 31	
		2022 in mkd	2021 in mkd
Membership fees	3	8,293,498	7,975,803
Donations	4	2,820,000	-
Sponsorship revenues	5	1,957,470	-
Other income	6	300,000	-
Sale of assets		-	52,428
Interest income		279	6
<b>Total income granted in the year</b>		<b>13,371,247</b>	<b>8,028,237</b>
Transferred prior year excess of income		8,030,625	8,431,706
<b>Total income</b>		<b>21,401,872</b>	<b>16,459,943</b>
Personnel expenses		(4,658,714)	(3,934,001)
Professional services		-	(795,357)
Magazine		-	(40,269)
Rent and utilities		(2,029,521)	(2,240,719)
Office costs		(1,234,019)	-
Education & Travel		(567,351)	-
Memberships (ACE/US Chamber of Commerce)		(4,013,219)	(92,112)
Other		(88,514)	(672,687)
Advocacy		(20,000)	-
Events - members only		(798,136)	(654,173)
Personnel expenses - other		(1,329,658)	-
<b>Total expenses</b>		<b>(14,739,132)</b>	<b>(8,429,318)</b>
<b>Surplus of income over expenses before taxation</b>		<b>6,662,740</b>	<b>8,030,625</b>
Income tax	7	-	-
<b>Surplus income after tax</b>		<b>6,662,740</b>	<b>8,030,625</b>

# STATEMENT OF FINANCIAL POSITION

For the year ended 31 December 2020

	Note	Year ended December 31	
		2022 in mkd	2021 in mkd
<b>ASSETS</b>			
<b>Non-current assets</b>			
Equipment	8	946,757	827,128
<b>Total non-current assets</b>		<b>946,757</b>	<b>827,128</b>
<b>Current assets</b>			
Cash and cash equivalents	9	6,730,844	7,946,503
Trade receivables	10	30,000	79,689
Other receivables	10	240,296	154,581
<b>Total current assets</b>		<b>7,001,140</b>	<b>8,180,773</b>
<b>TOTAL ASSETS</b>		<b>7,947,897</b>	<b>9,007,901</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Business fund		946,757	827,128
Accumulated excess of income		6,662,740	8,030,625
<b>Total equity</b>		<b>7,609,497</b>	<b>8,857,753</b>
<b>Liabilities</b>			
Trade payables	11	243,423	57,473
Other liabilities	11	94,977	92,675
<b>Total liabilities</b>		<b>338,400</b>	<b>150,148</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>7,947,897</b>	<b>9,007,901</b>