

Dear Friends,

I hope that you and your loved ones are all alive and safe.

I enclose the results of the **AmCham Survey on Doing Business during War in Ukraine**, conducted on March 17 – March 18, 2022, with 113 CEOs and top managers of AmCham member companies taking part. 71% of the respondents are GM's/CEOs.

I am grateful to all who filled in the Survey, shared the current state of your business and helped us identify more needs and ways to support you during these times.

Here are the key takeaways:

- **88% of companies continue operating in Ukraine: 45%** work partially, **18%** relocated within Ukraine, **16%** of members are fully operational, **6%** closed their offices in some regions. **12%** of businesses had to stop operations, **6%** of which had to shut down totally.

- **95% of AmCham Ukraine member companies continue to pay salaries during the war: 65%** of them pay full salary and provide extra support, **26%** pay full salary, **8%** - partially reduced salary, **1%** - pay a minimum wage. Only **1%** could not pay salaries at all.

- **92%** of respondents indicate that their organizations **provide support to the humanitarian drive**. The most common ways of support are financial support (**42%**), providing in-kind goods (**24%**), and volunteering drive within the companies' employees (**14%**).

- AmCham member companies also **support Ukraine's territorial defense units and defense forces (65%): 40%** of members indicated that some of their employees joined the territorial defense units, **24%** of companies provide financial support, another **24%** - provide goods and medicines.

- **The biggest challenges for business organizations now are: Safety and security of employees (79%), logistics and transport (49%), export-import operations (21%)** were identified by business representatives as the top-3 major challenges. Among others are relocation (**16%**), access to financing (**6%**), and access to raw materials (**6%**).

- **86% of AmCham Ukraine members support a global boycott of international companies that have kept their operations open in Russia.**

- AmCham Ukraine also asked companies **how may the international business community and their HQs impact to stop the war**. Businesses believe that termination of business operations and exerting pressure on Russia and Belarus, calling and lobbying for wider and more comprehensive economic sanctions on these countries will give positive results. Moreover, the business community considered it necessary to use the global networks to raise awareness and attract attention to the war in Ukraine, increasing pressure on governments in Europe and throughout the world to stop the war. AmCham Ukraine companies encourage HQs to support their employees in Ukraine and communicate with top-level authorities on their country level to provide multifaceted support to Ukraine (financial, humanitarian, etc.). Business also calls on colleagues to try to keep operations in Ukraine, to pay taxes and salaries to employees, thus supporting Ukraine's economy.

Please follow the link to see the full Survey results in **English** and **Ukrainian**.

Business is united and fighting for Ukraine's future and freedom by defending, volunteering, and supporting this great country where we all live and work in. This brings us closer to victory day by day.

With my sincere best wishes,

Andy Hunder
President