



# THRIVING IN CHANGE

'22

impact  
report

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Scan to learn more  
about the CIC Warsaw  
Innovation Campus



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at CIC Warsaw



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We sincerely thank CIC Warsaw Clients, Venture Café  
Warsaw Foundation and our partners who helped us  
compile and present the 2022 Impact Report.

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Design: www.inspirestudio.pl

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# LETTER FROM THE GM



**It is my pleasure to invite you to read the CIC Warsaw Innovation Campus 2022 Impact Report. This year's edition differs from last year's as it encompasses not only the activities of CIC Warsaw but also Venture Café Warsaw Foundation. This new format allows for a better understanding of everything that took place at both communities which reside at the CIC Warsaw Innovation Campus and shows how they mutually impacted the wider innovation ecosystem in Warsaw and beyond.**

**JERZY BRODZIKOWSKI**  
General Manager CIC Warsaw

Dear Reader,

The year 2022 was a year of continued uncertainty, instability and, as a result, changes that affected different aspects of our lives. It was dictated by the economic and societal transition from a pandemic to a post-pandemic reality and the geopolitical disorder which followed after the beginning of the Russian-provoked war in Ukraine. It was also a year that questioned how to build a new workplace reality, in which both employees and employers could feel they are treated fairly. I.e., employees would do their work diligently, while employers would offer their workforce greater flexibility upon the reopening of offices across the world. CIC Warsaw was, once again, at the forefront of this debate.

In the face of differing preferences regarding the return to offices, we demonstrated CIC Warsaw's unique capacity to cater to the diverse needs of the modern workforce and community building. Our premium infrastructure enabled collaboration among teams, regardless of their physical location. Beyond offering comfortable premises and flexible contracts, CIC Warsaw also fostered a vibrant community of innovators through various programs and initiatives aimed at its clients.

While many people welcomed the return to offices with pleasure, others preferred to stay at home or continue to work remotely.

CIC Warsaw was uniquely equipped to cater to all of these modern workforce needs. Our infrastructure and premises equipped with state-of-the-art technologies allowed each group to work together, regardless of their location.

Despite the challenging circumstances, we are proud to share that the significant majority of CIC Warsaw clients remained with us throughout 2022. Our internal community grew to 171 clients, comprising over 500 individuals, who found comfort and security within our premises. Additionally, Venture Café Foundation, our open innovation community, continued welcoming new members, organizing Thursday Gatherings nearly each Thursday of 2022 and by the end of the year had over 10,000 members in its community.

None of the aforementioned successes would be possible without the hard work of the CIC Warsaw and Venture Café Warsaw Foundation teams. Their dedication to what they do at the Campus can be seen and felt each day - thank you all for everything that you do to make this place so special! I would also like to thank our partners and vendors, who continue supporting our activities, and, finally, our clients who continue making the CIC Warsaw Innovation Campus a leading innovation center in the CEE region.

Let's keep thriving in change!

*Jerzy Brodzikowski*

The CIC Warsaw Innovation Campus houses eight entities which function in perfect symbiosis.

CIC Warsaw Innovation Campus is a physical platform dedicated to the development of the innovation ecosystem in Poland and the wider CEE region. Our mission is to promote new ideas and foster innovative initiatives. We do so by enabling the cooperation of entities and individuals interested in the development of the innovation ecosystem. The mission of the Campus and the entire organization is to fix the world through innovation.

## CIC Warsaw



The core community of the CIC Warsaw Innovation Campus. A physical space of 6,500 sqm which features a coworking area for 200 people, over 120 offices of various sizes, approximately 50 conference rooms, two kitchens, two game rooms and a yoga room. The community working from CIC Warsaw, at maximum capacity, can be made up of 1,000 individuals and is composed of small and medium-sized companies, startups, scaleups, non-government organizations, investment funds and other organizations working with technology and innovation. CIC Warsaw is part of the global CIC network, which spans across three continents and in 2022 encompassed nearly 2,500 companies.

## Venture Café Warsaw



A foundation dedicated to democratizing access to innovation by caring for the diversity of the ecosystem and connecting innovators on a local, national and global level. The Venture Café Foundation runs a number of program activities in the District Hall and Trend House spaces, including Thursday Gathering, the flagship Venture Café meetup which welcomes 250 participants each week on average.

## District Hall



The gateway to the Campus which grants access to the world of innovation and inspiring collaboration. District Hall is a publicly accessible zone with multi-functional conference spaces. It is also a program oriented at supporting the innovation community by increasing economic mobility and removing barriers from the ecosystem. The entire space can be arranged to organize meetup events and accommodate events of up to 250 people. District Hall Warsaw also provides approx. 100 free coworking spaces, which are intended for work, informal meetings, and networking. It is a place for everyone – perfect for entrepreneurs, small startup teams, freelancers, and anyone who wants to find themselves in an inspiring space. In 2022 we hosted over 1000 events for our clients.

## Trend House



A high-impact club dedicated to a selected group of leaders focused on innovation – from the world of art, through business to science. Trend House community is activated via a curated content program and curriculum based on the blended learning methodology. All this is housed in a unique member only space.

## Prototyping Terrace



A space operated by Sygnis SA – a leading Polish 3D printing company. Members can learn about 3D printing and scanning technologies and even turn their ideas into reality using 3D printers in this space.

## Voice House



A podcast studio operated by Kuźniar Media, which supports entrepreneurs and innovators in their podcast and videocast needs and produces its own popular podcast series.

## Masterminds Restaurant



A high-profile restaurant for Trend House clients and CIC Warsaw clients. This is a place where our members can have a meeting over a tasty meal, or organize their own teambuilding meetups and seasonal parties.

## Café 21°E



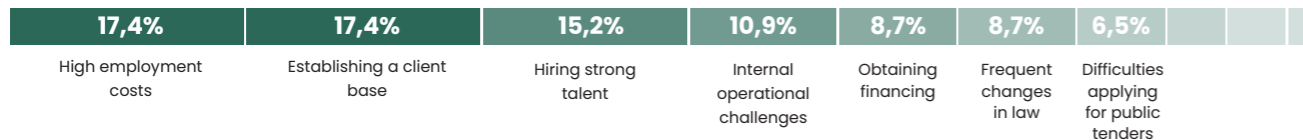
Located at District Hall serves refreshments and meals to members of the CIC Warsaw Innovation Campus community and anyone who visits the campus.

# CLOSE-UP ON OUR COMMUNITY

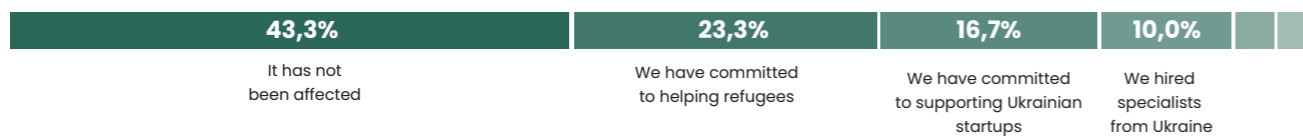
The startups and clients in our portfolio continued to steer the development of Poland's vibrant innovation ecosystem. We took a closer look at who they are and asked them about the successes and challenges they faced in 2022. Times were difficult but we are thrilled to see these companies thrive and create new roles for themselves as the drivers of growth of the innovation community.

## CLIENTS' BUSINESS CHALLENGES IN 2022

The key challenges our clients faced in 2022 were high employment costs and establishing their customer base. Hiring strong talent, operational challenges and obtaining funding were also indicated by our clients as challenging this year.



Russia's war on Ukraine made a strong impact globally and while over 43% of our clients claimed the event didn't affect their businesses, many committed to support Ukraine in different ways.



Borders, gender, age or even the size of the business doesn't matter in our community - CIC Warsaw welcomes diversity in all aspects of work-life. They are all united by their passion for technology and innovation.

## CLIENTS DEMOGRAPHICS

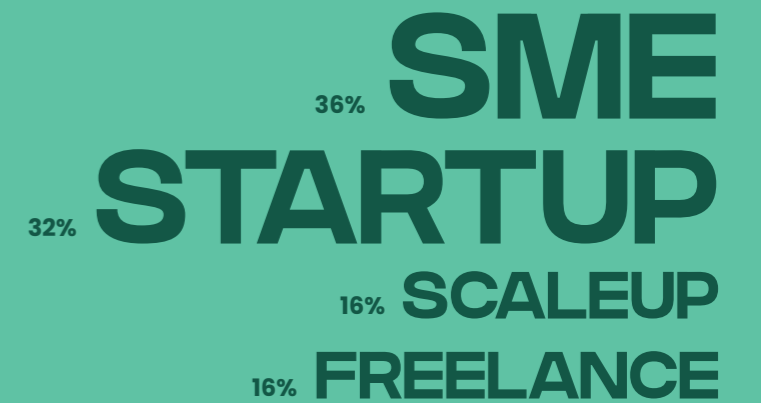
### Headquarters

- Poland
- Slovakia
- Finland
- Uzbekistan
- UK
- USA
- Latvia
- Lithuania
- Belgium
- France
- Germany
- UAE
- Ukraine
- Cyprus
- Belarus
- Russia
- Spain
- The Netherlands
- Turkey
- Kazakhstan
- Malaysia
- Iceland
- Turkmenistan

### Countries of operation

- EU
- UK
- Switzerland
- USA
- Canada
- Bahrain
- UAE
- Australia
- South Korea
- Marocco
- Saudi Arabia
- Japan
- Brazil

## THE DIVERSITY OF OUR CLIENTS

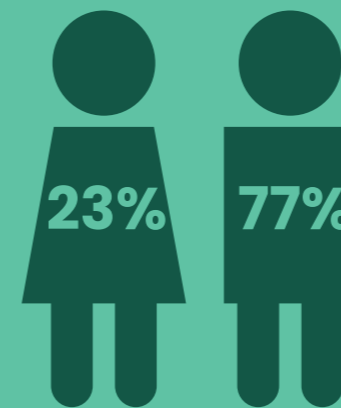


**Startup:** a young company built around an innovative idea, with a focus on rapid growth and scalability.

**Scaleup:** a company that has successfully moved beyond the startup phase and demonstrates substantial growth potential.

**SME:** Small or Medium Enterprise (<250 employees).

## FOUNDERS BY GENDER



## AGE OF FOUNDERS



Total number of our clients: 171

123

NEW CLIENTS WELCOMED IN 2022

In 2021, 43% of our clients successfully raised funds to grow their businesses. They raised a total of over \$19 million. In 2022, 56% of our clients made successful fundraising efforts and collectively gathered over \$7.2 million.

30+ MILLION PLN

THE SUM OF MONEY OUR CLIENTS RAISED COLLECTIVELY IN 2022

# SUSTAINING OUR COMMUNITY AND THE ENVIRONMENT



**ZUZANNA GAUKSZTOL**  
Community Principal CIC Warsaw

**In our community, there are numerous critical matters that require attention, and they encompass a wide range of needs. Our aim is to guarantee that CIC Warsaw actively supports the community and utilizes the organization's connections to achieve an even more substantial effect. We are delighted to observe that our members grasp the importance of these matters and consistently participate in our philanthropic endeavors.**



## CHARITABLE INITIATIVES

### 01

Helping those who are indeed in need is part of our DNA. The year 2022 has been particularly tough on the eastern neighborhood of Poland. Warsaw welcomed hundreds of thousands of Ukrainians who left their war-torn country. We have organized a 3-month-long collection of goods for those Ukrainian families who came to the capital looking for shelter. The goods included food, hygiene products and clothes which were then passed to specially designated collection points around Warsaw. This has been by far the largest charitable action we organized in 2022.

### 02



Come winter time, we organized another collection in support of a nationwide charitable action Szlachetna Paczka, which identifies families in need and connects them with those who are willing to help. This initiative has enormous impact - it ensures that thousands of families receive substantial support from their local communities that are willing to help. In response to a request made by a single mother, we have collected 16 boxes of goods and passed them on to volunteers who manage the action.

# SUSTAINABILITY

At CIC Warsaw, sustainability has our undivided attention. We've introduced a number of innovative as well as tried-and-tested solutions that are a number of initiatives oriented at increasing awareness about sustainability, targeting both our clients and employees. Through those, we make sure everyone is actively engaged in taking better care of our environment, one step at a time.



## Reducing carbon footprint by encouraging our members to avoid color-printing

We have introduced a 'Print Release' function, that requires users to physically confirm the printing task at the printer, which prevents unnecessary document printing. We are developing new processes to minimize paper waste.



## Using fully recyclable paper cups

There is no space for disposable plastic in our kitchens.



## Collecting plastic caps for charity

We do not throw away the caps from beverage carton boxes and plastic bottles used at CIC Warsaw, but pass them on to charitable collections instead. Our contribution is quite significant - every month, we collect over 1000 caps from milk cartons alone!



## Installing a water dispenser

The water dispenser allows us to save huge amounts of plastic every day. On the display of each machine you can see the specific number of bottles that have not been used thanks to it.



## Reusing shipping boxes

We have designated a space where anyone can leave redundant cartons (or take them!). This allows us to further reduce waste and likely allows us to avoid buying new shipping boxes in the future.



## Recycling coffee grounds

Last year's report presented Ecobean, a startup that turns used coffee beans into fuel. This year, we were passing all of our used grounds to the company - up to 300 kg per month! They were processed into products such as cups, straws or briquettes. In 2022, CIC members consumed 196,000 coffees, resulting in 2,800 kg of recycled coffee grounds.



## Fighting food waste

We've introduced foodsharing shelves to our kitchens as an effort to minimize food waste. In case there is leftover food after a meeting, or someone receives a meal they don't like as part of their catered diet, it can be left for others to share instead of being thrown away.



## Limiting marketing materials

We also focus on sustainable solutions in our marketing efforts. We limit advertising gadgets and make sure that, when we do create them, we do so with the lowest possible impact on the environment. Our brochures, 2021 Impact Report and T-shirts prepared for charity run Wbiegnij na Varso Tower (Run to the top of Warsaw Tower) were made of 100% recycled materials.



## Waste segregation

We have implemented clear bin markings that allow our users to easily maneuver among the numerous segregation rules, learn how to properly segregate garbage and use this knowledge also outside our premises.



## Placing bulk orders

At CIC Warsaw, we make every effort to order all food products available from us in collective packaging. This allows us to reduce the use of plastic and reduce our carbon footprint on the environment.



## Working with local suppliers

Most of the food, groceries and other produce available at CIC Warsaw comes from local suppliers. With that, we not only support the local economy, but also minimize the carbon footprint by shortening the transport distance. You will find pressed juices from local suppliers, Polish dairy products or famous Polish delicacies in our kitchens.



## Light sensor switches

We've installed motion sensors to manage lightning in our common spaces, so when nobody is using them, the light remains off.



## LED bulbs

We're ensuring minimal energy consumption through fixing energy-saving LED bulbs wherever possible throughout our premises. The ones that expire go to e-waste.



## Smart air conditioning

The air conditioning in our space turns off automatically outside of working hours. This allows us to save a large amount of energy every day.



## Coffee in buckets

We process 200 kg of coffee per month! We order it from Czarna Fala, a warsaw-based coffee roaster that delivers it to us in reusable buckets. We return the empty buckets to the roaster for refill every month, which helps us reduce packaging-related waste (coffee packaging is made of plastics, paper and polyethylene, so it's difficult to recycle!).



## Electric vehicles charger

The charger is available for green drivers in our underground parking lot.



## Ultra-fast and safe hand dryers

The most eco-friendly hand drying solution. Compared to traditional hand dryers, paper towels or cotton towels, they have the smallest negative impact on the environment. The dryers available in CIC Warsaw have 2 HEPA filters, making them fully hygienic and safe.



## Biker-friendly infrastructure

The Varso building is cyclist-friendly and supports this emissions-free means of transport. In addition to the racks, the building offers a year-round bicycle room equipped with lockers, basic bicycle repair equipment and showers.



## Furniture and equipment

When selecting furniture and equipment for CIC Warsaw, we focus on quality and durable solutions. This allows us to reduce purchases and slow down the wear cycle.



BREEAM (Building Research Establishment's Environmental Assessment Method). BREEAM is a multi-criteria assessment system for buildings in terms of their environmental impact. The Varso building received the BREEAM certificate which confirms that the design and the entire building process, from the design to the cleaning of the construction site, were carried out with respect for the natural environment.

# Diversity Equity Inclusion and Belonging



**CIC Warsaw is firmly committed to constructing brave innovation spaces that foster belonging among a diverse community. We believe that CIC Warsaw and the Polish business ecosystem can play an important role in fostering a more equitable community that amplifies marginalized voices, sparks essential conversations, and drives meaningful action. Our vision is to establish an environment where our staff, clients, and guests feel empowered to ask, 'who is not in the room?', 'why?', and 'how can we change that?'.**

**AISLING HUNT**

Special Projects Lead CIC Warsaw

At CIC Warsaw, we're committed to fostering communities built on the values of diversity, equity, inclusion, and belonging, as we believe they are critical for driving society and innovation forward. To that end, our team is dedicated to ongoing education and improvement to ensure our spaces are always accessible and welcoming to everyone.

The first quarter of 2022 was one of the most disruptive moments for our region in the 21st century, due to the outbreak of war in Ukraine. Because of that, we focused on fostering inclusivity and the feeling of belonging in our spaces and the CIC Warsaw Innovation Campus ecosystem as a whole.

In May, we hosted a Diversity Day event for which we invited 3 transgender activists from the US and Poland. They spoke about

the importance of creating inclusive workspaces, and how to offer career opportunities to the trans community in a more equitable manner. Just a month later, we invited our clients to join CIC Warsaw staff in taking to the streets as part of the annual Equality Parade, celebrating the LGBTQIA community in Poland. This colorful event brings together many people with common diversity values and gives voice to those communities in Poland that historically have been marginalized. To help our clients show their support, we created adorable pins that served as a visual symbol of allyship, allowing them to stand with us in the fight for representation and equality.

Other notable events included:

- Inclusive language training for CIC Warsaw staff
- How to talk about sexuality with your kids - a workshop for parents
- Training for CIC Warsaw staff and an evaluation of CIC's accessibility performed by Avalon Foundation





# CIC WARSAW STANDS IN SOLIDARITY WITH UKRAINE



source: YesTheory Instagram

We remain dedicated to standing in solidarity with Ukraine and supporting efforts to provide assistance and refuge for those affected by the conflict.

We welcome Ukrainian entrepreneurs to come work from and connect with others in our District Hall space, which is open to the public.

We are heartbroken by the tragic loss of life as a result of the Russia-Ukraine pointless war and the profound trauma for Ukrainian refugees and those who remain behind. As an organization, while we do not do business in the Russian Federation or Belarus, we are taking steps to ensure that CIC Warsaw does not in other ways contribute to supporting the current Russian or Belarussian regimes, nor their economies.

**Collection of goods for refugees**  
Through #startups4UA, CIC Warsaw & Venture Café Warsaw have joined forces with other CEE startups, investors, business angels, innovators, entrepreneurs and scientists to collect donations through Polish Humanitarian Action (PHA). We have joined a coalition of other organizations in Poland to collect financial donations for the Polish Humanitarian Action's work with Ukrainian refugees, and also organized

goods collections at CIC Warsaw to be included in welcome packages for refugees.

## Opening our doors

Since February 2022, we have opened our doors to Ukrainian entrepreneurs, providing them with free coworking space in our District Hall. We are committed to supporting the Ukrainian entrepreneurial community and facilitating connections among entrepreneurs from Ukraine and other regions.

One of our clients, Mama Vdoma, built a portal to connect parents with Ukrainian nannies, thus providing employment and development opportunities for women fleeing Ukraine.

1



3

PomocUA: a platform that assists Ukrainian refugees with finding anything they need, from housing and transportation to legal guidance and more.

One of the largest organizations that helped coordinate activities in Poland during the 2013 demonstrations in Ukraine, Euromaidan, is activating their immense network in order to connect Ukrainian people with Polish activists.

Digital media brand, Yes Theory, has established "Team Ukraine Love," sending their team to Poland to provide boots-on-the-ground support for Ukrainian refugees.

We supported 3 non-governmental initiatives aiding Ukraine by providing them with space and amenities to do their work.

Currently, we have 22 clients from Ukraine and Belarus who are using our coworking space and benefiting from the resources and opportunities available at CIC Warsaw.

22

# SUPPORTING OUR MEMBERS

Our core job is to create spaces and a community in which our members can enjoy their time and thrive. Additionally, we are focused on continually developing and changing to be the best we can be.

## CIC Warsaw Community Events

The event offering at CIC Warsaw is diverse, and we're open to deepening this diversity. Our agenda is filled with networking, educational, wellbeing and self-development events as well as those of a purely recreational nature. We're committed to offering activities and events so that everyone can find something of interest to them and participate in a way that fully meets their neurodiverse needs. In 2022, we hosted 70 events for our community.



The community we're building here at CIC Warsaw is of ultimate value to our team. We always listen to the needs of our members and take them seriously. We put all our efforts into responding to those through events and activities that would nourish minds and strengthen bonds - all that to offer a valuable and enjoyable break from work that doesn't require our members to leave our space.

**TAMARA WACHAL**  
Community Specialist  
CIC Warsaw

## 01

### Free expert consultations

These are organized on an ad-hoc basis in response to our client needs. We have in-house experts who take care of the different aspects of business operations. In 2022, we organized several sessions with a business psychologist for clients looking to optimize their business operations, as well as consultations with tax experts who provided individual support on taxation matters.

### New Client Brunch meetups

Dedicated to our new members, these meetings allow new businesses that arrive at the CIC Warsaw premises to showcase their agenda. The presentations are followed by networking over brunch in one of the CIC Warsaw kitchens.



## 02



### CIC Skills 2.0

Our members have been proactive in suggesting the topics of their expertise they wish to share with others. We are proud to have such skilled members in our community. On the one hand, CIC Skills 2.0 events a great networking opportunity, on the other - a great learning experience.

## 03



### English Lunch Break

Monthly language sessions with tutors from a language school that resides in our premises. These lunch meetings are oriented at improving the English language skills of participants and allow our clients to meet other members with common learning goals.

## 04



### Wellness

We approach personal development holistically and thus include wellness activities are an indivisible part of our event agenda. Yoga Classes at entry level are held twice a week. In the summertime, we also organized meditation sessions on the top of Varso Place 2 building, our building. We want to nurture our clients' bodies and minds to let them flourish.

## 05

# HIGHLIGHTED INITIATIVE: TREND HOUSE



**Trend House**  
2022 in numbers

82

new members

85

member events

NEW

partner: Winnica Dwórzno

We believe that in a world full of technology, it is strong and authentic relationships that form the foundation of success for our club members. We understand that these strong bonds and collaboration among club members are the milestone for shaping new trends in line with sustainable development goals. We believe in the power of synergy and inspiration that emanate from our relationships, which is why we continuously work on creating an atmosphere of mutual support and exchange of experiences. Together, we achieve more, and that is why we are wholeheartedly building a resilient and impact business comm

**NATALIA SINIŁŁO**  
Manager Trend House

## Trend House events

### Leadership of the Future

Launch of an impact group that underwent an 8-month coaching and training sessions, led by Małgorzata Jakubicz. This leadership competency development plan includes workshop sessions with coaching elements and meetings with special guests: Sławomir Błaszczak nad Radek Matuszewski, Konrad Maj, Łukasz Langer, Andrzej Tucholski.

### Good Morning Science

A monthly cycle of events moderated by Wiktor Niedzicki, during which the members had a chance to learn about technical novelties discovered by specially-invited guests.

### The Future of Europe

A cycle of events co-organized with New Europe Institute, a think-tank focused on debating the current political situation in the region, as well as the possible scenarios for further European integration.

### International Public Affairs Academy

The first public affairs and lobbying academy in the CEE region. IPAA is a new place for practice sharing and educating future PA communication professionals.

### IPAA Movie Nights

An inspiring movie night as we delve into the fascinating world of lobbying through a carefully curated selection of films.



# SPECIAL PROGRAMS AND SPECIALIZED INDUSTRY HUBS

CIC Warsaw runs a number of Special Programs and Hubs which spin the wheel of community building through programming and networking opportunities. They are centered around two tech segments: Internet of Everything and Space. They are at the center of our growing tech communities.



The Cosmic Hub partners with the Polish Space Agency in strengthening the community focused on space technologies. The Hub offered the following initiatives in 2022.



## Workshops

- Space tech project management series, organized in cooperation with POLSA
- Testing campaigns in the space sector: a practical workshop for engineers, managers and procurement specialists

## Meetups

- Series of events as part of Venture Café Thursday Gatherings

## Debates

- Poland & Australia: Partnering for success. Space sector roundtable

## Conference

- Fundraising opportunities for space tech projects



The Hub is run in cooperation with Łódź Special Economic Zone. Exposure to this Zone is highly valued by our members and partners.

Many activities of the Hub revolve around the Re\_Source acceleration program, focused on startup sourcing, recruitment, onboarding, softlanding and ongoing support throughout the acceleration journey.

Here's a selection of other initiatives and events:

## Meetups

- Art of Innovation event series as part of Thursday Gathering

## Oslo Innovation Week

- Featuring a meetup with Female Founders Oslo

## Exchange Camp

- Series of networking meetings connecting foreign startups with the Polish startup ecosystem, oriented at facilitating exchange of knowledge and experiences

## Workshops

- Learn how to grow in Poland, Spain and UK
- What is the most important in negotiations?
- How to manage multicultural organizations?
- What are the key elements in creating a Pitch Deck?
- How corporations collaborate with startups

## Conferences

- Re\_think Digital Summit (23-24 Nov) - Warsaw and Łódź - Digital Transformation, Metaverse, Cybersecurity, Cloud, Blockchain, Robotics and Automation



# MEMBER SPOTLIGHTS

Innovation wouldn't happen without people - those creative minds determined to disrupt the status quo. We provide them with mind-nurturing space that helps to breed those creative ideas that make our world a better place. Here's a close-up of selected initiatives that flourish on our premises and showcase the diversity of companies and organizations in our portfolio.

01-03



**STANISŁAW KNAFLEWSKI**  
Managing Partner Altamira

**ALTAMIRA**

remained closed due to lockdown restrictions. 'At that time, the space was very much alive and vibrant' says Stanisław, explaining why himself and Aleksander chose to locate their office in the Campus. They may not often participate in networking events, but Stanisław admits that the recent Deep Tech Summit organized by CIC Warsaw allowed them to meet interesting people active in the field.

Altamira is a venture capital fund that focuses on supporting deep tech scaleups - those that create physical, advanced products. Deep tech solutions are typically a result of scientific innovation or high-tech advances in engineering, often backed by a patent. A great example is Fluence Technology, a Polish manufacturer of ultrafast fiber laser technology, which Altamira added to its portfolio at the end of 2022.

The venture capital fund helps its investees with running day-to-day operations that involve administration, financial, or grant applications, giving scientists free hands to focus on achieving new technological breakthroughs in their fields. Altamira invests both its funds, as well as its time and expertise to translate it into further growth and revenue of the companies in its portfolio.

Stanisław and his business partner Aleksander Wasiukiewicz joined CIC Warsaw in May 2021 - a time when most workspaces

'We like to be in the middle of this entire ecosystem. It's a well managed space, we don't need to worry about coffee or Internet connection. The central location and modern facilities coupled with common spaces and flexible conference rooms mean that we can conduct many meetings here. People are happy to visit the space and it works well for our brand and business development' he added.

These aren't the sole benefits pointed out by Stanisław. He also mentioned the CIC Warsaw team that 'is of great value and what differentiates CIC from other coworking spaces present in Warsaw. It's blatant that, on the one hand, they want to make sure that the space is working efficiently and meets the needs of its clients, and at the same time they are making different efforts to create a welcoming and fun atmosphere in CIC Warsaw premises. Above all, they are always available and whatever they're asked to do, simply gets done.'

01



02

**STAN JUST**  
CEO Covenant.dev

Awarded a Great Place to Work, Covenant.dev joined CIC Warsaw in January 2022. The gaming industry company is currently working to release its first product – a single player adventure game called Gord. This strategic game is inspired by slavic mythology and its goals include building a ‘gord’ (ancient settlement), taking care of its community and completing various missions.

‘We certainly appreciate the fast connection we have at CIC Warsaw. The application we work on as a distributed team needs to be regularly updated (we have several computers dedicated to uploading new builds every two hours), so the speed of the connection

is something we checked at other coworking spaces in Warsaw, and CIC was able to cater for our needs’ said Stan.

He also explained that his company really appreciates the startup atmosphere that fills the Campus’ premises. ‘Even though we may not benefit from networking itself, the vibe in the space is very inspiring.’ His team currently boasts 27 employees who work in a hybrid form as well as a number of contractors dispersed globally.

Stan also mentioned that Covenant.dev used other coworking spaces in the past and didn’t really appreciate their standards. In his view, ‘some

of the offices feel claustrophobic; there aren’t enough common spaces and some of them even had a vibe of a legal office or a warehouse. Also, kitchens and coffee corners can say a lot about these places. We’ve seen cluttered or dirty spaces and that’s not where you want to be. CIC Warsaw offers high standards of both equipment and services and these are important to us.’

The Covenant.dev team has been working on their game for the past four years and will be releasing it in the summer of 2023. We’re looking forward to playing it!

**BARTOSZ LIPNICKI**  
Managing Director Endeavor

## endeavor

Endeavor is a private non-profit organization focused on building a community of global tech entrepreneurs who were successful at product building and led their companies to growth stage and generate million-dollar revenues.

Endeavor looks for those people who have ample experience in management, have expanded their businesses abroad where they created new jobs and have the will to share their expertise with others.

The mission of Endeavor is to use the knowledge and experience of those individuals to support other founders who are on that journey. Endeavor

strives to be a ‘concierge team’ involved in matchmaking – it looks for individuals with relevant experience for those who look for it. Bartosz strongly believes in the multiplier effect, which in this context is when successful entrepreneurs inspire, mentor and invest in the next generation. That’s how tech ecosystems are jump-started’ he explained.

‘Entrepreneurs are often on a lonely path. The ability to speak with someone who’s been there, who was successful in their efforts and knows what you’re going through is invaluable. A half an hour conversation can be groundbreaking for them – they learn anything from where to expand to how to instill a company culture or how to acquire a specific investment’ added Bartosz.

‘I believe in community building and I think that CIC Warsaw is working towards building a vibrant tech and innovation community and is doing it very well. Being part of this community gives you access to innovation and change makers. I believe that’s the way to create initiatives with impact.’



03



# MAKE THINGS HAPPEN

# '22

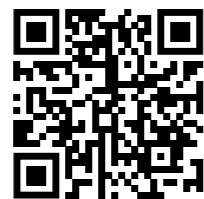
impact  
report

# CONNECT LEARN SHARE



Venture Café Warsaw  
Varso Place  
Chmielna 73  
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Scan to learn more  
about Venture Café  
Warsaw



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**EWA GERESZ**  
Director of Programs & Global Partnerships  
Venture Café Warsaw

Venture Café launched in Warsaw in 2019 and helped fuel the growth of the local ecosystem and connect it globally. This report is a testament to our team's hard work and dedication, as well as the impactful contributions of ecosystem members and partners.

Throughout the year, we have been committed to fostering innovation and entrepreneurship in our community. We have hosted various events and programs to connect and support individuals and organizations in the innovation ecosystem, including networking opportunities, workshops, and pitch sessions.

Our efforts have led to new partnerships, the launch of new businesses, and the growth and success of existing ones. We have also seen an increase in the diversity of our community, with a higher representation of women and underrepresented groups in entrepreneurship. In the coming year, we will continue to focus on amplifying the impact of our community by providing access to resources, mentorship, and funding opportunities.

I want to thank our partners for their continued support and participation. Together, we can continue to positively impact the local community and drive innovation and entrepreneurship forward.

Let's keep on making things happen, together.

*Ewa Geresz*

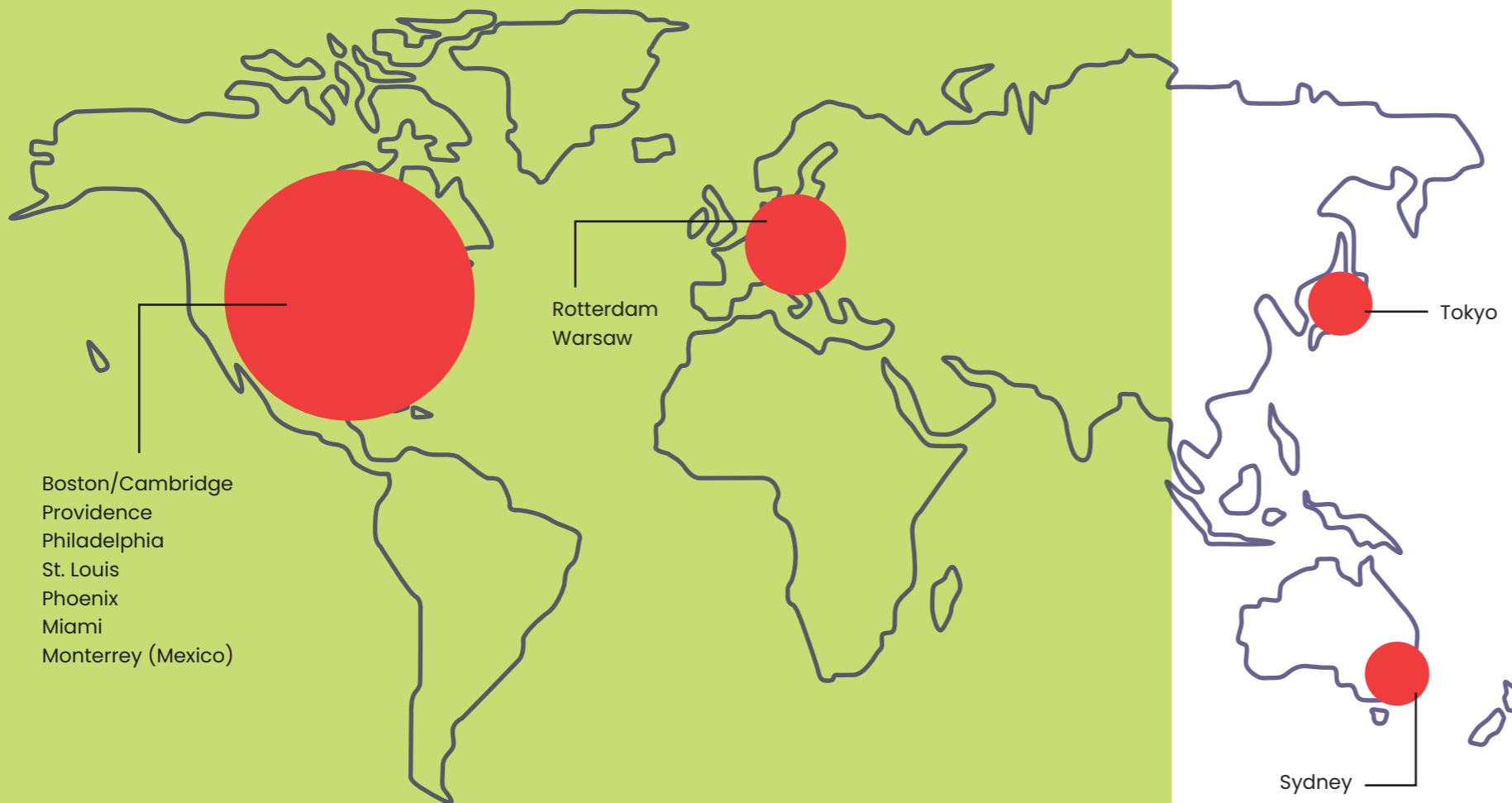


# OPENING WORDS



# VENTURE CAFÉ IS A WORLDWIDE MOVEMENT

Venture Café has a global network – and that means you do, too! Through our collaborations in cities from Boston to Tokyo to Warsaw, we'll connect you with change-makers and resources to help you expand innovation both locally and globally. Each year more than 64,000 innovators attend our Thursday Gatherings and participate in over 1,500 hours of networking, 2,700 engaging sessions and hundreds of hours of free mentoring.



# THURSDAY GATHERINGS

Venture Café's Thursday Gatherings create a center of gravity for hundreds of innovators and entrepreneurs every week, where they come together to share ideas, get inspired and make connections.

Every Thursday between 5pm and 8pm we host the largest innovation community gathering in Warsaw, with an average of 250 visitors per week.

By offering a freely accessible program with a mix of sessions, office-hours and info-tables, we create serendipitous encounters.

The focus is on making connections, building relationships and sharing knowledge. The impact is also in the crossover-connections: by attracting visitors from different industries and by providing the setting to meet each other we inspire them to co-create and work together on new ideas.



Every week at Thursday Gathering, our flagship program, we connect creators, entrepreneurs, investors, coworkers, students and visionaries to build strong, inclusive and equitable innovation ecosystem.

With almost 650 sessions taking place during Venture Café's Thursday Gatherings in 2022, we housed an incredible amount of knowledge, expertise and inspiration on a week-to-week basis. A total of 399 speakers have dedicated their time and effort to host break out sessions, office hours or info tables as part of our Thursday programs.

In 2022 we explored monthly themes such as sustainability, resilience, robotics, and life sciences & health. We work with monthly themes for our programming as it allows for like-minded visitors to connect, share knowledge and exchange expertise around the subject at hand. Something we like to call engineered serendipity.

Venture Café is committed to support the Sustainable Development Goals which can be seen back in our program.

On this basis we build our program with a mix of subjects based on our community, its needs, trends and topics in Warsaw and the region, our innovation partners' calendars and important international developments. This enables us to support global, national, regional and city economic and innovation goals.

**Meaningful ideas and big changes are sparked when serendipitous connection collides with intention.**

Do you want to be part of Venture Café's Thursday Gathering programming?  
Email us: [hello@venturecafewarsaw.org](mailto:hello@venturecafewarsaw.org)

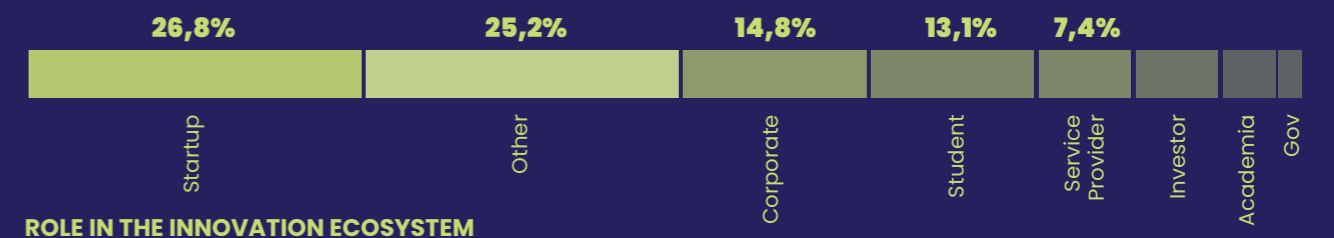
## THURSDAY GATHERINGS IN NUMBERS

**48** THURSDAY GATHERINGS  
**649** SESSIONS  
**399** SPEAKERS

**12** CONNECTIONS MADE  
**33+k** CONNECTIONS MADE  
**74** NPS SCORE  
**0000+** VISITS  
COMMUNICATION, EDUCATION, AI, SOFTWARE, FINANCE  
TOP 5 VISITOR INDUSTRIES

**3901** FIRST TIME VISITORS  
**4326** 2-8 VISITS  
**2736** 9+ VISITS

**He/His** 5499  
**She/Hers** 3126  
**Other** 88  
1985 visitors: age 31-40  
1377 visitors: age 18-25  
1087 visitors: age 26-30  
990 visitors: age 41-50  
200 visitors: age 51-60  
165 visitors: age 61-70+  
107 visitors: age <18  
VISITOR AGE



## ONLINE REACH

**18000+** EMAIL + SOCIAL SUBSCRIBERS  
**41%** EMAIL OPEN RATE  
**4500+** WEBSITE USERS

## SILESIA CONNECT

Silesia Connect is a program bringing together leaders of local innovation ecosystems. It was created as a result of the need for greater supra-regional cooperation, and works to enable integration between leaders from different regional innovation ecosystems across Poland. The program is aimed at

creating a platform for cooperation between Warsaw and Silesia. Its goal is to select and integrate proactive key players in the local innovation ecosystem and increase the visibility of the regional innovation ecosystem in Katowice in the world.



Silesia Connect Partners in 2022:



Województwo Śląskie



KATOWICE dla odmiany



Muzeum Śląskie



KSSE Katowice Special Economic Zone



spinus



invento

# SPECIAL PROJECTS

# 01

## LAUNCHING STARTUP GUIDE WARSAW

Warsaw's ecosystem is listed among key startup ecosystems. The book is available in best bookstores in the world.

Startup Guide Warsaw presents the startup and corporate innovation ecosystem making its actors more visible, it offers the ecosystem an opportunity to present itself on a world stage among other key places in the world and thus attract international attention. In addition, to support young entrepreneurs and those on their way to becoming entrepreneurs.

This book is created by Startup Guide in partnership with Venture Café Warsaw and it is supported by Visa, Google for Startups, Santander Bank Polska, InnoEnergy, PFR and the City of Warsaw.



# 02

## STRONGER TOGETHER SUPPORTING UKRAINE



On February 28, 2022, together with other ecosystem builders from CEE region, we started collecting funds through the Polish Humanitarian Organization (PAH) to support our colleagues from Ukraine, their families, friends and neighbors in an effective and most needed way.

# 03

## SHARING IS CARING FREE EVENT SPACE

Thanks to support of companies who were organizing commercial events in our spaces we supported back other non-profit initiatives with free event space. We not only deliver our regular Programs, but we have also hosted free of charge impact events with added social value.



# MEET THE COMMUNITY



**MATT DOMOGALA**  
Keynote Speaker at Energizing us LLC

The spirit of the place is epic! It's like a mix of Manhattan lounge and educational center. Perfect for edutaining engaged participants.



## HAPPEN STORIES

Happen Stories highlight some of the amazing people of Warsaw's innovation community. Have a taste here and find more stories and video interviews on our website!

01

I attended my first Venture Café event in July 2017 in Rotterdam and got connected to CIC where there was a job opening available. I got the job and have been thriving professionally ever since!

**DOMINIKA DUDA**  
Assistant Community Leader,  
CIC Warsaw



02

Learned how to pitch not only product, but also myself. Around 500 connections on my LinkedIn are made during a few months of Thursday Gatherings.

**ELIZABETH MARCHUK**  
Content Creator, SM Manager

I invited my students for Thursday Gathering. Some of the workshops had impact on their career choices or even helped them meet their future employers.

**KAJA ABDANK**  
Project Manager, Szkoła w Chmurze

03

See video interviews and read all stories on:  
[www.venturecafewarsaw.org/stories/](http://www.venturecafewarsaw.org/stories/)

# PARTNERS & SPONSORS

## Together we can make amazing things happen!

Venture Café began as a simple idea within the Cambridge Innovation Center (CIC) in Massachusetts. A longtime global leader in building innovation campuses and shared workspaces, CIC began evolving from its concept of physical spaces by establishing Venture Cafe as the open community for aspiring entrepreneurs and innovators. CIC remains an important partner to Venture Café and we still collaborate closely on many initiatives, both globally and locally. Venture Cafés may exist in cities where CIC does not, however, every CIC has a Venture Café.

### STRATEGIC PARTNERS OF THE FOUNDATION



### PROGRAM PARTNERS OF THE FOUNDATION



### MEDIA PARTNERS OF THE FOUNDATION

