



# SEKEM

Report 2024



“ SEKEM is the harmony of all individual areas, which, seen on their own, are autonomous. And yet it is the interaction, the cooperation of the individual areas that makes the whole - like a symphony. ”

**Dr Ibrahim Abouleish**  
Founder of SEKEM  
(1937-2017)



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# CEO Statement

Dear SEKEM Friends,

We begin this reflection on 2024 with deep gratitude for the support, trust and collaboration of our partners, employees and wider community. Your continued belief in our vision has enabled us to advance our mission towards a more just, regenerative, and sustainable future - even in the face of immense global and regional challenges. This year we marked key milestones, among them is successfully completing our planned capital increase and revenue targets, ensuring our continued ability to foster sustainable development in Egypt. We are honored to have received two prestigious awards: the Gulbenkian Prize for Humanity and the UN's Champions of the Earth Award in the Entrepreneurial Vision category.

Furthermore, we continued our efforts to implement our holistic approach, rooted in four interconnected pillars: social, cultural, economic, and environmental. We focused our internal and external engagements on 2 key topics: sustainable water management and integral organizational development and leadership. These efforts produced tangible outcomes, among them, we launched a community-driven initiative aimed at promoting water use efficiency, and we further enhanced our sustainable water management practices by learning how to irrigate at night with renewable solar technology.

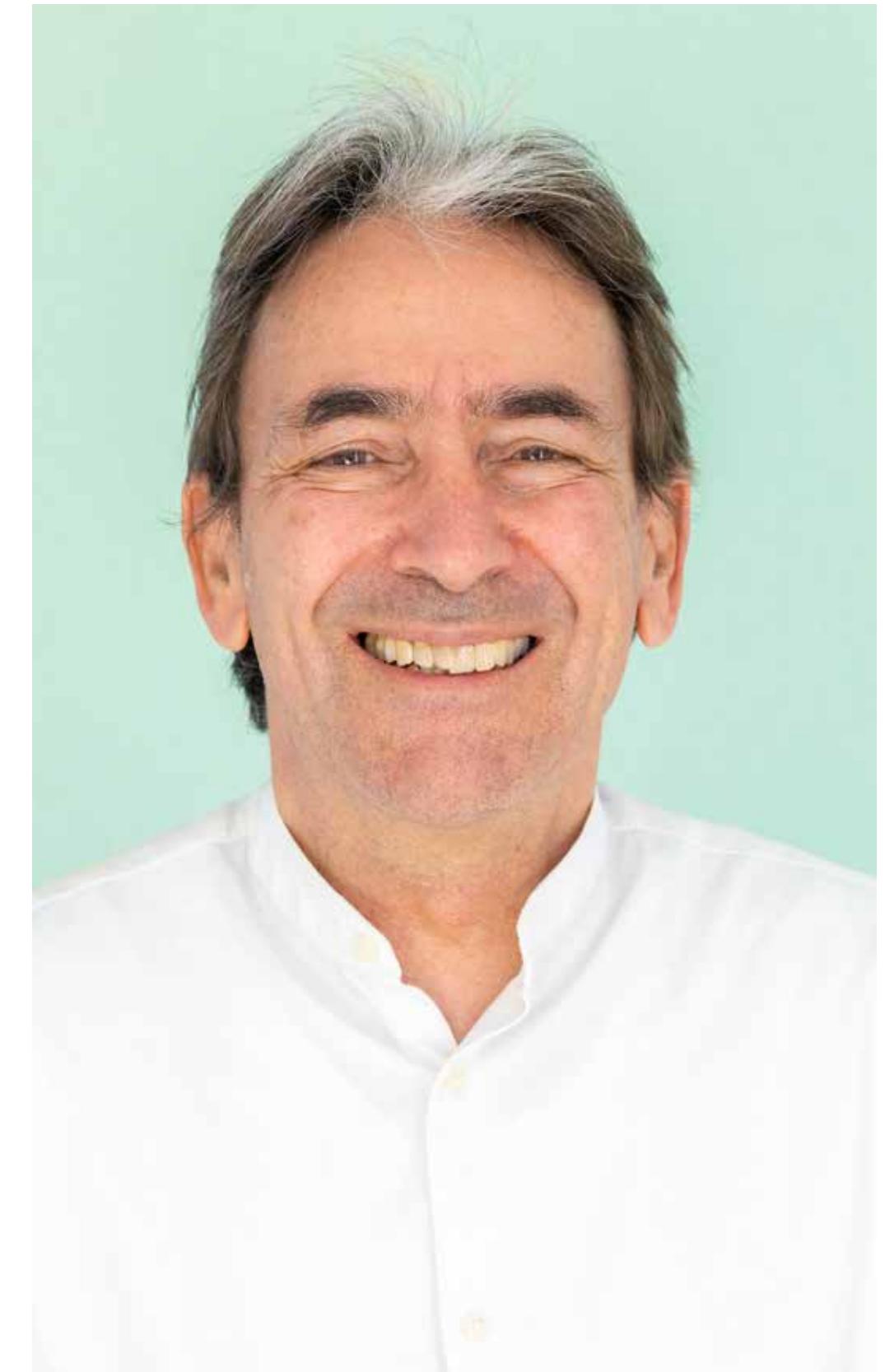
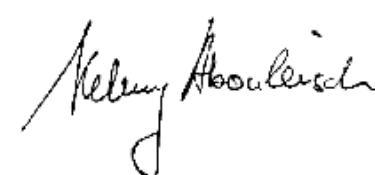
Simultaneously, we embarked on an internal development journey across Heliopolis University and SEKEM companies, to better understand and meet the professional needs of our teams. These initiatives reflect our profound commitment to environmental sustainability and mark an important step forward in unfolding the full potential of our people.

2024 also marked a major leap for our Economy of Love (EoL) standard, as it gained substantial global recognition. This transformative model was featured at prominent global events, including COP29 in Baku and COP16 in Riyadh, highlighting its impact on supporting 15,000 farmers in their transition to organic and biodynamic agriculture and our ambition goal to reach 40,000 farmers by the end of 2025. Another significant achievement was the trading of the first CO2 certificates on the Egyptian Stock Exchange, marking a major step toward integrating environmental sustainability with economic value. By monetizing regenerative agricultural practices, the EoL sets a new standard for climate-positive business models, and inspires other enterprises to join in the fight against climate change.

As we look ahead, we do so with humility and determination. Despite the challenges we face, our resolve remains strong. Nearly five decades ago, my father's vision was deemed unrealistic by many. Today, it has become a living model that stands validated on global stages, inspiring others to join us in creating a better future. Making a difference is an ongoing endeavor—one that requires unwavering belief in our mission and love for our planet. Together, as trustees of this Earth, we will continue striving to ensure a sustainable future for generations to come.

***Helmy Abouleish***

SEKEM, May 2024



# Introduction

It is our pleasure to introduce the 18th Annual Report of SEKEM, where we aim to encompass all the main events and activities that took place in the past year.

SEKEM is a multidimensional initiative with various levels of organizational forms, and many things are happening here every day. In order to not overwhelm our readers with information, we try to keep the report brief and focused on our materiality topics, while providing links throughout the report to help readers access additional information that might interest them. If you're reading a printed copy, we invite you to visit our website ([sekem.com](http://sekem.com)) for the links provided throughout the report for external sources.

This report is divided into three parts. In the first part, we introduce SEKEM's vision, sustainability strategy, and institutional structure. The second part is dedicated to highlighting the achievements and challenges that SEKEM faced and reviewing our results from the current and past years. The third part consists of an annex with all additional information about the SEKEM initiative for the readers who are not yet familiar with SEKEM, as well as technical and financial information and a reference to data in line with the GRI 2021 framework.

We wish you a pleasant reading and hope that this report will provide you with some insights and inspiration.



## About SEKEM

# SEKEM Story

***"In the midst of sand and desert I see myself standing as a well drawing water. Carefully I plant trees, herbs and flowers and wet their roots with the precious drops. The cool well water attracts human beings and animals to refresh and quicken themselves. Trees give shade, the land turns green, fragrant flowers bloom, insects, birds and butterflies show their devotion to God, the creator, as if they were citing the first Sura of the Qu'ran. The human, perceiving the hidden praise of God, care for and see all that is created as a reflection of paradise on earth. For me, this idea of an oasis in the middle of a hostile environment is like an image of the resurrection at dawn, after a long journey through the nightly desert. I saw it in front of me like a model before the actual work in the desert started. And yet in reality I desired even more: I wanted the whole world to develop."***

In 1977, Ibrahim Abouleish started the SEKEM Initiative as an agricultural business with the core idea of sustainable development and giving back to the community. His work unfolded in the untouched part of the Egyptian desert and became the first business in Egypt that used biodynamic farming methods in the revitalization of the land. In a few years SEKEM developed into a striving agricultural company that started to be internationally recognized.

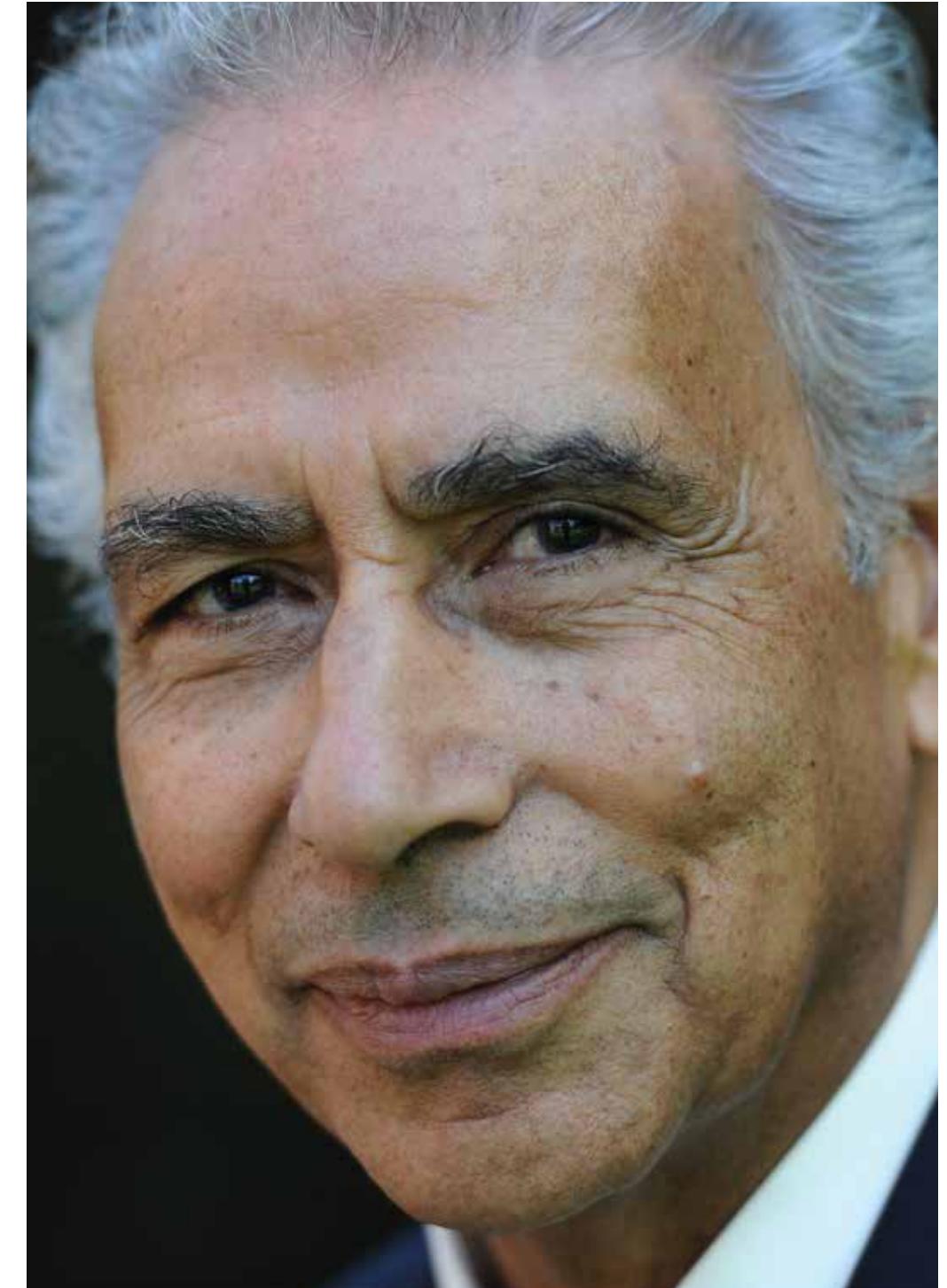
Over time, SEKEM became an initiative that includes a multifaceted agro-industrial group of companies that work according to biodynamic principles and NGOs, united by

the same values that Dr Ibrahim initially began with. In 2003 Ibrahim Abouleish received the right livelihood award, often referred to as "Alternative Nobel prize" for creating a "business model for the 21st century which integrated business success and the social and cultural development of society through an Economy of Love".

Altogether SEKEM's institutional ecosystem addresses Egypt's burning issues such as food security, urbanization and environmental pollution, climate change and the need for education as well as community development.

At the core of SEKEM lies human development. We see the practical economic life as an integrated part of the social organism next to the cultural and societal life building on nature. Within these realms, we as humans can develop together and develop the world on its evolutionary path.

**Dr Ibrahim Abouleish**  
SEKEM's Founder (1937-2017)





## Vision

We envision Egypt in 2057 as a country applying holistic development in the cultural, ecological, economic, and societal life. All Cultural Institutions in Egypt promote lifelong learning, integrative health, holistic research and collaborative cultural activities. All stakeholders implement sustainable agriculture, sustainable water management, renewable energy, biodiversity regeneration and climate change mitigation. All businesses implement a circular economy, the principles of EoL, ethical finance practices, and responsible consumption. The whole society celebrates diversity and is engaged in a holistic societal and organizational transformation.



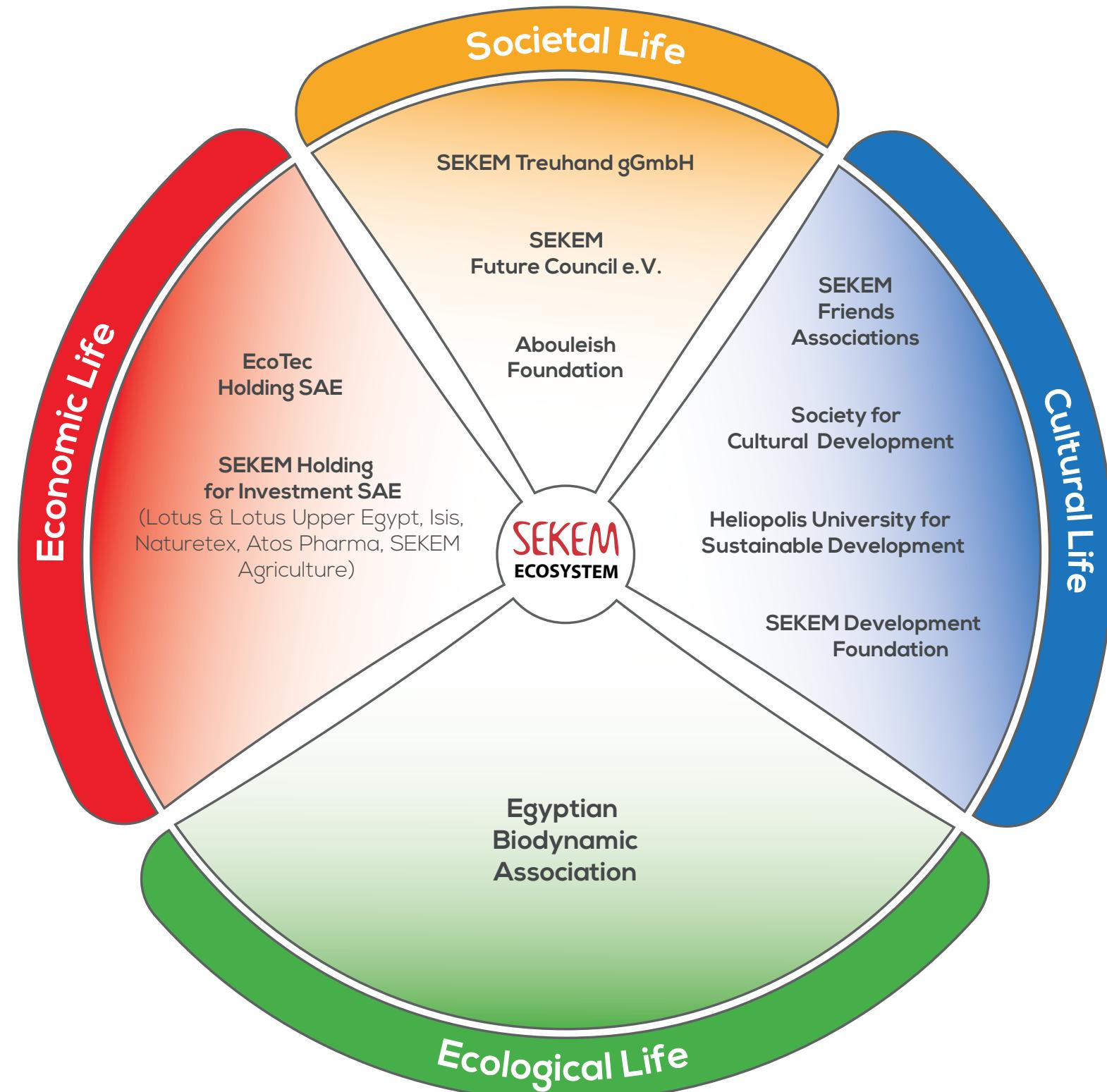
## Mission

SEKEM's mission is to contribute to our vision for Egypt 2057 by working on the continuous development of our vision, holistic research, prototyping and upscaling of new holistic models in our community and ultimately contributing to the much-needed system change to mainstream holistic and sustainable development.



# Institutional Ecosystem

The SEKEM Initiative consists of several entities, all connected and working together towards the SEKEM Vision. Each entity has its own structure in line with its legal status and practices of good governance. This report only explains the organizational structure of SEKEM Holding for Investment S.A.E. and not the structure of the other SEKEM related entities.



# Our Sustainability Strategy

We have formulated a vision that describes our image of Egypt in another 40 years, in 2057.

All organizations inspired or linked to SEKEM (Heliopolis University, SEKEM Development Foundation, Egyptian Biodynamic Association, Ecotec Holding and SEKEM Holding) are jointly developing their mission on how to contribute to this vision for Egypt in 2057.

The starting point for our vision of Egypt in 2057 may sound as absurd today as the vision of a sustainable initiative in the desert once did when Sekem was founded. In the meantime, however, we know that visions of this kind carry incredible potential. And we are aware of how existential our fundamental trust is. In the beginning, there was no master plan, but just an idea that can be translated into the first deeds if the circumstances are in any way right. It may fail or it may unfold, but as long as the requisite work is done and critically accompanied, the forward path can be found.

To implement the ideas, there are in turn, in each sphere, centers with applied research and experts who are entrusted with their realization, and to ensure that the mission statements can connect with people's minds, hearts and hands. Here, models and tools are developed for prototypes to be tested. These models are created in such a way that

it is as easy as possible to adopt them widely, so that they can soon become system relevant. We have developed the following five phases to implement the Sekem SVG's:

## **1. Vision finding.**

(In Vision Groups, Future Council and on Individual Bases.)

## **2. Research**

(In Centers, Vision Groups, with partner organizations, Heliopolis University and Sekem.)

## **3. Prototyping**

(In Centers, with Partner Organizations, Heliopolis University and Sekem.)

## **4. Upscaling**

(In the 13 Villages surrounding Sekem and Sekem Wahat Farm.)

## **5. Establishing**

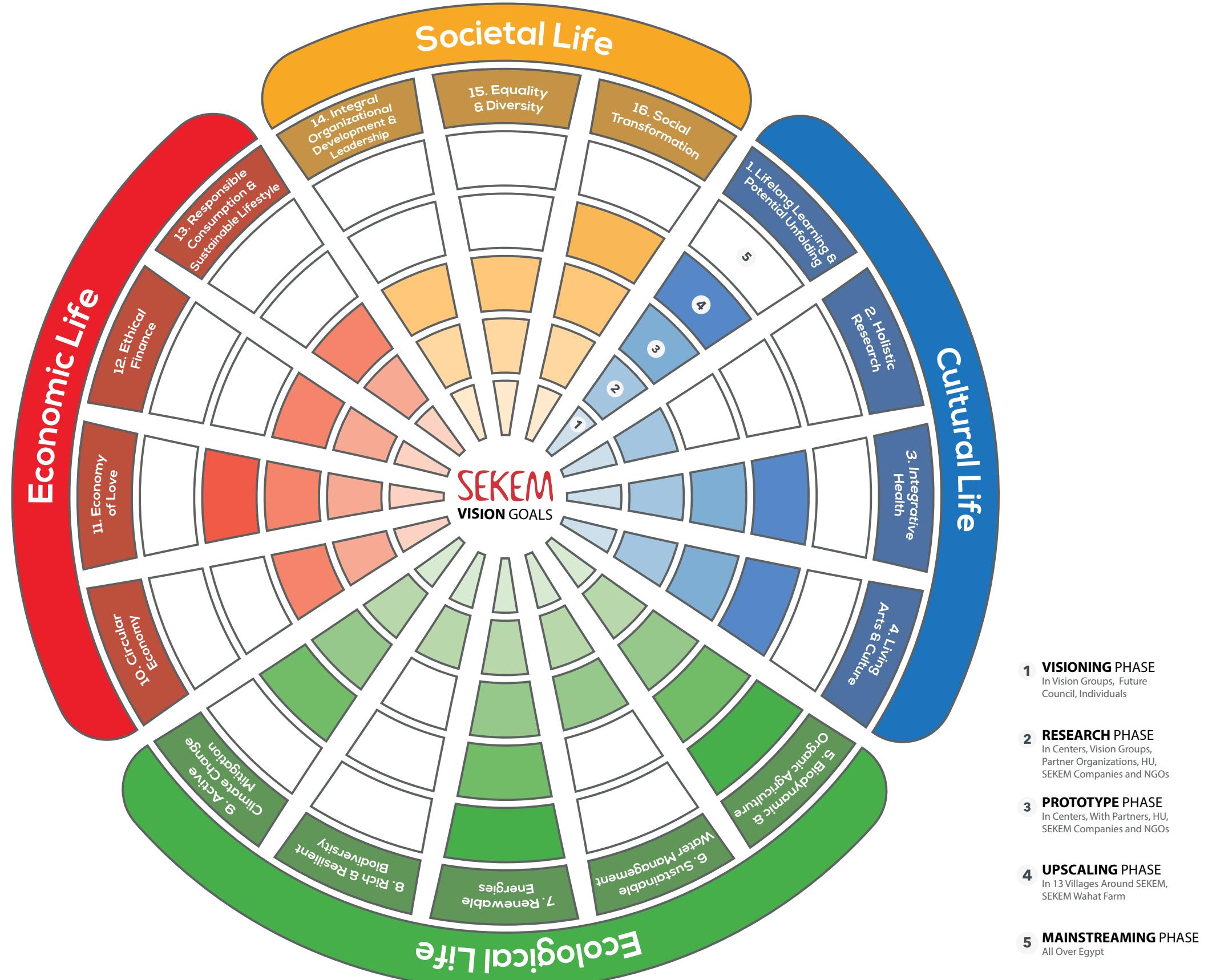
(In Egypt)

With some goals, we are already at the point where they are driving social, environmental or economic change. This applies, for example, to the spread of organic agriculture, mainstream models for the use of renewable energy, or changes in the education system. Other goals are still in the research or model development phases.



The "Vision Flower" visualizes all 16 vision goals. The further the individual petals of the flower are filled with color, the more advanced the vision is on its way to becoming a reality. In the following explanations, each goal will be elaborated upon, and graphs will show how far the realization has progressed.

**Status:** December 2024



# Focus Topics in 2024

## **Sustainable Water Management (SVG 6)**

Water is at the heart of sustainable living, especially in a region like Egypt where scarcity is an ever-growing concern. At SEKEM, sustainable water management is not just a technical issue, but a deeply ecological and social responsibility.

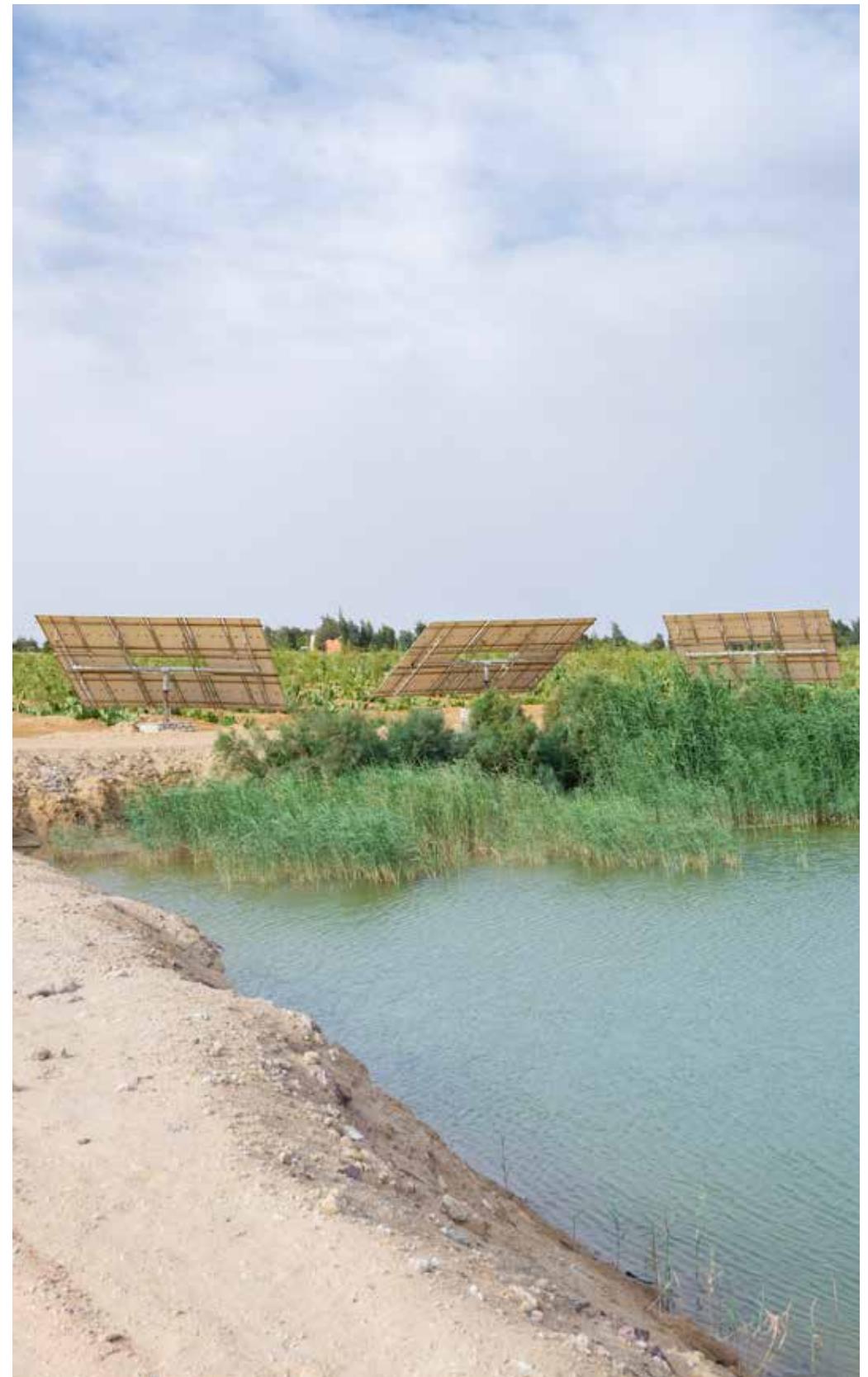
In 2024, we continue to prototype and scale innovative solutions—from nighttime solar-powered irrigation systems and wastewater treatment prototypes to brackish and subsurface irrigation methods—ensuring that every drop is used efficiently and regeneratively.

We also launched a SEKEM-wide awareness initiative where all employees were asked to calculate and reflect on their personal water footprint. This was followed by group discussions and workshops aimed at developing action plans to reduce water consumption at both the individual and organizational levels. Through a combination of technical innovation and community engagement, we aim to build a culture that respects, conserves, and regenerates water resources—one step at a time.

## **Integral Organizational Development and Leadership (SVG 14)**

At the core of every sustainable system lies the organization itself—its people, processes, culture, and leadership. In 2024, we embarked on a bold journey to reimagine our internal structures through SEKEMsophia's organizational development framework, engaging over 200 employees across SEKEM entities.

Through surveys, team workshops, and collective analysis, we identified key areas for development: from empowering decision-making and enhancing employee training to fostering a culture of innovation and modernizing internal processes. SVG 14 reflects our belief that true leadership is shared, value-driven, and rooted in continuous growth, enabling every member of the community to contribute meaningfully to SEKEM's vision.

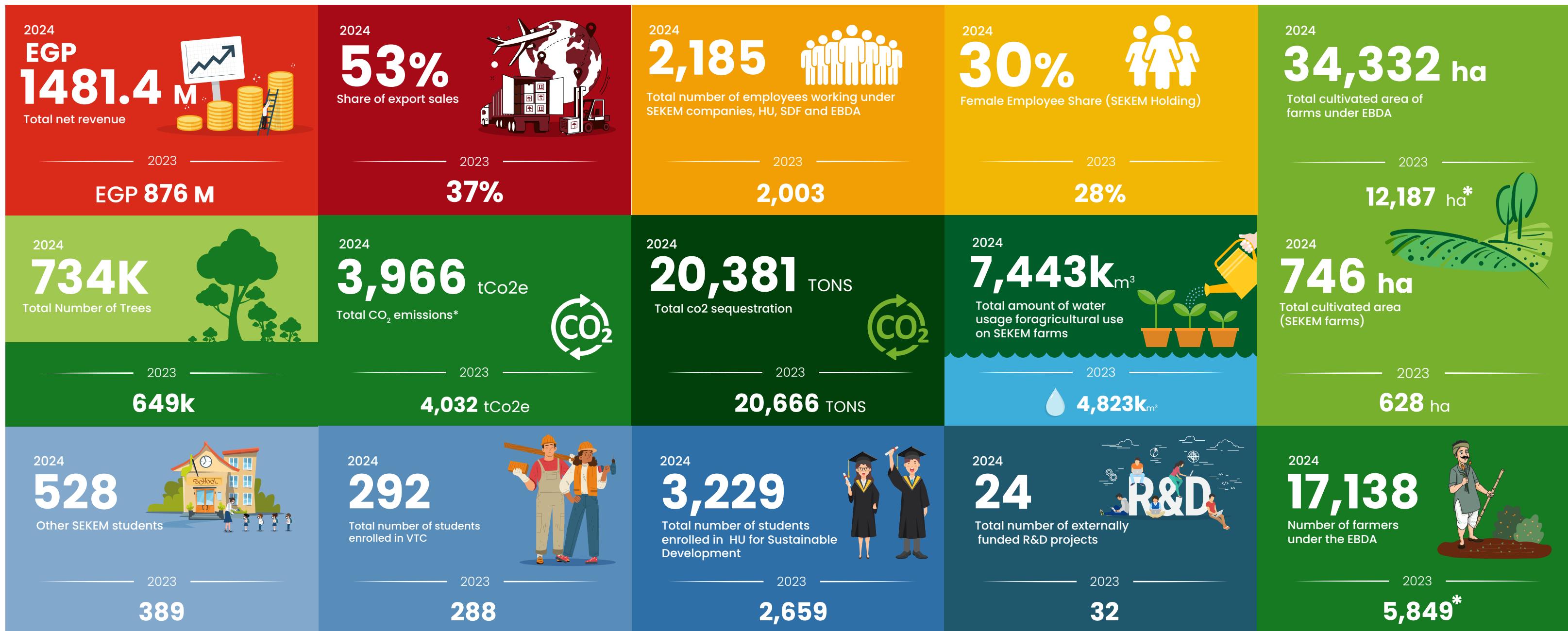




**SEKEM Report**

# SEKEM Report

## 2024 Key Figures





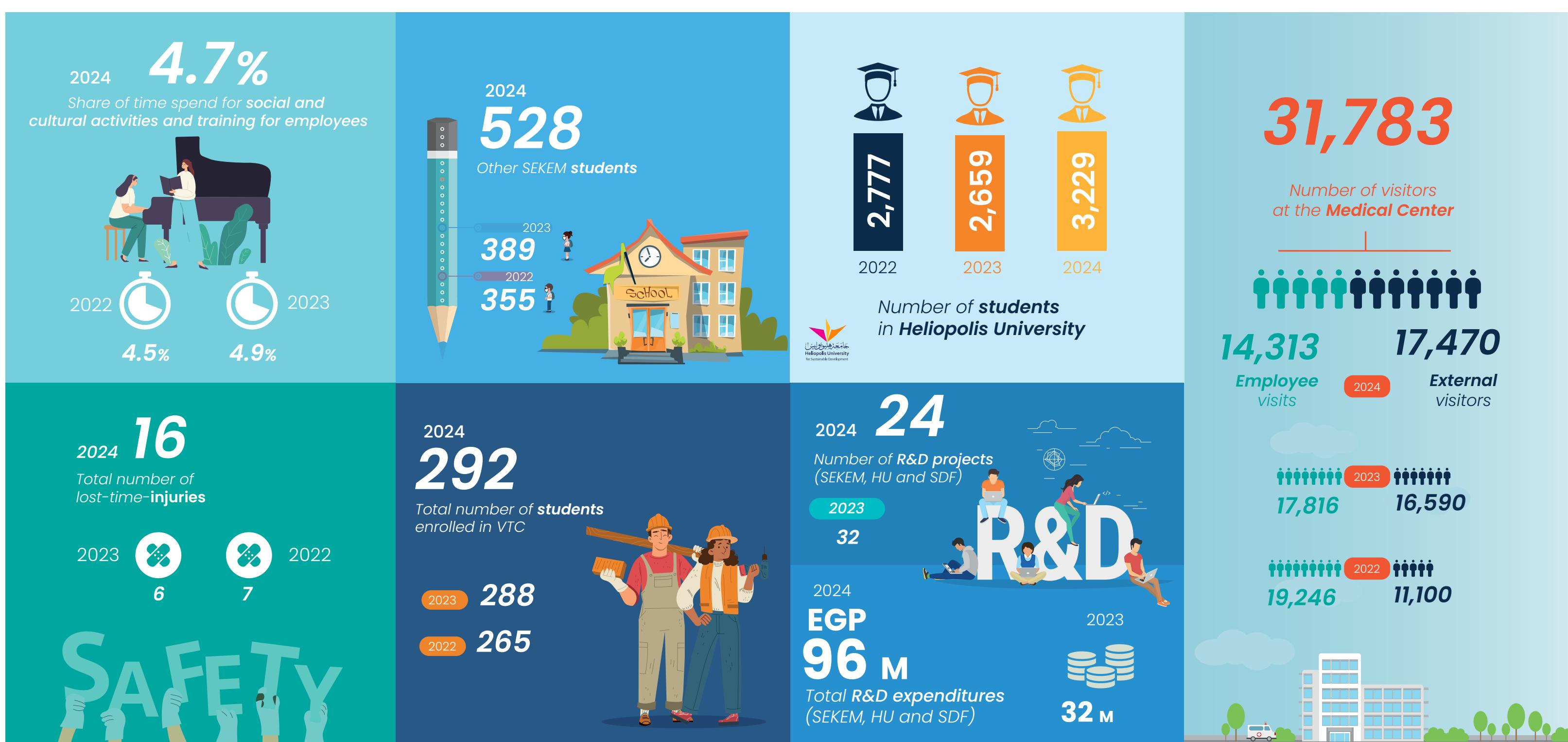
## Our Approach

Humanity creates the world from ideas. All learning, researching, inventing, and artistic activities are ideally free and not influenced by material benefits. At SEKEM, cultural life thrives as a vibrant expression of our commitment to holistic development. **The SEKEM Development Foundation (SDF)**, our private non-profit organization, spearheads programs

in social development, healthcare, education, and ecology, fostering a rich tapestry of cultural exchange. **Heliopolis University (HU)** champions higher education and research activities and serves as a dynamic hub for cultural and artistic endeavors within our community. Together, these initiatives create a flourishing cultural landscape that fosters creativity and potential unfolding of all who engage with it.

# Cultural Life

## At a Glance 2024



# Cultural Life

## Meet Our People



**Amira Badawy**

*Head of SEKEM Primary School*

### *Can you tell us about your journey with SEKEM? How has your role evolved over the years?*

I joined SEKEM in 2001 as a Public Relations and Communication Specialist, which was my field of study and the career I had envisioned for myself. Not long after, I was invited to join the school team. At the time, becoming a teacher was the last thing I wanted. But Dr. Ibrahim Abouleish saw something in me that I hadn't yet discovered myself, and he believed in me. With his guidance and the support of my colleagues I actually found my true calling in education.

Education at SEKEM is hands-on, transformative, and deeply human. Teaching isn't confined to a classroom or a curriculum; it's about truly knowing your students, unfolding their potential, and guiding their growth. Over the years, I also began mentoring new teachers, sharing my knowledge and experience with those just beginning their journey. In 2017, I transitioned into a more strategic role as the head of

the primary school, in addition to overseeing international relations.

### *What inspired you to work at SEKEM, and what has kept you here for over two decades?*

What first drew me to SEKEM was its vision and sense of purpose. But what kept me here is the unmatched opportunity for personal and professional growth. A teacher at SEKEM is not just a teacher, but also a storyteller, a musician, a researcher, an advocate and so much more. Few places offer such a holistic experience. I've been encouraged to learn, to travel, to reflect, and to evolve—not just in my career but in who I am as a person. Here, I'm not just a school administrator or an educator—I'm part of a larger mission to transform society through education, creativity, and compassion.

### *How do you see SEKEM's vision for sustainable development shaping the future?*

SEKEM is doing something truly unique. Many organizations have grand visions written on paper, but the reality often looks very different. What sets SEKEM apart is that we live our vision every day. It's like carving into stone—slow, demanding, and sometimes exhausting—but the impact is profound and lasting. Not only do we provide quality education in rural areas, which is rare, but we also do it with a commitment to equity and access for all. I've seen our students graduate and grow into thoughtful, capable young adults. Their personalities, their initiative, the way they think—this is social transformation realized. They are proof of the transformative

power of education and its role in driving sustainable development.

### *If you could give one piece of advice to someone joining SEKEM, what would it be?*

Come with an open mind and a willingness to learn. Don't assume you know everything—there is always something new to discover. Growth here is constant, but it requires humility, curiosity, and the courage to change.



## SVG 1:

# Lifelong Learning and Potential Unfolding

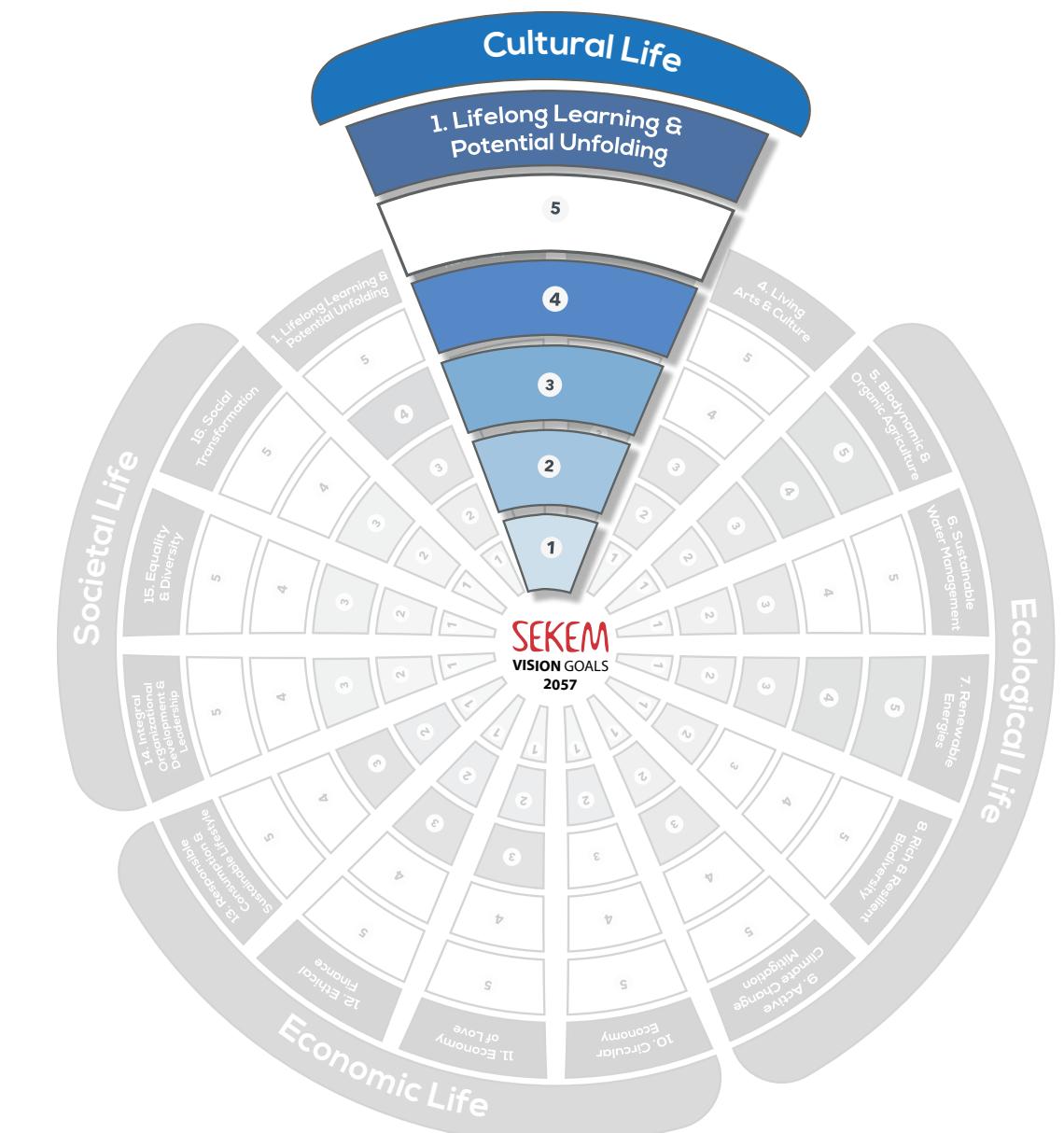
Focus topic in 2019



### Our Vision for Egypt 2057:

Individual development is the central concern in Egypt's education systems, and the potential development of every human being is promoted holistically and during the whole life.

### In Relation to the UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why It Matters

- Literacy rate of 75% (one of the lowest among middle income countries).
- Low positions in international educational ranks (86/132 according to the World Intellectual Property Organization (WIPO) for the year 2023).
- Lack of educational services in remote areas.
- Limited educational opportunities for children with disabilities.

### Our Goal 2027

SEKEM and HU developed a new educational concept and disseminated it in Egypt.



## Our Approach

**Heliopolis University (HU)** introduces **sustainable development education** to the Egyptian community by combining academic teaching, scientific research, and practice with a unique humanistic core program that develops curiosity and creativity in students.

[Learn more](#)

**Providing inclusive access to education for all**, regardless of their socioeconomic background or physical abilities, through initiatives such as **Special Needs Program, Vocational Training Center, and Community School "Bastana" program** under the SEKEM Development Foundation (SDF).

[Learn more](#)

**SEKEM Schools** in **rural areas**, located near Belbeis and in Wahat Bahariya, are open for children of all social levels.

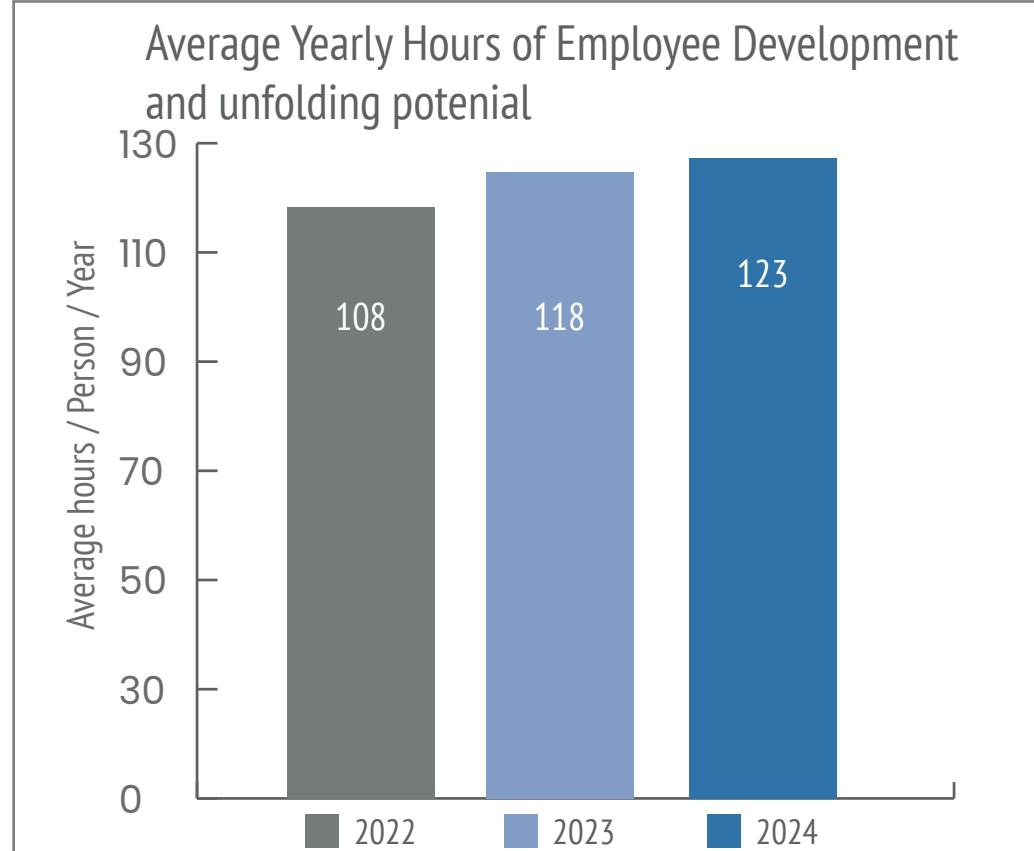
[Visit our community school](#)

**Unfolding the potential of every individual** through the **Core Program** for HU students and **Training Academy** for the SEKEM full-time employees.

[More about Core Program](#)

One week per semester, every student participates in a **Community-Based Learning (CBL)** programme, which bridges theoretical knowledge with real-world challenges. Through hands-on experiences, students apply their academic learning to **solve real-life problems, developing practical skills and a deeper understanding of their communities.**

## Our Performance in 2024



**Note:** Employee development and potential unfolding means all sorts of trainings, as well as cultural and social events.

We are gradually increasing the number of hours employees dedicate to their potential, aiming to reach 10% of working time by 2027. Thanks to the efforts of the HU Training Academy, the average number of hours increased to 123, up from 118 in 2023 which is roughly equal to 4.5% of employees working time-share. All the employees from the headquarters were reached, as well as most of the SEKEM farmers.

The number of students in SEKEM and HU stayed relatively the same, with a noticeable 20% increase in the "Other SEKEM Students" category, which includes children from SEKEM kindergarten, schools, and Special Needs Program.

The increase in number is related to a higher number of students enrolled in renovated schools in Wahat Bahariya.

## Other News in 2024

The school received its official license from the Egyptian Ministry of Education, allowing it to expand its academic offerings to the preparatory level. To strengthen teaching competencies at Wahat School, senior teachers from the school in Belbeis conducted year-round training sessions for them across various subjects and arts. As part of their professional development, teachers from the schools also participated in multiple rounds of intensive English courses at HU. The second year of inclusive education training also started in cooperation with our friends from Steptogther in Lebanon and HU Academy in February.

A new branch of the VTC was established in ISIS, specifically focused on the field of food processing.

HU started developing a new educational model that integrates community based-learning with industry-based education and problem-based learning to further bridge the gap between theoretical knowledge and application and promote action-based research. A SIF was organized under the same theme in September, featuring insightful sessions on global best practices, Egypt's education landscape, and HU's own initiatives. Academic leaders, industry experts, and university stakeholders also came together in dedicated working sessions, culminating in a showcase of key takeaways and future directions.

## Our Plan for Next Year

- Extend Wahat School building to accommodate preparatory level students (class 7 to 9)
- Expand the variety of courses offered by the Training Academy to include those focused on both personal and professional skills-development
- Expand partnerships with industry actors to support the industry-based education initiative and collaborative research
- Establish a hub in Minya for farming education and entrepreneurial mentorship.



## SVG 2

# Holistic Research

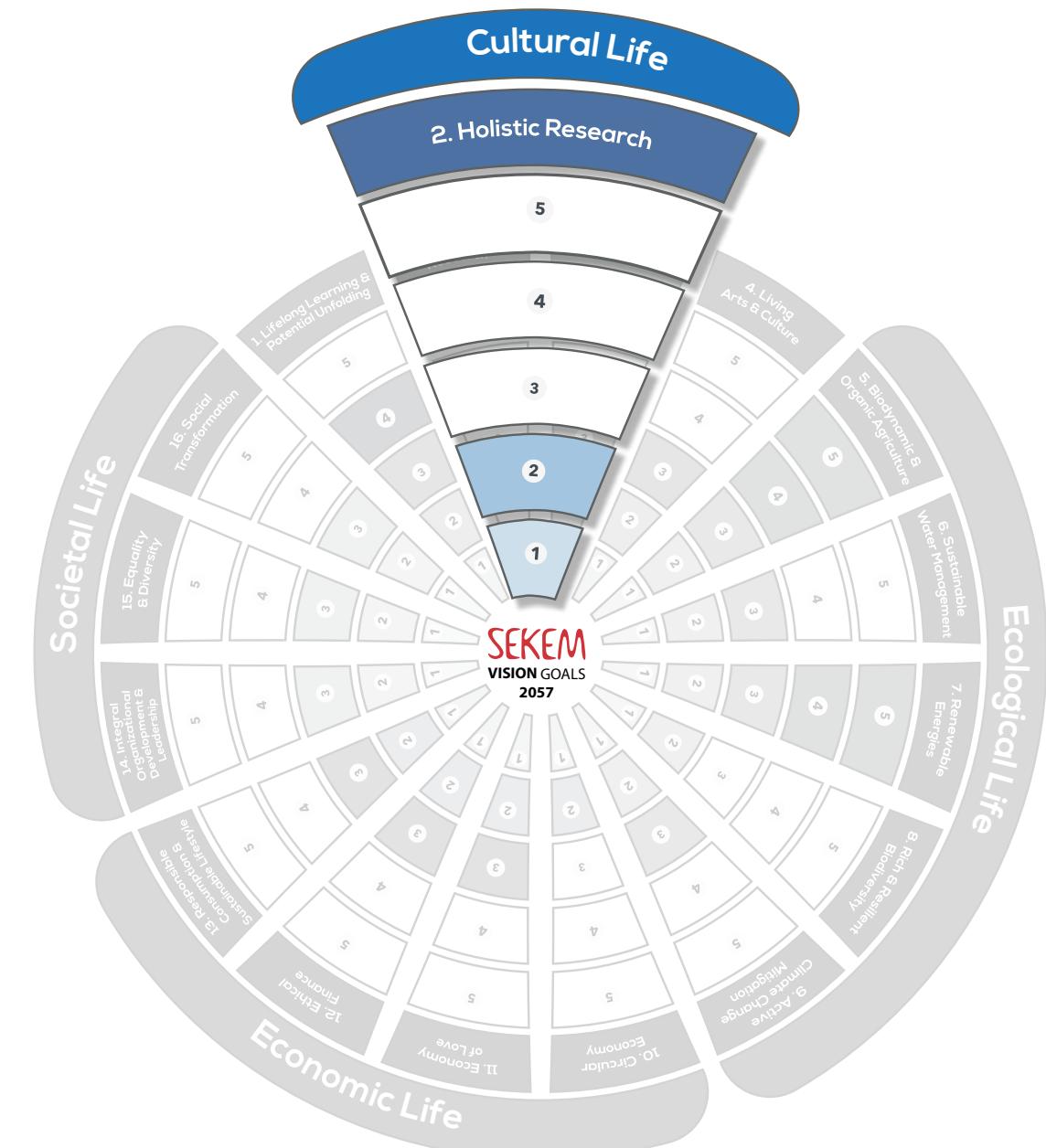
Focus topic in 2023

### **Our Vision for Egypt 2057:**

Holistic research model that takes into account scientific, humanistic and spiritual aspects.



### Link to UN Sustainable Development Goals:



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All Over Egypt

## Why It Matters

- Research models help us in gathering information and derive knowledge and wisdom to find practical solutions to different challenges.
- The most widespread models of research do not fully capture complex and dynamic issues of reality, being too much focused on abstract data and outcomes.
- Holistic research offers an alternative approach that shifts a focus from only measurable numbers to the bigger picture including the spiritual dimension that also follows its own laws and leads to a material "footprint" that can be observed.

## Our Goal 2027

SEKEM and HU developed a new research model and disseminated it in Egypt.

## Our Approach

SEKEM adopts an action-oriented **approach to research** emphasizing applied collaboration between researchers and practitioners.

The SEKEM Vision is the result of the **spiritual approach** such as finding meaning in life that makes us move beyond the common framework of thinking.

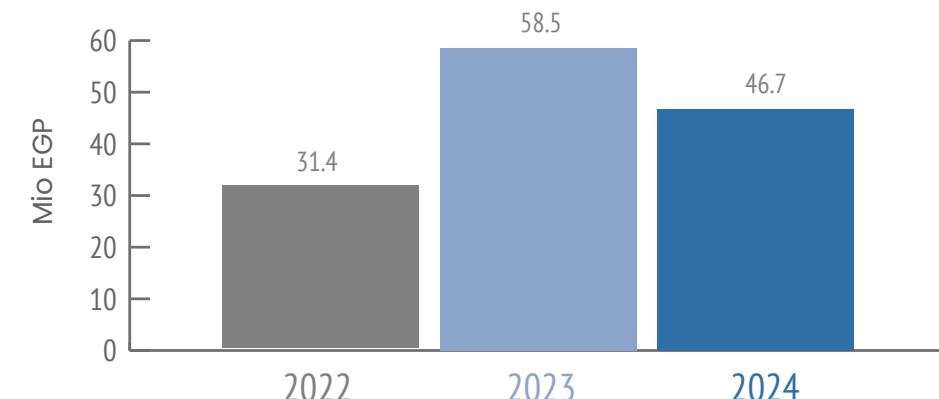
The SVGs are our guide for **innovation and research**. In order to realize them for 2057, HU established **research centers and research laboratories** that address critical topics, from integrative health to climate and sustainable energy.

[More about the research centers](#)



## Our Performance in 2024

Total Funded R&D Expenditures of Heliopolis University, SEKEM Companies and SEKEM Development Foundation.



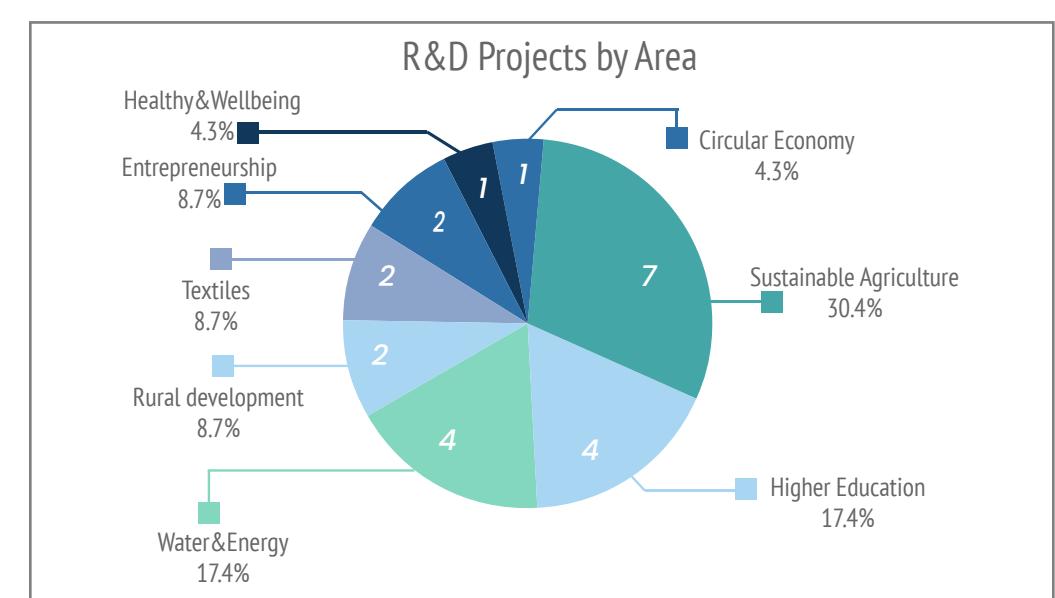
In 2024, the OSP oversaw 24 research and development (R&D) projects, with a total expenditure of 48.5 million EGP. Funding for these projects was made possible through partnerships with long-standing collaborators such as GIZ, BMZ, PRIMA, H2020, Erasmus+, and EuropeAid.

The **Office of Sponsored Programs (OSP)** at HU is dedicated to creating a positive impact on communities by supporting and coordinating various **developmental projects**.

[OSP on LinkedIn](#)

The **HU Faculty of Pharmacy** houses several research laboratories that conduct **applied medical research** together with **Atos**.

**Community Based Learning (CBL)** combines sustainable development driven research with **practical application of knowledge** to create a positive impact for society.



In parallel, 50 project proposals were successfully submitted across a wide range of sectors, including rural development, sustainable water management, green energy production, ecosystem restoration and capacity building in higher education. These projects reflect our deep-rooted commitment to advancing applied, interdisciplinary research that addresses societal and environmental challenges.

### New Projects in 2024

- Media For Future: aims to create a unique platform for climate communication, offering training for journalists and scientists.
- GREEN - focuses on developing a curriculum for green hydrogen technologies and applications across Southern Mediterranean countries to address the region's clean energy transition
- Towards Organic Agriculture: supports efforts to reduce carbon emissions and strengthen the role of agriculture in climate change mitigation in Egypt's Matrouh governorate
- Knowledge Hub 3: aims to facilitate knowledge transfer related to sustainable agriculture in North Africa
- SUS-SOIL: focuses on developing and disseminating agro ecological soil management practices in urban and rural areas

### Our Plan for Next Year

- Acquiring funding to support biodiversity assessment and ecosystem restoration efforts in Wahat
- Collaborate with ECSI to launch research incubation and innovation competitions.
- Set up a lab for holistic research on local plants and sustainability.
- Encourage students' graduation projects to be problem-based, tackling challenges in the 13 villages.



# SVG 3

## Integrative Health

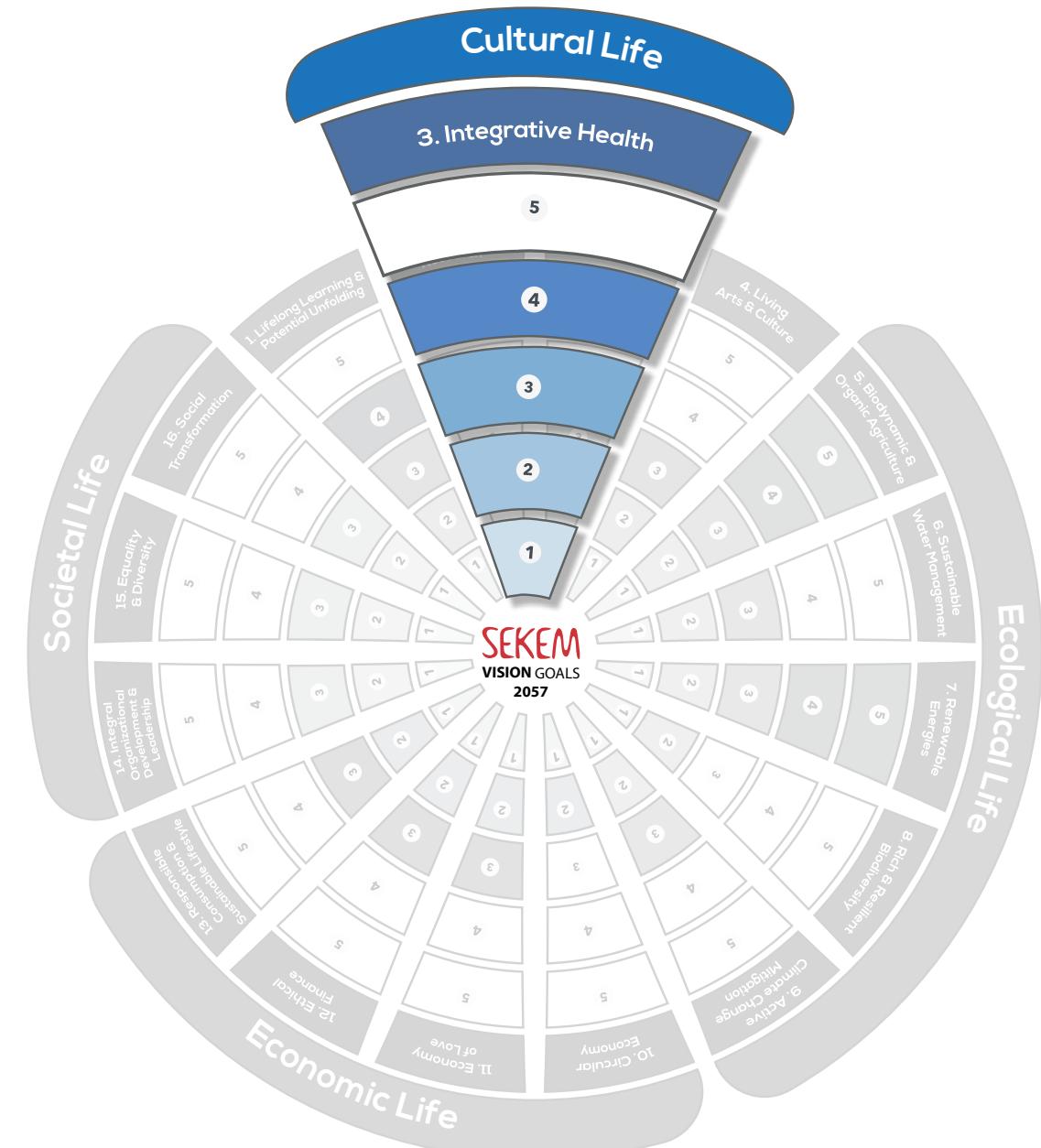
Focus topic in 2020

### Our Vision for Egypt 2057:

An integrative understanding of health and therapy is established and widespread in the Egyptian health sector.



### Link to UN Sustainable Development Goals:



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In Vision Groups, Future Council, Individuals

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All Over Egypt

## Why It Matters

- Around 35% of the Egyptian population does not have medical insurance coverage.
- While conventional medicine effectively addresses serious and urgent medical conditions, it often falls short in treating chronic diseases by focusing on symptoms rather than underlying causes.
- Integrative medicine goes beyond treating symptoms by focusing on identifying and reversing the root causes of chronic illness, while also emphasizing disease prevention and overall well-being.
- Integrative medicine is a healthy integration of body, soul and spirit and its interdependencies that are often neglected.

## Our Goal 2027

*SEKEM and HU developed the concept of integrative medicine and therapy and disseminated it in Egypt.*

## Our Approach

**SEKEM Medical Center** offers basic medical services to both SEKEM employees and the surrounding community of 40,000 people. Guided by the principles of integrative medicine, the center embraces a holistic approach that addresses the body, soul, and spirit, aiming to promote overall well-being and long-term healing.

[About Our Medical Center](#)

**Integrative Health Service** provides **health coverage** for the employees and also serves ca. 2,000 community members and 3,000.

[What is Eco-health?](#)

**Children's Health Programme** provides **weekly medical check ups** for children in SEKEM School.

[Read more](#)

**Health on Wheels** project allows people from **rural areas** to receive medical support that they otherwise would not have received.

[Support Health on Wheels](#)

**Access to healthy and organic food** in all **SEKEM and HU cafeterias** for the employees and SEKEM community.

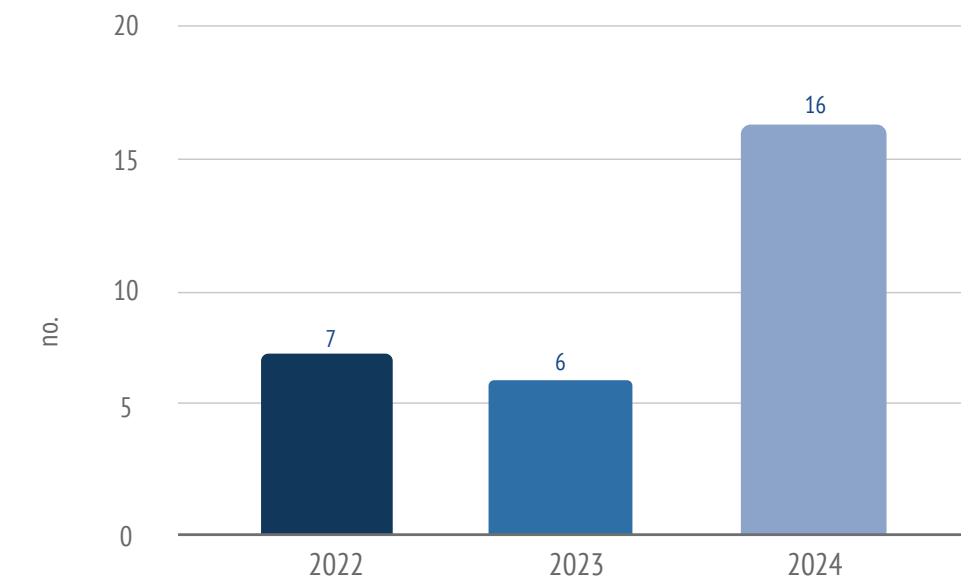
## Our Performance in 2024

In 2024, SEKEM did not have any major or fatal injuries. All the injuries of SEKEM employees were minor (such as bruises, scratches, or cuts) and were related to the production process, mainly at Isis and Naturetex. The slight increase in reported minor injuries may be attributed to improved reporting practices and heightened awareness of workplace safety, which encouraged more consistent documentation of incidents that might have previously gone unreported.

With the Medical Center serving both employees and external visitors, nearly half of all patient visits were external, highlighting its vital role in providing accessible healthcare services to the local community

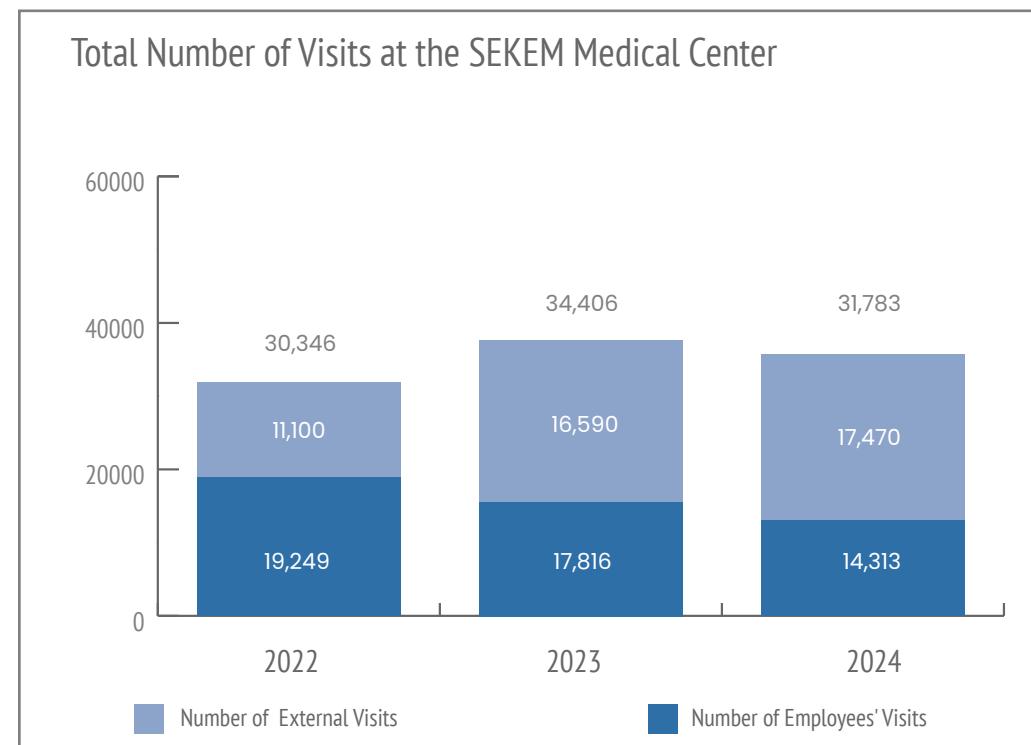


## Total Number of Minor Work Related Injuries



## Other News in 2024

The health shuttle project continues to serve the local community, bringing over 100 patients every month from the 13 villages to the medical centers. It is complemented by medical convoys led by the Faculty of Pharmacy and Physical Therapy at HU as part of CBL. Efforts were extended to Wahat, where students led awareness sessions for rural families in addition to offering physiotherapy and health check ups for those in need.



Construction is almost complete on the general hospital which will feature 28 beds, including an intensive care unit, a dedicated neonatal unit and two operating rooms. Employees from SEKEM entities received regular health screening. This included a self-assessment questionnaire that covers various aspects of their lives, which is then reviewed with a health coach to help set up an action plan.

Collaborative efforts with the University of Witten/Herdecke also continue with the second year of the media fasting project for SEKEM School students and the launch of a new comparative study "Farmers Health Project" that aims to evaluate the effect of organic and conventional agricultural systems on 40,000 farmers by 2027. During the pilot phase, a well-being questionnaire was developed and distributed in November to collect baseline data.

The Akademie Arlesheim offered 40 academics, doctors, physiotherapists and pharmacists from HU and the Medical Center a hybrid course on basics of anthroposophic medicine to introduce and develop integrative approaches and practices.

The Medical Center and RDC joined forces to provide insurance coverage for 300 students in Saleh Alam school in the 13 villages. Additionally, the Women Health project was launched during which 12 women counselors were trained in integrative health including sexual and reproductive health that went on to support local families in their community.

### Our Plan for Next Year

- Upscale the Women Health Project to train more women and spread awareness on common women health issues in the 13 Villages
- Partner with industries and medical centers and other stakeholders to promote holistic and integrative health, including check-ups, mental support, and education for employees and farmers.
- Train employees, students, and farmers in health, safety, and emergency response, integrating clinical demonstrations for interns.
- Use the EcoHealth app for tracking, monitoring, and improving health access for communities.



## SVG 4

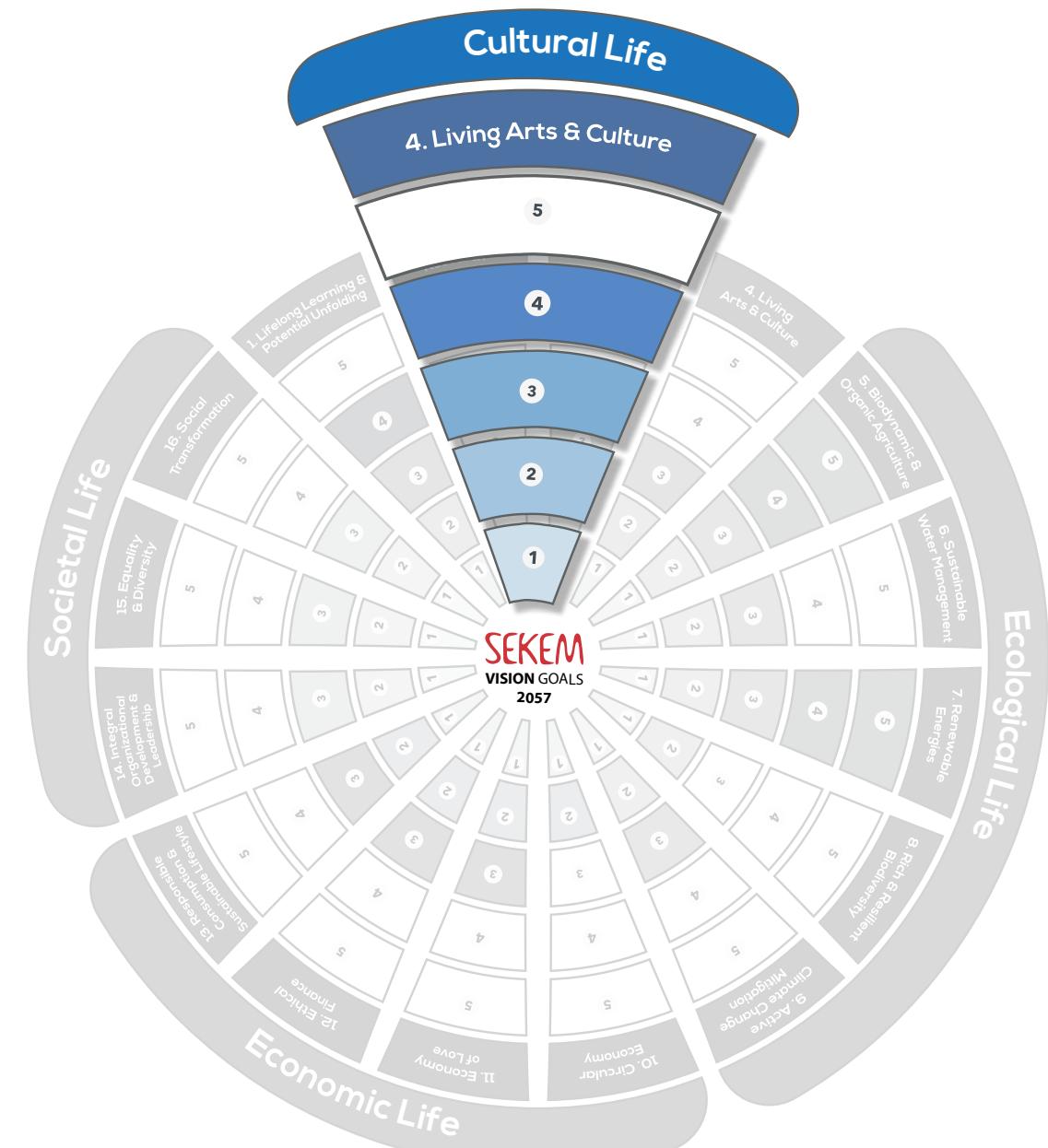
# Living Arts & Culture

Focus topic in 2025

### Our Vision for Egypt 2057:

Regional, local and international arts and culture activities are alive, appreciated and co-created by the Egyptian people.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why It Matters

- Art is a language that connects us to the world, unites our feelings with our minds, reveals us from the inner constraints and cultivates a willpower.
- Art applied in the context of education and work can open spaces where people experience something new, get an opportunity for team building and socializing which is a part of a healthy work life.
- In other words, art makes us realize our full potential.
- Egyptian schools do not focus on art education or practice in the curriculum.

### **Our Goal 2027**

*SEKEM and HU established the Space of Culture, and spread the idea in the whole of Egypt.*

## Our Approach

**The Space of Culture (SoC)** hosts a series of dialogues, performances, festivals and exhibitions aimed at fostering connection and cultural integration, positioning itself as a central hub for intercultural exchange in Egypt.

**SoC** brings cultural events to **the surrounding communities**, particularly the most excluded and marginalized ones through Space on Tour events.

**Every week** the **SoC** team organizes different events in three locations: SEKEM, HU and SEKEM Wahat farm.

[Explore Space of Culture](#)

Art plays a prominent role in the SEKEM's **Core program**, which includes eurythmy, fine art, acting and music arts for the **potential unfolding** of students and employees.

**Center for Movements Arts** under HU educates students and employees on **eurythmy** and also offers a diploma.

SEKEM organizes a festival twice a year. Spring and Autumn. Some 2500 Participants gather for this tradition at the SEKEM Farm outdoor amphitheater

[More about SEKEM festivals](#)

**SEKEM Holding** has monthly **beauty contests** for companies and farms based on quality assurance criteria.

## News from 2024

SoC launched its own dedicated social media channels to enhance the reach and visibility of its artistic and cultural initiatives. This year also marked a significant expansion phase, with several events organized in renowned venues such as the Austrian Cultural Forum, Jesuit Theater, and Cervantes Institute. Additionally, SoC began to extend its presence to SEKEM farms in Wahat and Minya, inviting farmers and their families to participate in artistic and cultural experiences, thereby deepening community engagement through creativity and expression.

The 13 Villages Arts for Climate initiative, a joint effort by RDC, SEKEM, and HU engaged 3000 public school students in promoting climate awareness through plays, drawings, and essays.



# Cultural Activities in 2024

In 2024, SoC presented a rich and diverse program that featured concerts, theatrical plays, film screenings, space talks, art exhibitions, and poetry salons. The calendar included over 30 events with renowned artists, academics, and performers from Egypt and abroad. Highlights ranged from musical collaborations like the Nile–Danube Trio and SEKEM School Choir, to powerful theatrical performances by local and international artists, and thought-provoking talks on themes such as sustainable development, gender in STEM, and entrepreneurship history.

## Our Plan for Next Year

- Expand SoC events to include more public evening events to reach a wider audience.
- Expand cultural programs with exchanges, field visits, and a global traditions course.
- Establish an art academy and promote arts through competitions, training, and showcases.
- Improve cleanliness, waste management, and workplace culture for a creative space.





## Our Approach

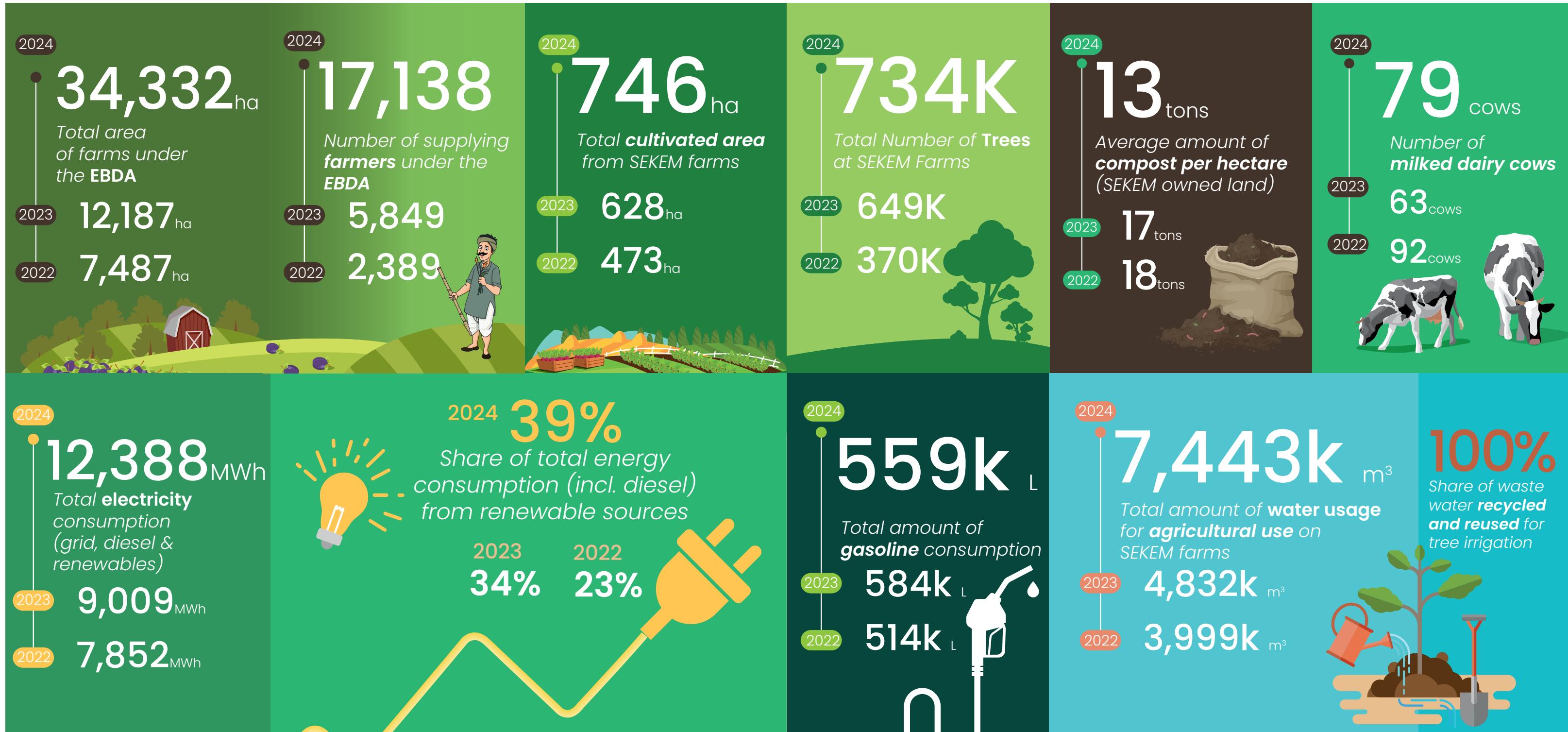
SEKEM embraces a “life-centered” approach to agriculture, guided by the principles of deep ecology. This philosophy emphasizes the inherent value of all living beings and the interconnectedness of all life forms. Our goal is not only to minimize our ecological impact, but also to regenerate and

enhance the land. Our agricultural practices are rooted in biodynamic principles, which view the farm as a self-sustaining organism. This holistic and ethical approach focuses on creating healthy soil and promoting biodiversity. Through initiatives like **SEKEM for Land Reclamation (SLR)**, we actively reclaim and cultivate desert land in Egypt using

biodynamic principles. This proactive stance demonstrates our commitment to nurturing and revitalizing the earth for future generations.

# Ecological Life

## At a Glance 2024



# Ecological Life

## Meet Our People



**Naglaa Ahmed**

*Project Manager,  
Office of Sponsored  
Programs, Heliopolis  
University and  
Head of Farmers  
Capacity Building  
Unit under the  
Egyptian Biodynamic  
Association (EBDA)*

**Can you tell us about your journey with SEKEM? How has your role evolved over the years?**

I first joined in 2011 as a Social Development Manager, working on a variety of projects related to knowledge dissemination and capacity building in agriculture, renewable energy and sustainable practices. Over the years my roles changed, but one thing remained the same - my work with, and strong connection to small holder farmers and their families. When the EoL was developed, my main focus became helping farmers transition from conventional to organic and biodynamic farming in a way that is both sustainable and economically viable.

**What inspired you to work at SEKEM, and what has kept you here for over a decade?**

Working closely with Dr. Ibrahim Abouleish was a defining moment in my career - his commitment to sustainability and

holistic development deeply inspired me. To me work is not just a job; but creating meaningful change and a footprint. Every week, I meet thousands of farmers, and through teamwork, we drive real change. It is an iterative process of learning and growth for all parties involved. Over the years, this experience has strengthened my ability to assess needs, tailor solutions, and lead impactful initiatives. It has also reinforced my belief that sustainability and economic empowerment must go hand in hand.

**How do you see SEKEM's vision for sustainable development shaping the future?**

At SEKEM we are creating a scalable blueprint for sustainable development, one that places agriculture at its core. We don't just help farmers improve their techniques—we give them hope for the future. In the face of economic challenges, agricultural missteps, and market uncertainties, we provide them with solutions. The impact we are making today is influencing policies and institutions, showing that ethical, regenerative practices are not only possible but necessary. It is inspiring a new generation of multipliers to lead the change. As governments and organizations start recognizing the urgency of sustainability, SEKEM continues to lead the way, proving that long-term resilience and prosperity come from aligning economic growth with environmental and social responsibility.

**If you could give one piece of advice to someone joining SEKEM, what would it be?**

At SEKEM, change is not just something we implement—it's something we live. The challenges you face will push you to think critically, adapt, and grow, but you will never be alone in this journey. Teamwork, innovation, and a shared vision for sustainability drive everything we do. If you come with an open mind and a commitment to making a real impact, you will find not just a job, but a purpose.



## SVG 5

# Biodynamic & Organic Agriculture

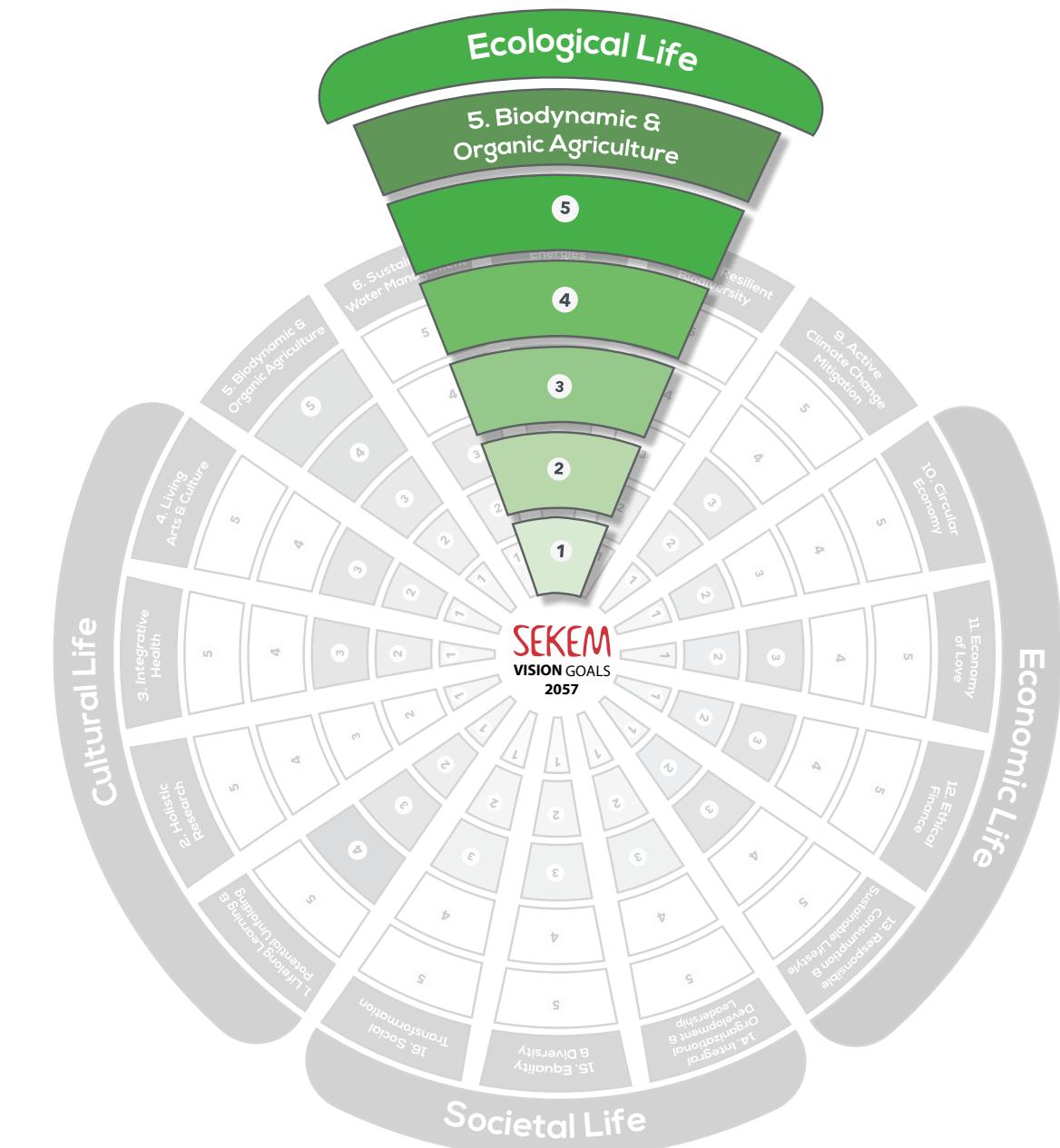
Focus topic in 2018

### **Our Vision for Egypt 2057:**

*The farmers of Egypt work in the main direction of sustainable agriculture, with biodynamic or organic methods.*



### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- The agricultural sector accounts for 28% of all employment in Egypt and contributes around 11% of GDP.
- The area of agricultural land in Egypt is only 4% from the total area.
- Limited area pushes farmers to perform intensive agriculture practices that deplete soil, pollute groundwater and negatively affect health of people due to use of agrochemicals.
- Organic farming is a sustainable solution to these issues, that reduces soil erosion, decreases nitrate leaching into ground and water and lower GHG emissions.
- Organic farming, despite having increased rapidly in Egypt over the last few years, represents below 2% of the total arable land.

## Our Goal 2027

*SEKEM and HU developed the agriculture model of the future, which will be disseminated in Egypt.*

## Our Approach

**SEKEM** SEKEM was created with a vision of **sustainable agriculture** in its core and has already reached the mainstreaming phase in it.

HU is running a **Biological Pest Control laboratory** to **supply farmers** with new effective methods to control pests.

SEKEM and HU are constantly cooperating with other **national and international organizations**, among which are our close partners **Demeter** and **Organic Egypt**.



**EBDA** works with smallholder farmers from all around Egypt, providing them with the support they need to make their **transition to organic agriculture** smooth and easy.

[Visit EBDA website](#)

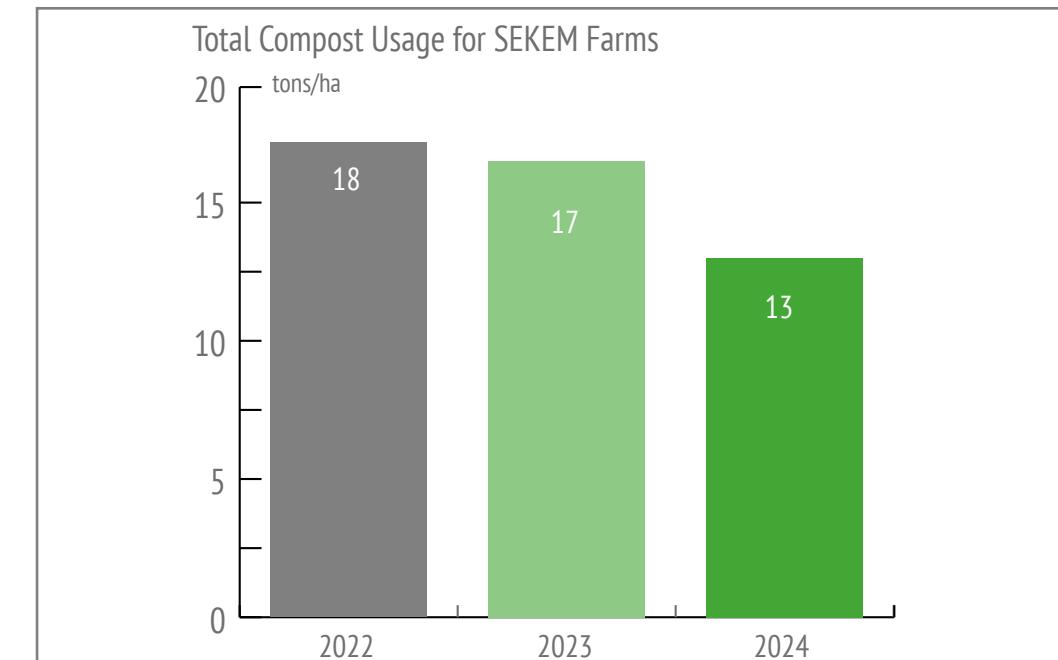
**Organic Egypt** is a project funded by BMZ that **increases the competitiveness of organic growers** and processors in Egypt by improving the quality and quantity of organic grown products and offering training programs. To ensure the continuity of the project's activities and impact after the funding period ends, **Organic Egypt Foundation** was established in 2024.

[Visit Organic Egypt website](#)

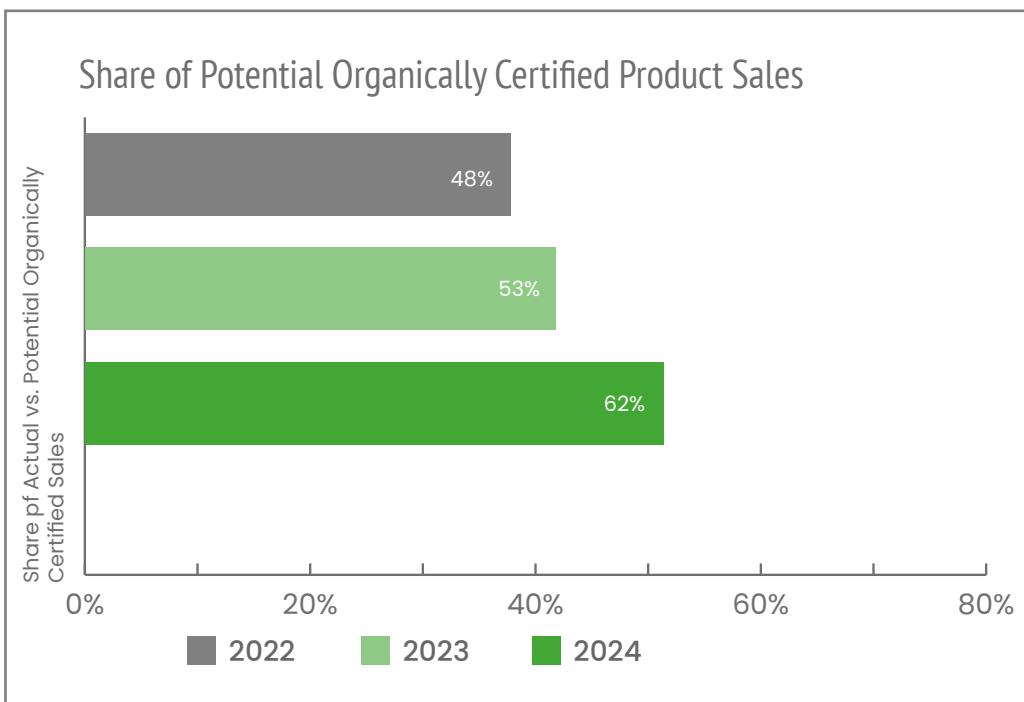
**Economy of Love carbon credits** provides an additional income source for the farmers registered under EBDA. This financial incentive supports the scaling of biodynamic agriculture in Egypt, helping it become more mainstream and competitive with conventional farming practices.

[Visit Economy of Love website](#)

## Our Performance in 2024

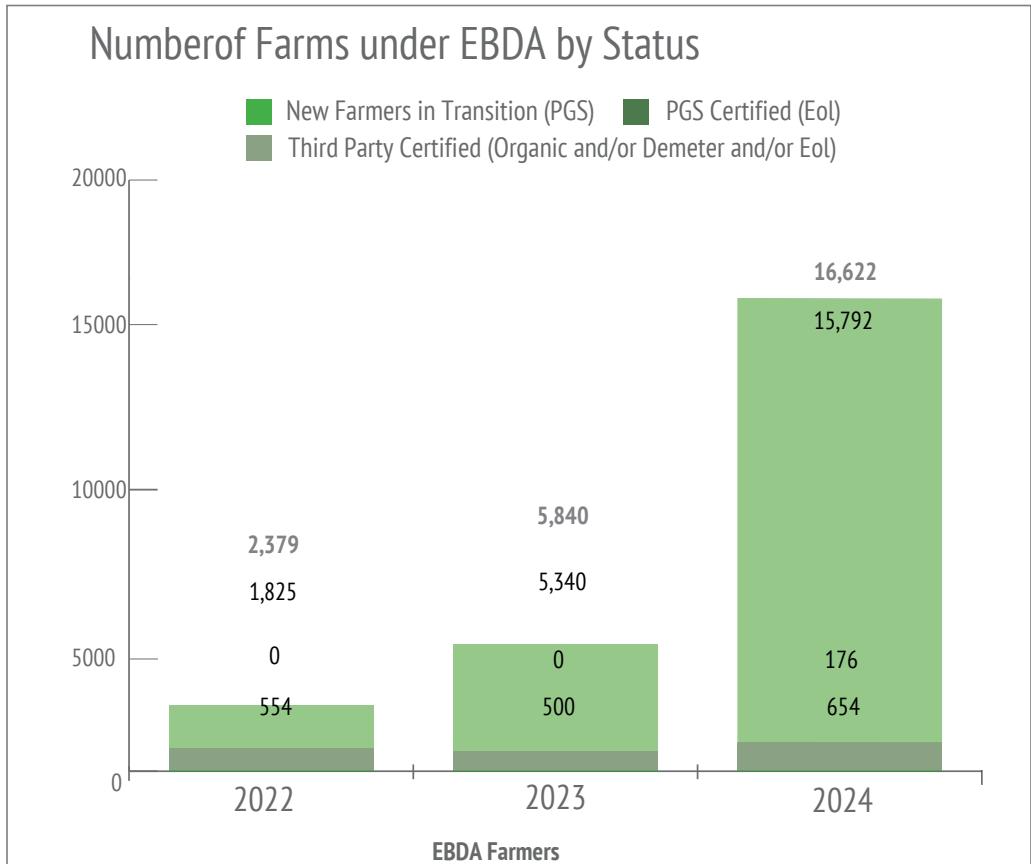
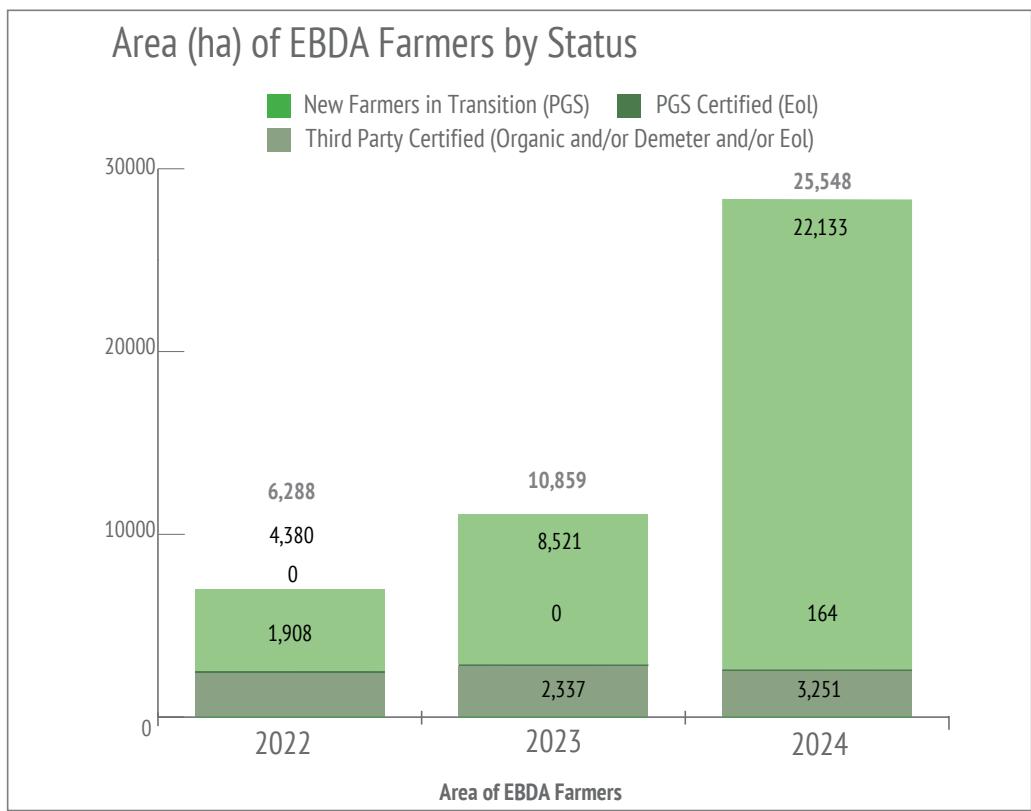


Compost used at SEKEM farms slightly decreased compared to the previous year. One key reason is the reduction in compost application rates on previously reclaimed land at the Wahat farm, where soil fertility has improved over time. Additionally, the increased cultivation of leguminous crops—such as beans and alfalfa (clover)—during the summer season has contributed to this decrease. These nitrogen-fixing plants naturally enrich the soil and reduce the reliance on compost, in alignment with the principles of biodynamic crop cycles.



SEKEM's share of organic certified sales continues to grow, reaching 62% of total sales in 2024, with the aim of reaching 100% by 2027. The primary challenge in reaching this target lies in residues from widespread environmental pollution in Egypt, which can affect certification despite the use of organic and biodynamic practices.

To combat this, EBDA introduced a Participatory Guarantee System (PGS) to Egypt, a locally focused quality assurance system, that certifies producers based on active participation of stakeholders. The PGS will help to switch the certification focus from product to process. Currently, the majority of new farmers in transition are under the PGS system for the local market.



In 2024 the EBDA significantly expanded its farmer network, with the addition of 10,782 farmers covering an area of 25,548 ha up from 10,859 ha in the previous year. The majority of which are currently in transition.

### Other News in 2024

This year, the EBDA significantly expanded its farmer network, with 3,250 new farms and 17,138 farmers joining the EoL standard, cultivating a total of 62,141 acres under regenerative practices. The association strengthened its impact through extensive training programs, educating over 12,000 farmers on organic conversion, crop production, and sustainable farming techniques.

Funding for Organic Project Egypt has ended and Organic Egypt Foundation was established to sustain its activities and impact.

The 1st African Biodynamic Conference was organized by the EBDA in May, where 150 researchers, practitioners and policy makers from Africa and Europe. Collaboration, curriculum creation, and future planning shaped the conference, inspiring action for a brighter future.

### Our Plan for Next Year

- Until the end of 2025, EBDA aims to increase its farmer base to 40,000, launch the EoL Farm Ambassador Program, and secure global endorsements from the International Federation of Organic Agriculture Movements (IFOAM) and the Integrity Council for the Voluntary Carbon Market (ICVCM).
- Expand biodynamic learning, training, and research programs.
- Boost organic sales, exports, and certified raw material supply.
- Develop biochar, palm peat alternatives, and solar-powered farming.

# SVG 6

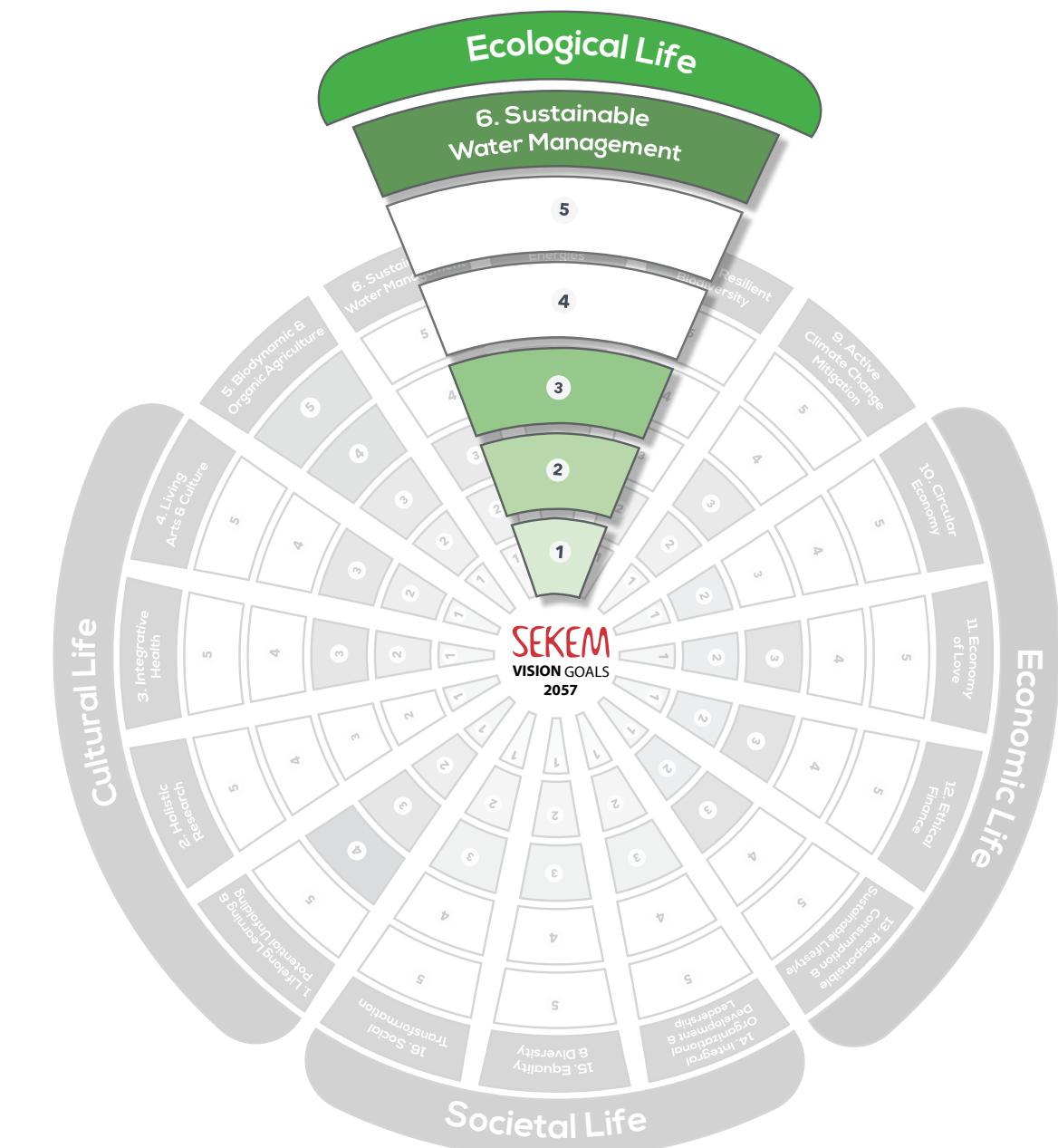
## Sustainable Water Management

Focus topic in 2024

### **Our Vision for Egypt 2057:**

Egypt optimizes water consumption, reuses wastewater and uses innovative water collection methods.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Egypt is a water-scarce country, with an annual per capita water share of only 560 cubic meters, significantly below the international water poverty line of 1,000 cubic meters per capita.
- On average, Egypt receives between 20 mm and 30 mm of precipitation annually.
- Due to the growing population and climate change impact, the water situation in Egypt is expected to become even more tense.
- Agriculture in Egypt uses around 85% of all available water.
- The majority of the farmers in the Nile Delta use a flood irrigation system where around 40% of water is lost due to evaporation.

### Our Goal 2027

*SEKEM and HU optimized their own water consumption and developed a new sustainable waste water recycling system, water desalination models and water recovery system from the air, and disseminated it in Egypt.*

## Our Approach

**Agricultural activities** account for approximately 99% of SEKEM's water consumption, whilst 1% is shared between processing, production of bottled water and daily needs of employees and community members living in on the SEKEM farm.

**HU** conducts research projects on **alternative water sources** and actively develops prototypes for small-scale



**wastewater systems** to support neighbouring farmers and rural communities for neighborhood farmers and rural areas.

SEKEM continuously experiments with **efficient water management practices** in agriculture. All SEKEM companies and farms adhere to a shared set of guidelines for sustainable water use. For example, wastewater is treated and reused as irrigation water at the farms, while run-off water from agriculture refills groundwater sources.

**SEKEM Wahat farm** uses large-scale **pivot irrigation systems** that save 30-50% of water compared to flood irrigation.

We rely on **several water sources** for our agricultural activities including groundwater, water from river Nile and water supplied by the government.

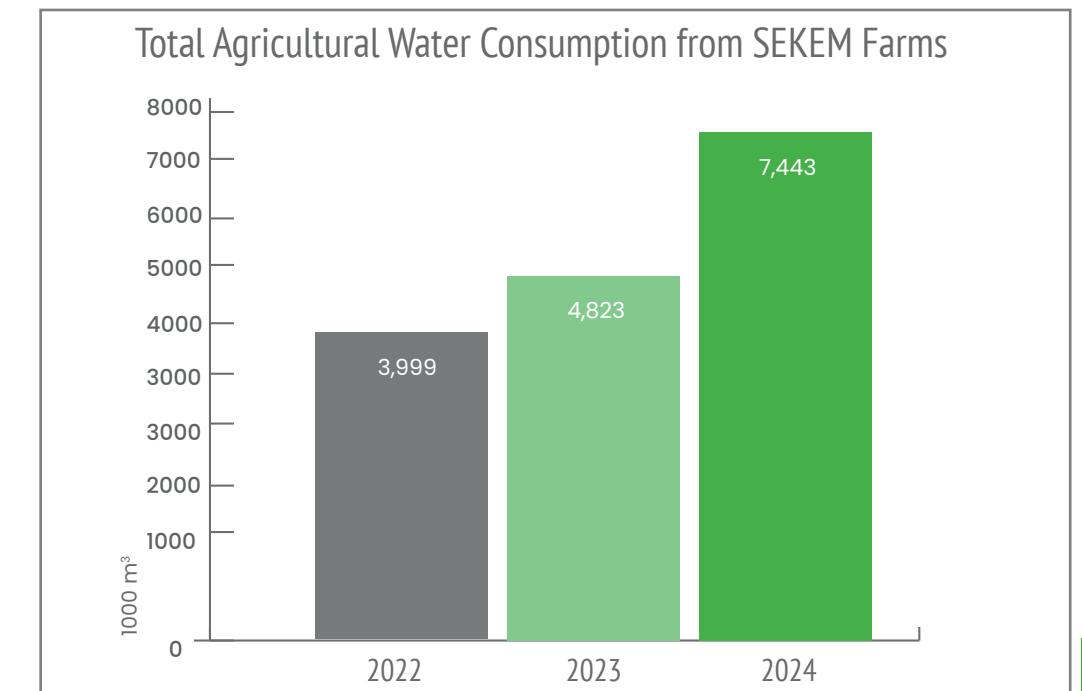
Water for **Greening the Desert Project** in SEKEM Wahat Bahariya comes from Nubian Aquifer System, which is finite. We are aware of the **potential negative impact** of the project to the groundwater level. However, we recognize several key reasons for accepting this tradeoff of using fossil water as a valuable resource:

- Researches show that this water resource will last for several generations in the future (>100 years)
- Currently the aquifer contains more than 150,000 cubic kilometres of groundwater - more than the Nile River

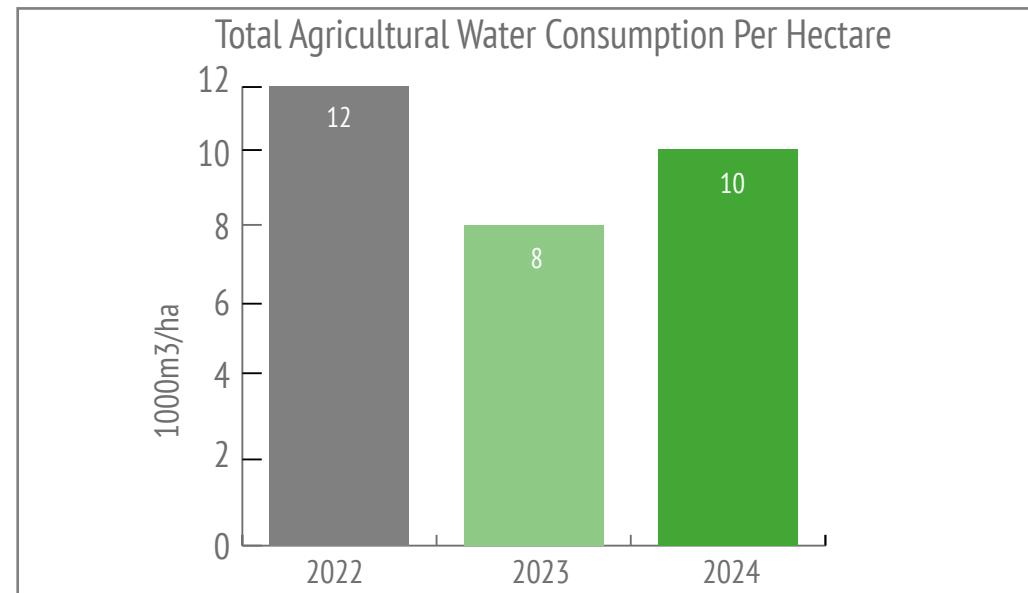
- discharges in 500 years, so the SEKEM's consumption rate is considered as insignificant on the scale of the whole aquifer.
- Agricultural activities are expanding in Wahat area, with much of the growth driven by conventional farming techniques. In contrast, SEKEM offers a model for sustainable agriculture that can significantly improve water efficiency by increasing the soil's water holding capacity
- HU constantly researches water-efficient irrigation systems and technologies and tests them at SEKEM Wahat farm to be further upscaled.

[Learn more about other activities at SEKEM Wahat farm](#)

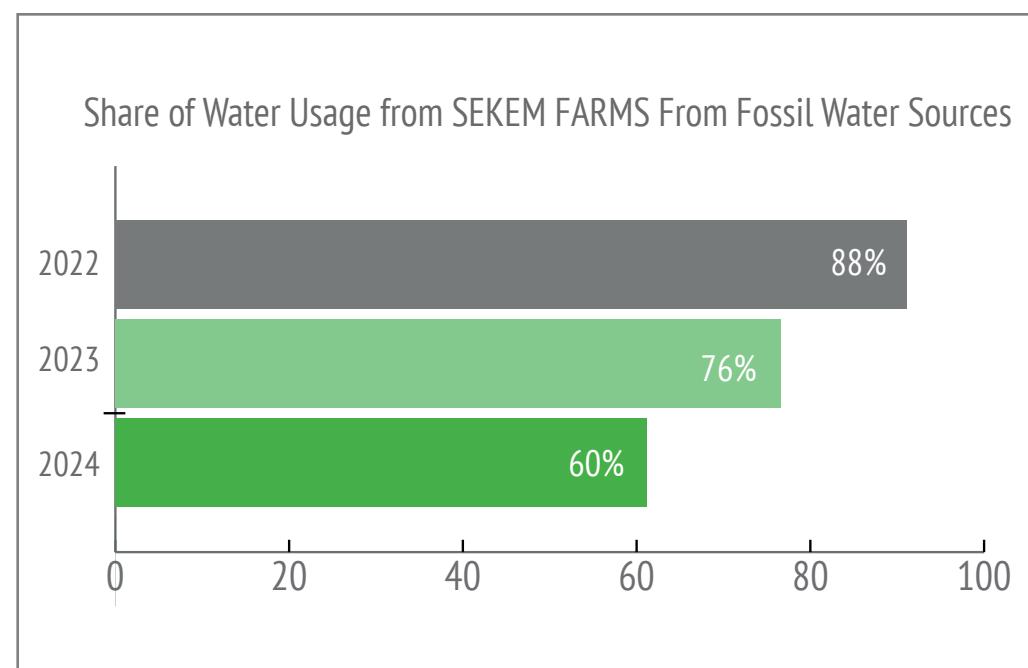
## Our Performance in 2024



Water consumption per hectare at SEKEM slightly increased compared to 2023, but still remains lower than 2022 levels. This reflects ongoing efforts to optimize water use, while also acknowledging variability due to crop types, weather conditions, and expanding cultivation areas.



Total water consumption at SEKEM farms increased this year due to restarting cultivation activities in Minya.



As a result of increase in operations at Minya, which relies mainly on water from the river Nile and Sinai farm, groundwater consumption saw a further decrease in 2024.

## Other News in 2024

Through the MED-WET project, led by the HU Faculty of Engineering, a nature-based and cost-effective wastewater treatment unit was developed to support sustainable water management. In its final testing phase, the unit demonstrated a 91% pollutant removal efficiency through advanced filtration processes. It is now installed in both Wahat and Belbeis, benefiting over 10,000 smallholder farmers.

Under the night time irrigation project - DEG DeveloPPP - two crop cycles were analyzed. During implementation, ground leakage issues were identified in the reservoir, prompting a revision of its technical specifications to enhance efficiency. Capacity-building activities are also underway, engaging HU students in applied learning and technical skill development related to sustainable water management.

To further raise awareness on water conservation, a SEKEM-wide initiative was launched encouraging staff to calculate and reflect on their water footprint. This was followed by a series of discussions and workshops, where participants collaborated to develop action plans at both the personal and organizational levels to reduce water consumption and promote sustainable water use practices. An SIF was also organized in February focusing on the theme Sustainable Water Management. The event brought together experts and thought leaders from the Ministry of Water Resources, the National Water Research Center, and the Ministry of Agriculture to discuss unconventional water practices, nexus approaches, desalination, and food security. Interactive sessions explored actionable strategies for sustainable water governance, culminating in a dynamic panel moderated by Prof. Wael Khairy and featuring voices from academia, youth, and the private sector, including HU students and SEKEM community leaders.



## Our Plan for Next Year

- Continue developing the wastewater treatment unit to further enhance its efficiency and upscale its use by more farmers in Wahat and Belbeis
- Install recycling tanks, reuse wastewater, and implement water-saving technologies in production areas.
- Promote drip and subsurface irrigation, night-time irrigation with PV systems, and water-wise crops.
- Develop AI labs, soil and water analysis, and projects like Mycorrhiza fungi for water conservation.
- Use digital water monitoring, conduct footprint studies, and train employees on water efficiency.

## SVG 7

# Renewable Energies

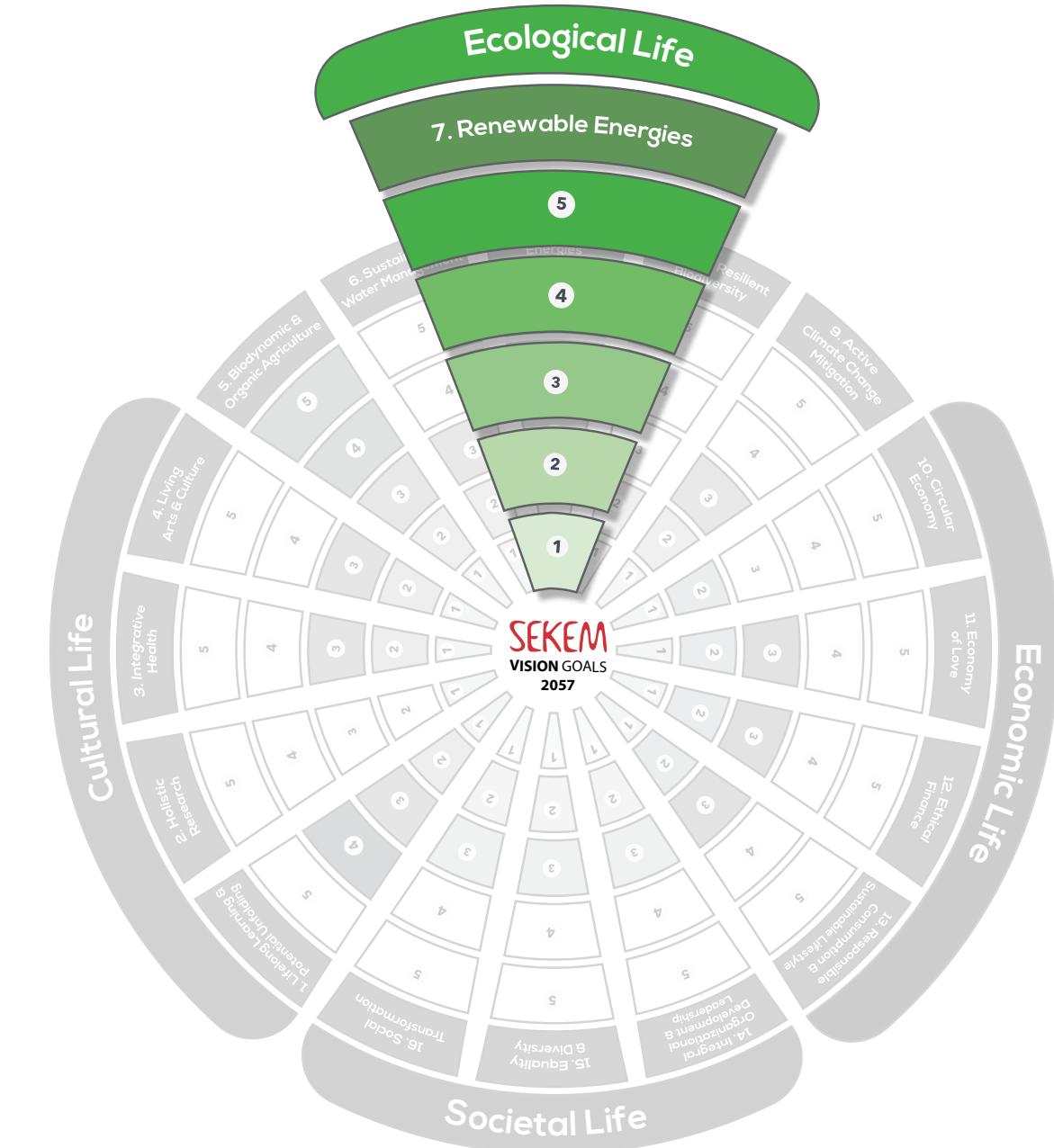
Focus topic in 2021



### **Our Vision for Egypt 2057:**

*Egypt optimized energy consumption with the focus on renewable energies.*

### Link to UN Sustainable Development Goals:



#### 1 VISIONING PHASE

In Vision Groups, Future Council, Individuals

#### 2 RESEARCH PHASE

In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

#### 3 PROTOTYPE PHASE

In Centers, With Partners, HU, SEKEM Companies and NGOs

#### 4 UPSCALING PHASE

In 13 Villages Around SEKEM, SEKEM Wahat Farm

#### 5 MAINSTREAMING PHASE

All Over Egypt

## Why it matters

- In 2022 global energy-related GHGs emissions still have been growing, accounting for more than 75% of the total emissions.
- The world's switch to green energy is vital to meet the world's climate targets.
- In 2022 global clean energy investment sets a record, matching fossil fuels for the first time.
- The share of renewable energy in Egypt's total generated energy was 31% in 2021 with a goal to exceed 42% by 2035

### Our Goal 2027

*SEKEM and HU established and disseminated a sustainable energy management system which became a role model for the energy and power industry in Egypt.*

## Our Approach

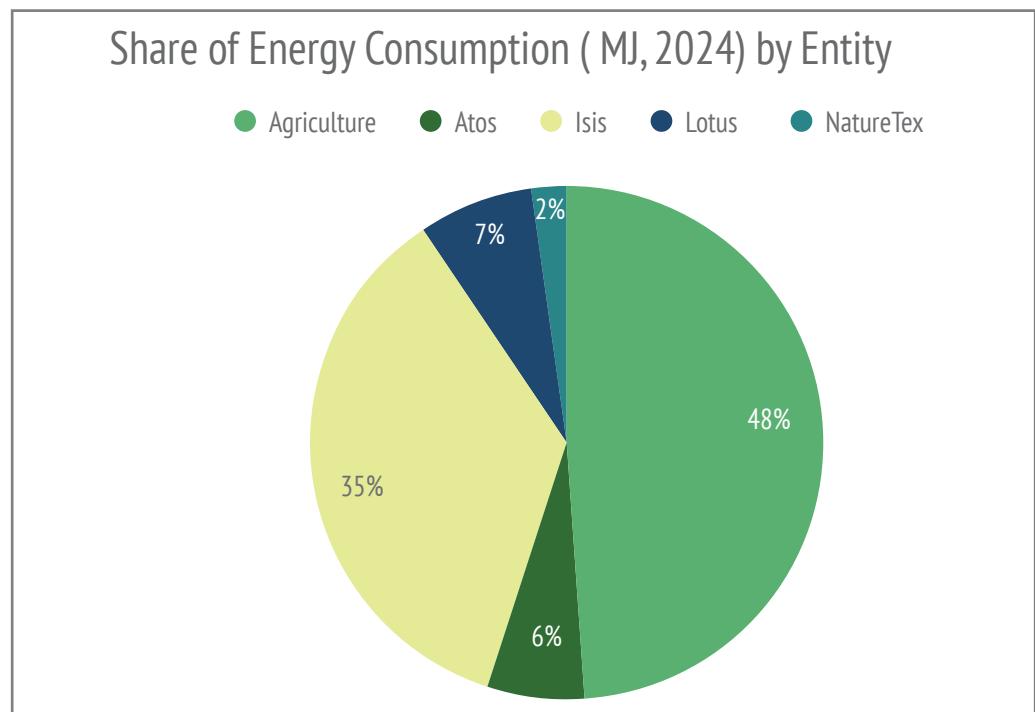
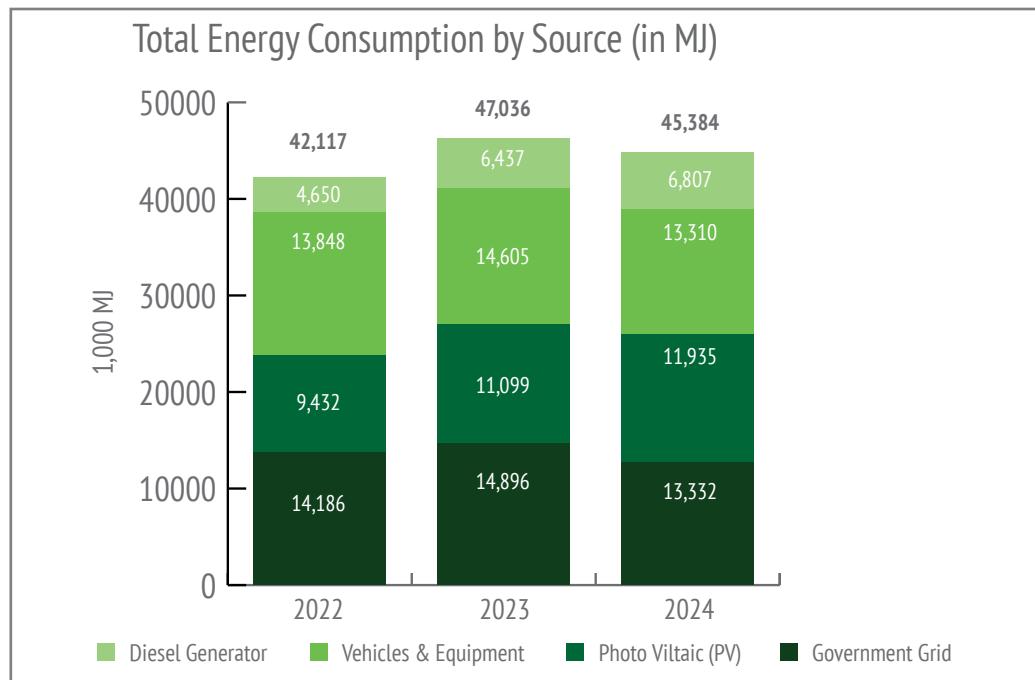
SEKEM gradually switches all its entities to **100% PV energy consumption**.

**EcoEnergy**, a company owned by EcoTec Holding, sells **green electricity to all SEKEM facilities**.

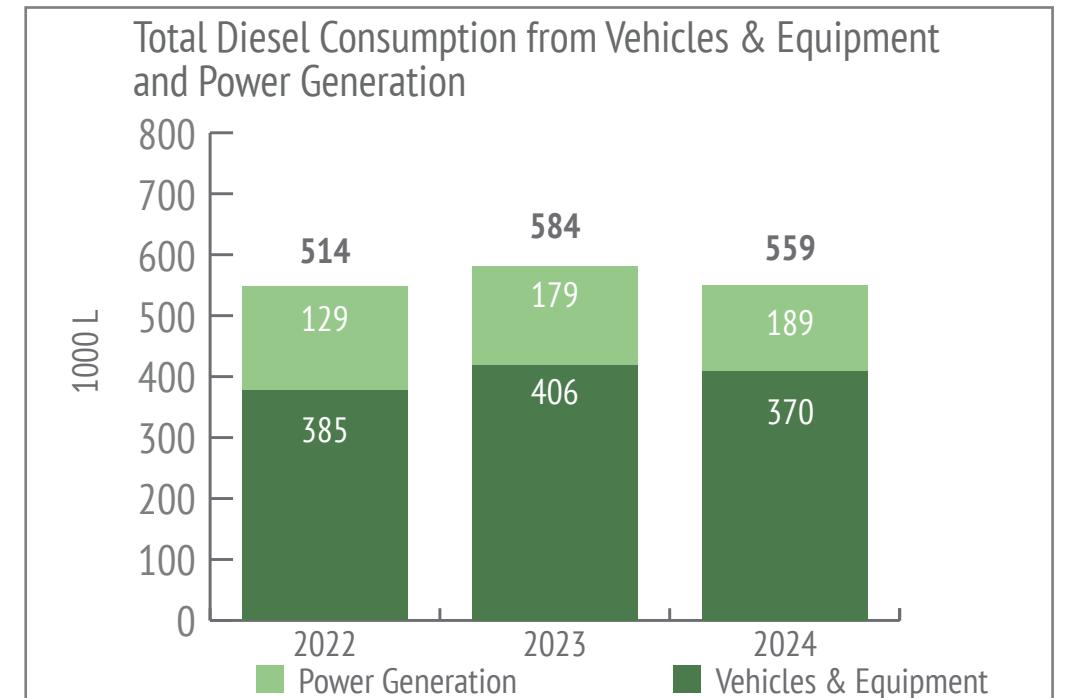
SEKEM **supports small-scale farmers** in their transition to renewable energy by offering **access to micro-loans and technical support services**. These services are facilitated by **VTC students**, who assist with the installation and maintenance of renewable energy systems

**HU and VTC students** gain **professional experience** by installing and maintaining solar panels in the SEKEM Wahat Farm and being involved in research initiatives aimed at improving efficiency of solar energy systems.

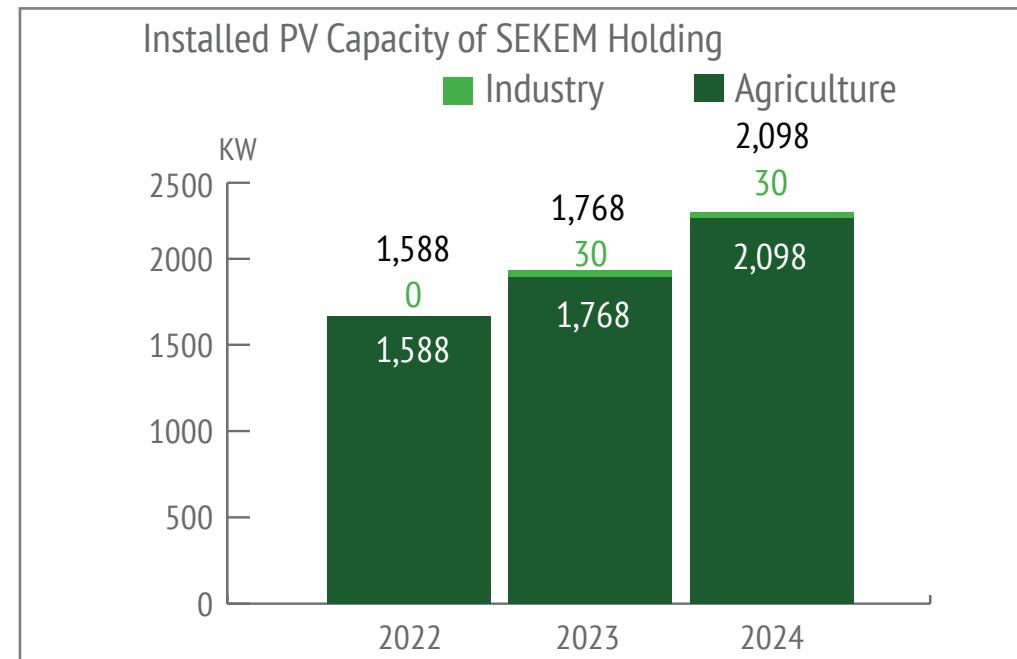
## Our Performance in 2024



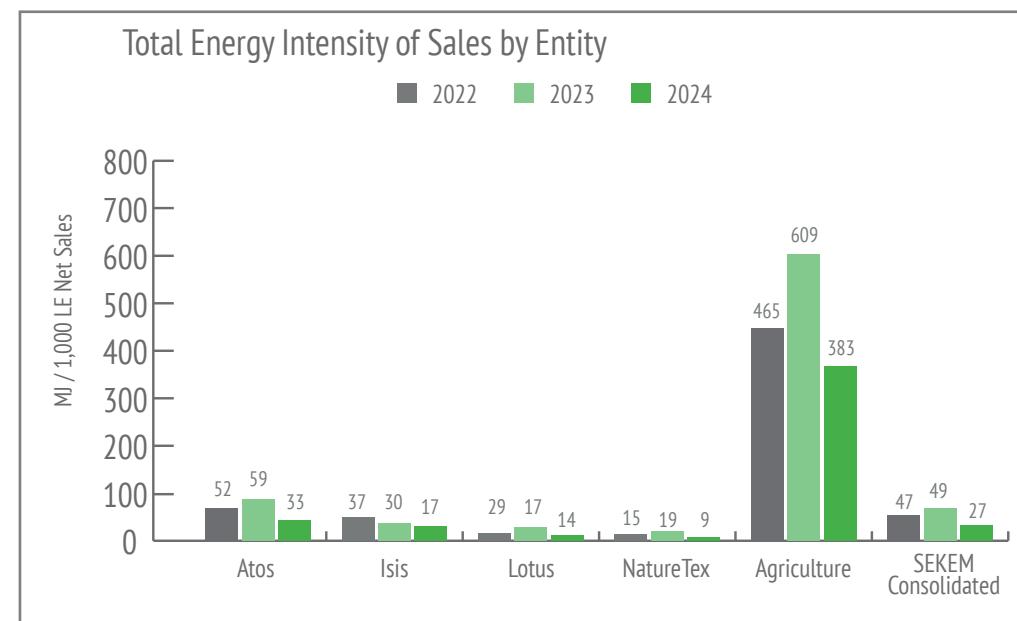
SEKEM's energy consumption decreased by 3.6% compared to 2023 due to a notable reduction in energy consumption from the government grid which accounts for approximately a third of total energy consumption.



This year witnessed a slight decrease in diesel consumption, primarily due to reduced use of equipment and vehicles, which accounts for 48% of total diesel consumption. Unfortunately, persistent electricity outages and high temperatures in 2024 led to an increased reliance on diesel generators across Egypt.



Share of the installed PV capacity continues to increase overachieving its initial target. In 2024, 2 pivot irrigation units with PV pumps, 150 KWP each, were installed at Wahat in the first and last quarter of the year.



Great progress has been made in reducing the energy intensity of sales across all entities, in particular in Agriculture with a 73% reduction.

## Other News in 2024

The Regenerative Wahat Bahariya project began providing support to Wahat farmers in their transition to renewable energy by offering PV system installations on their farms.

Apprentices from the VTC Solar Energy Department visited Salem Allam School in the 13 Villages, where they raised awareness about solar energy applications and promoted electricity conservation among students. However, due to the economic situation and currency depreciation, the planned installation of PV panels at the ISIS Water Factory has been postponed until after 2024.

## Our Plan for Next Year

- Install 170 KW PV capacity at the ISIS Water factory
- Increase solar panel integration for homes, farms, and businesses, including solar-powered AC and lighting.



## SVG 8

# Rich & Resilient Biodiversity

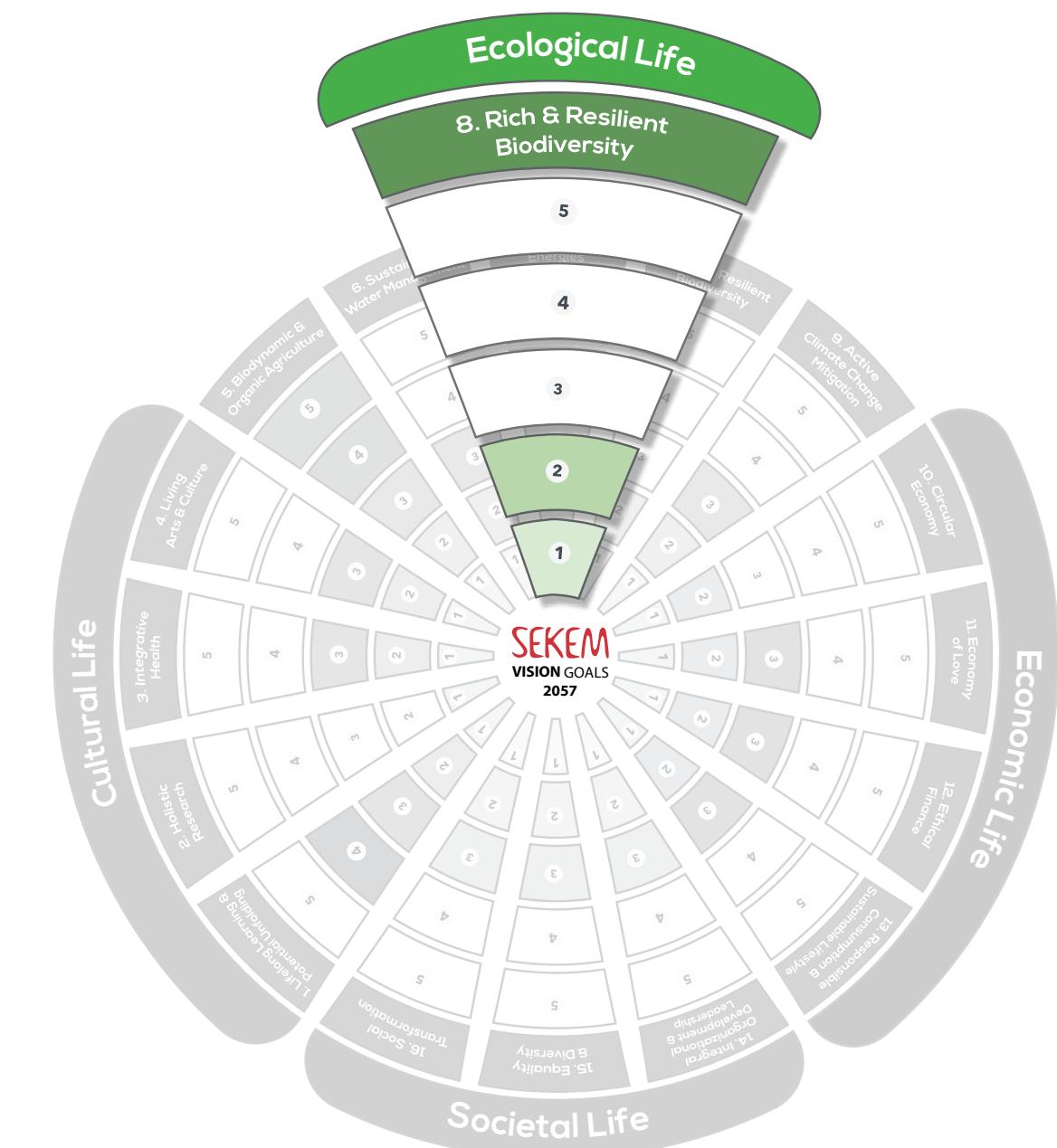
Focus topic in 2022

### **Our Vision for Egypt 2057:**

*Biodiversity in Egypt is growing and thriving.*



### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Currently, the world faces mass species extinction.
- Land use change is the leading reason for global biodiversity loss, while agriculture is the major driver for land use change.
- Harmful agricultural practices as overuse of pesticides and fertilizers exhaust land.
- Around 96% of Egypt is desert land with 300 m<sup>2</sup> of arable land per person, when the world's average is 1,840 m<sup>2</sup>/person.
- Due to the growing population and intensified agricultural activities, a hope for a thriving future of Egyptian agriculture lies in desert land reclamation (DLR)

### Our Goal 2027

*SEKEM and HU established and disseminated concepts for biodiversity optimization.*

## Our Approach

SEKEM promotes **biodynamic agriculture** that enhances soil quality and stimulates plant life, while constantly maintaining and expanding its **seed bank**.

HU established a **botanical garden** on campus with a variety of plants, serving as a living laboratory for education, research and biodiversity conservation

All **SEKEM** and **EBDA farms** certified with EoL Standard dedicate **10% of the land** to enhancing and supporting biodiversity through a sustainable crop mix and crop rotation tailored to local climate and ecological conditions.

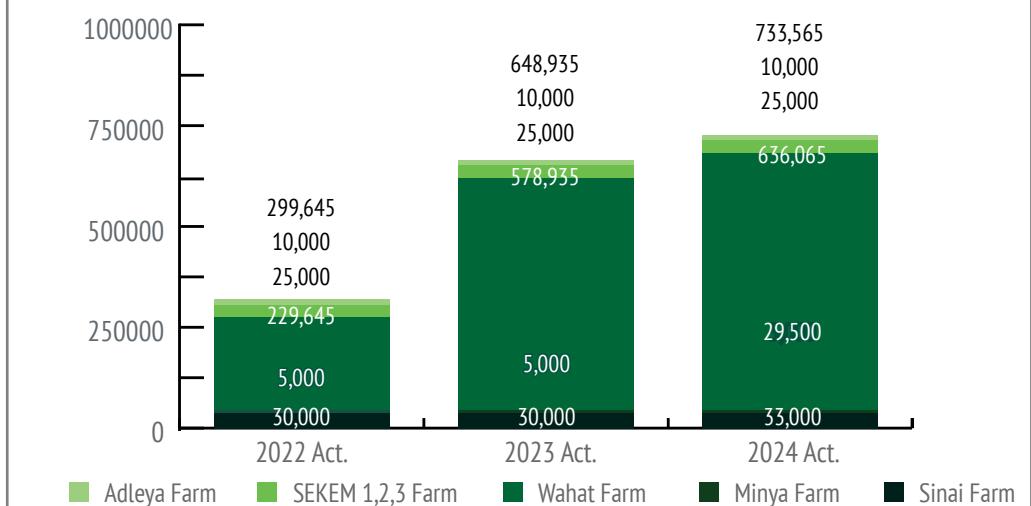
With **Greening The Desert Project, SEKEM for land Reclamation** turns 1,000 ha of desert land into fertile soil at the farm in Wahat Bahariya.

[Learn more about Greening the Desert Project](#)



Biodiversity studies conducted in 2021 at the **SEKEM Wahat farm** revealed that while the reclamation of desert land resulted in the loss of certain species (ranging from 0–49%), it also led to the emergence of many new species within the developing agroecosystem. As a result, overall species richness increased fivefold

### Total Number of Trees on SEKEM Farms



### Our Performance in 2024

Significant progress was achieved with the planting of 84,630 new trees across various projects at SEKEM Minya and Wahat. This marks a 60% increase in the number of trees planted since

2022, far exceeding the original target. A diverse mix of tree species was selected to enhance ecological resilience, soil regeneration, and long-term sustainability. While Casuarina and Eucalyptus remain the preferred species due to their fast growth and adaptability, Conocarpus continues to be planted in selected areas. In equal proportions, additional species were introduced, including Neem (*Azadirachta indica*), Mahogany (*Swietenia mahagoni*), Acacia (*Acacia retinoides*), Prosopis, Dalbergia sissoo, Gliricidia sepium, Melia azedarach, and Tipuana tipu. This biodiversity-focused approach supports SEKEM's commitment to sustainable afforestation and desert greening.

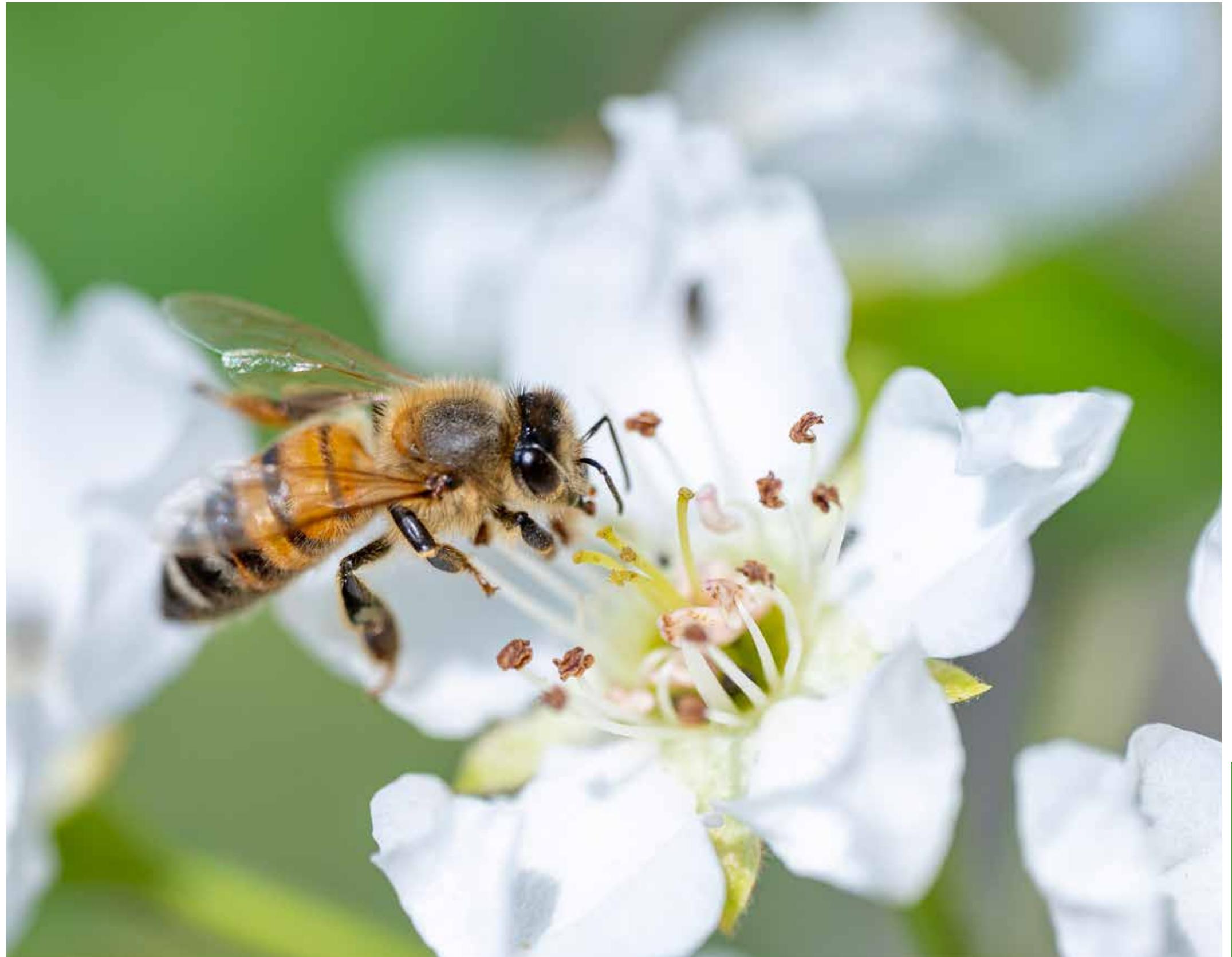
### Other News in 2024

In cooperation with HU, botanical gardens were established at both the Minya and Wahat farms to support research on climate resilience and biodiversity. These gardens are currently testing over 100 different plant species, serving as living laboratories to identify and cultivate varieties best suited for sustainable agriculture in arid regions, while contributing to conservation, ecological restoration, and agro-biodiversity.

The completion of the biodiversity assessment in Wahat has been postponed given the substantial financial resources required to carry it out. Nevertheless, the EBDA continues to actively engage with farmers in Wahat and across Egypt, promoting awareness and knowledge-sharing on the importance of biodiversity and best practices for conservation and restoration within agricultural land.

### Our Plan for Next Year

- Expand biodiversity training, awareness courses, and collaboration with UEBT for risk assessments.
- Develop new seed varieties, expand the EBDA Seed Bank, and promote biodynamic farming resilience.
- Install agroforestry plots, expand biodiversity areas, and implement desert reforestation at SEKEM farms.
- Enhance botanical gardens, integrate biodiversity metrics, and study carbon credit certification.
- Use solar-powered irrigation, support crop rotation, and implement zero-emission shipment initiatives.



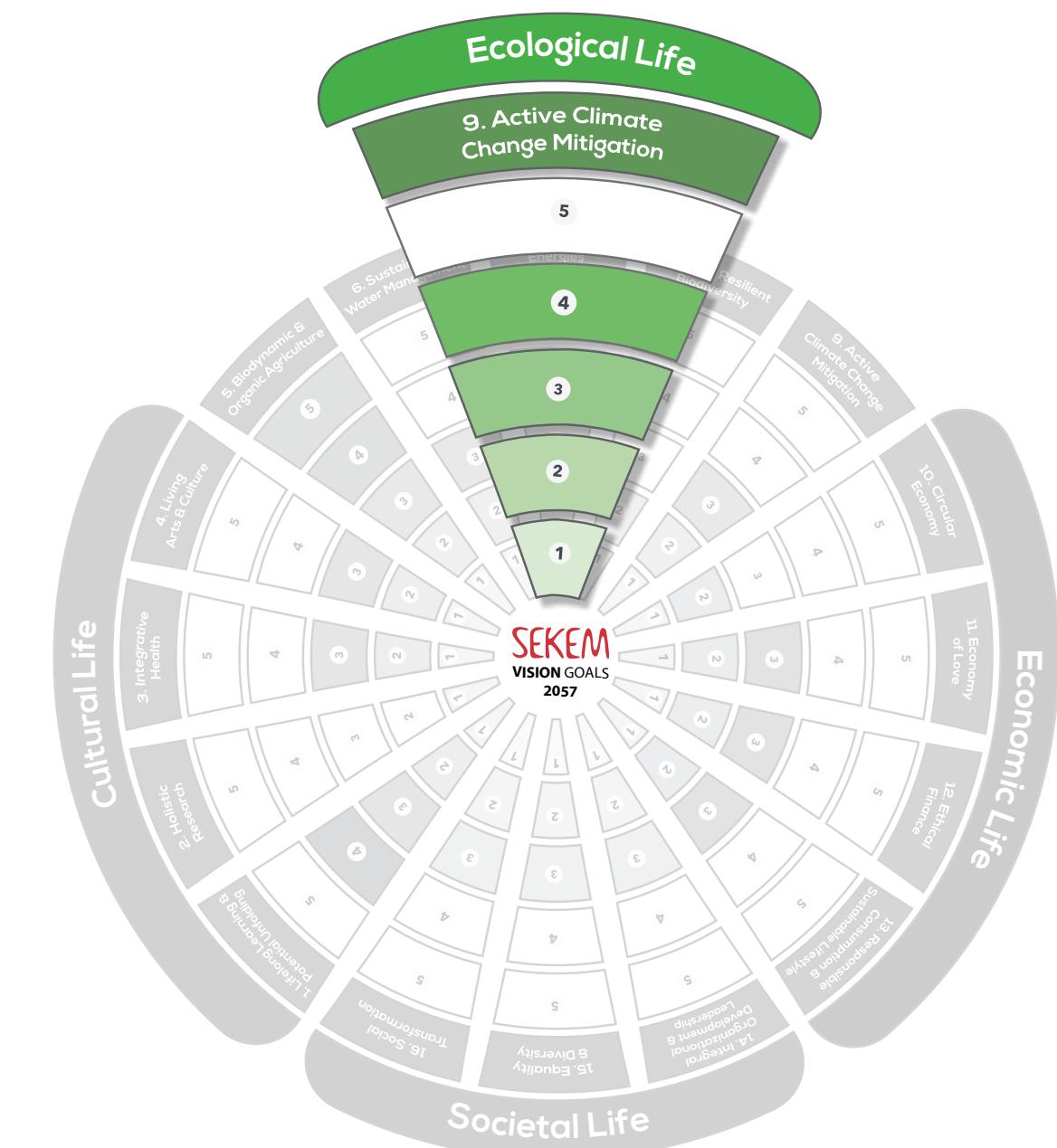
# SVG 9

## Active Climate Change Mitigation

Focus topic in 2022

**Our Vision for Egypt 2057:**  
Egypt is carbon-neutral.

Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Egypt's major cities and over 80% of the population are exposed to major climate risks.
- The conventional agricultural sector in Egypt is responsible for roughly 20% of the country's GHG emissions.
- Carbon farming is agriculture's solution to climate change.
- SEKEM and EBDA raised a Call to Action that agriculture is part of the solution for climate challenges. They initiated a project to scale up organic farming in Egypt by assisting 40,000 farmers in transitioning to organic and biodynamic practices. This initiative aims to monetize ecosystem services through agricultural carbon credits, foster affordable sustainable and healthy food consumption, and improve the livelihoods of local communities.

### Our Goal 2027

*SEKEM is a role model as a climate positive community and disseminated this concept together with HU in Egypt.*

## Our Approach

At **SEKEM** farms, we generate carbon credits as part of our commitment to climate action—using them to offset our own CO<sub>2</sub> emissions and selling the surplus to our partners. The revenue generated is reinvested into development of **Greening the Desert Project** at the SEKEM Wahat farm

[Learn about our next steps in Greening the Desert Project](#)

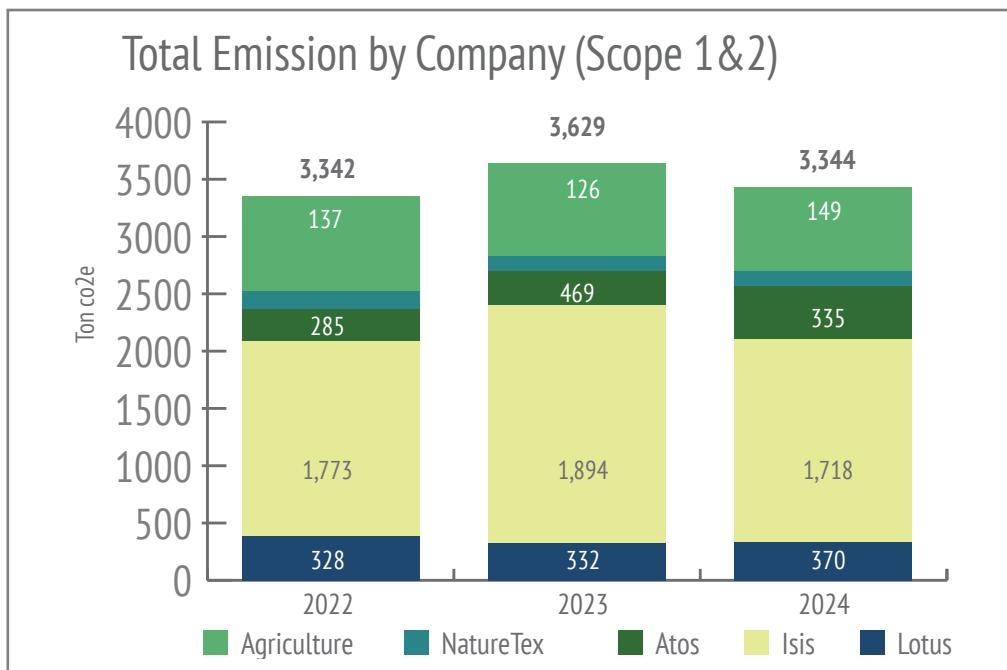
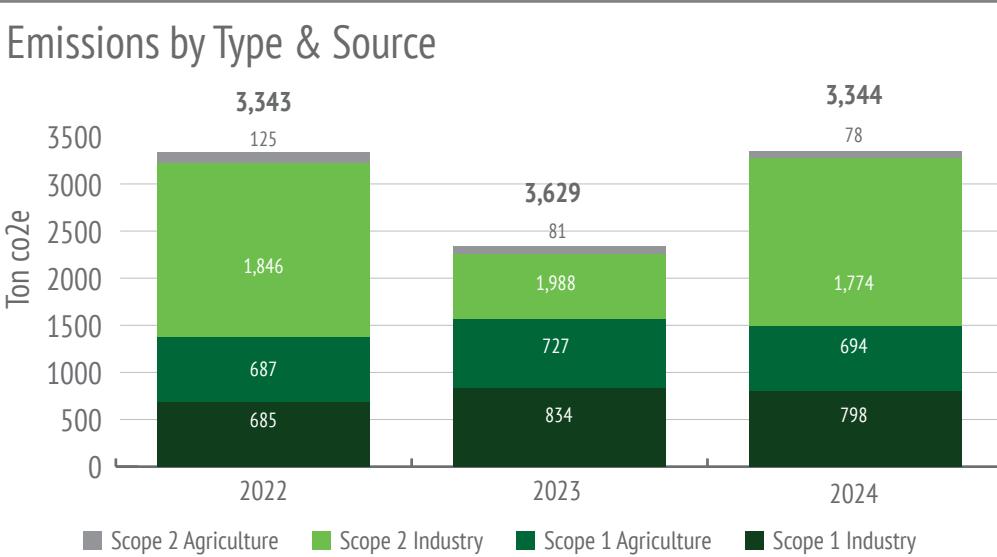
Our carbon credits are independently validated and verified applying the **EoL** standard, which uses **IPCC** and **UNFCCC** **established methodologies** for carbon sequestration and takes social aspects into consideration.

**EoL** certification is offered to members of **EBDA** enabling

farmers to earn **additional income through carbon credits** for their environmental services and motivates smallholder farmers to transition to sustainable agriculture practices.

[More about EoL Carbon Credits](#)

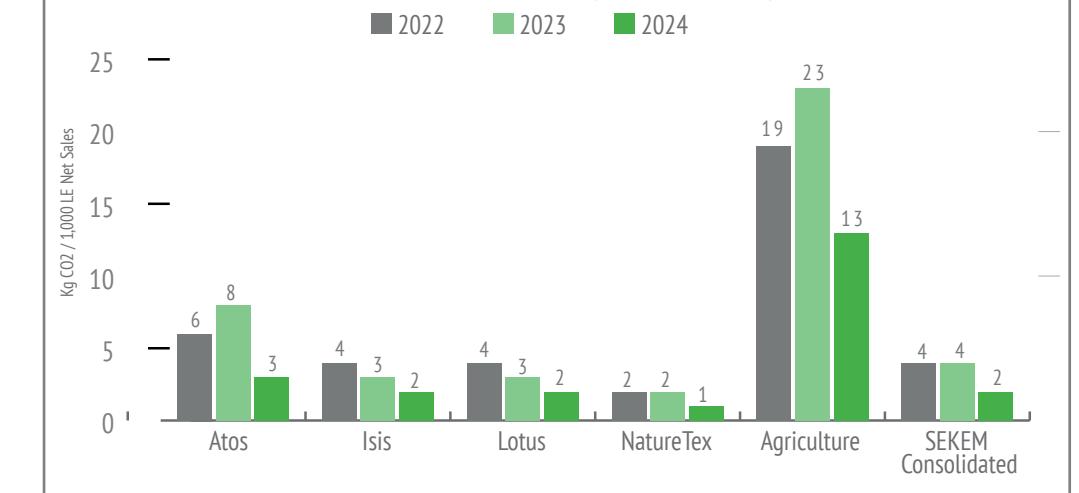
## Our Performance in 2024



SEKEM's total carbon footprint has decreased, primarily due to a reduction in emissions from its companies, which resulted from lower energy consumption from the national energy grid. A significant contributor to this improvement is ISIS, which is responsible for 67% of industrial sector emissions within SEKEM, which

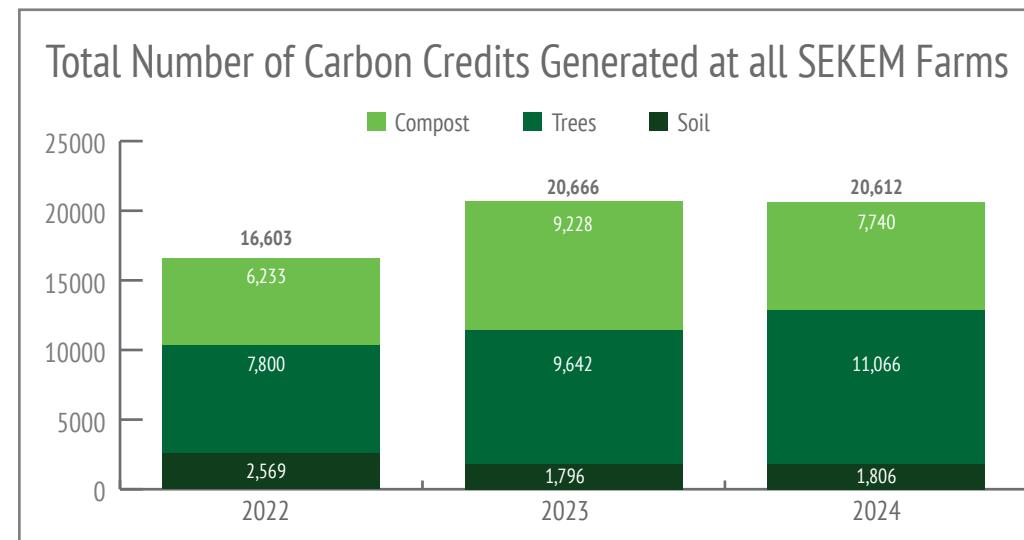


### Emission Intensity of Sales by Entity (Scope1 & 2)



achieved a notable 9% reduction in emissions in 2024.

Emissions intensity of sales across all SEKEM companies has seen a significant decrease of nearly 50%, reflecting major strides in improving environmental performance. Notably, Atos achieved an exceptional 167% reduction in emissions, followed by the agriculture sector, which recorded a 77% decrease



In 2024, SEKEM farms generated a total of 19,597 carbon credits through sustainable agricultural practices, with afforestation being the primary contributor. To put this into perspective, considering that the average Egyptian citizen emits approximately 2.3 tons of CO<sub>2</sub> per year, the carbon credits generated by SEKEM are enough to offset the annual emissions of nearly 8,520 individuals.

## Other News in 2024

This year SEKEM continued its strong advocacy for sustainable agriculture and climate resilience, playing a key role at major global forums, including the UN Climate Change Conference (COP29) and the Convention to Combat Desertification (COP16). At these events, SEKEM emphasized the crucial role of agriculture in addressing climate change, positioning it as a solution rather than a contributor to environmental challenges. In collaboration with the Future Economy Forum and other partners, SEKEM also organized a series of events and discussions focused on climate finance, clean energy transition, and land regeneration. A standout moment from COP29 was the recognition of Helmy Abouleish as a Climate Champion by the UNFCCC. This recognition is a significant milestone in SEKEM's efforts to support Egyptian farmers in

transitioning to biodynamic farming while advancing the Economy of Love (EoL) standard

At COP16, SEKEM showcased key insights from its "Greening the Desert"

project, launched in 2020. The initiative has made remarkable progress, successfully reclaiming 7,000 hectares out of its 50,000-hectare goal and planting 600,000 trees—a major step toward land regeneration and ecosystem restoration in Egypt's desert landscapes.



## Our Plan for Next Year

- Measure students' carbon footprints, promote carbon-neutral initiatives, and integrate CO<sub>2</sub> certificates into services.
- Train employees, launch awareness campaigns, and promote eco-friendly habits across all projects.
- Expand tree planting, scale up compost production, and conduct basalt carbon sequestration experiments.
- Develop carbon credits, launch AfricarbonX auctions, and encourage carbon-neutral travel and shipments.
- Support climate-focused startups, integrate sustainability in farm management, and develop digital carbon tracking tools.



## Economic Life

**SVG#10:** Circular Economy

**SVG#11:** Economy of Love

**SVG#12:** Ethical Finance

**SVG#13:** Responsible Consumption & Sustainable Lifestyle



### Our Approach

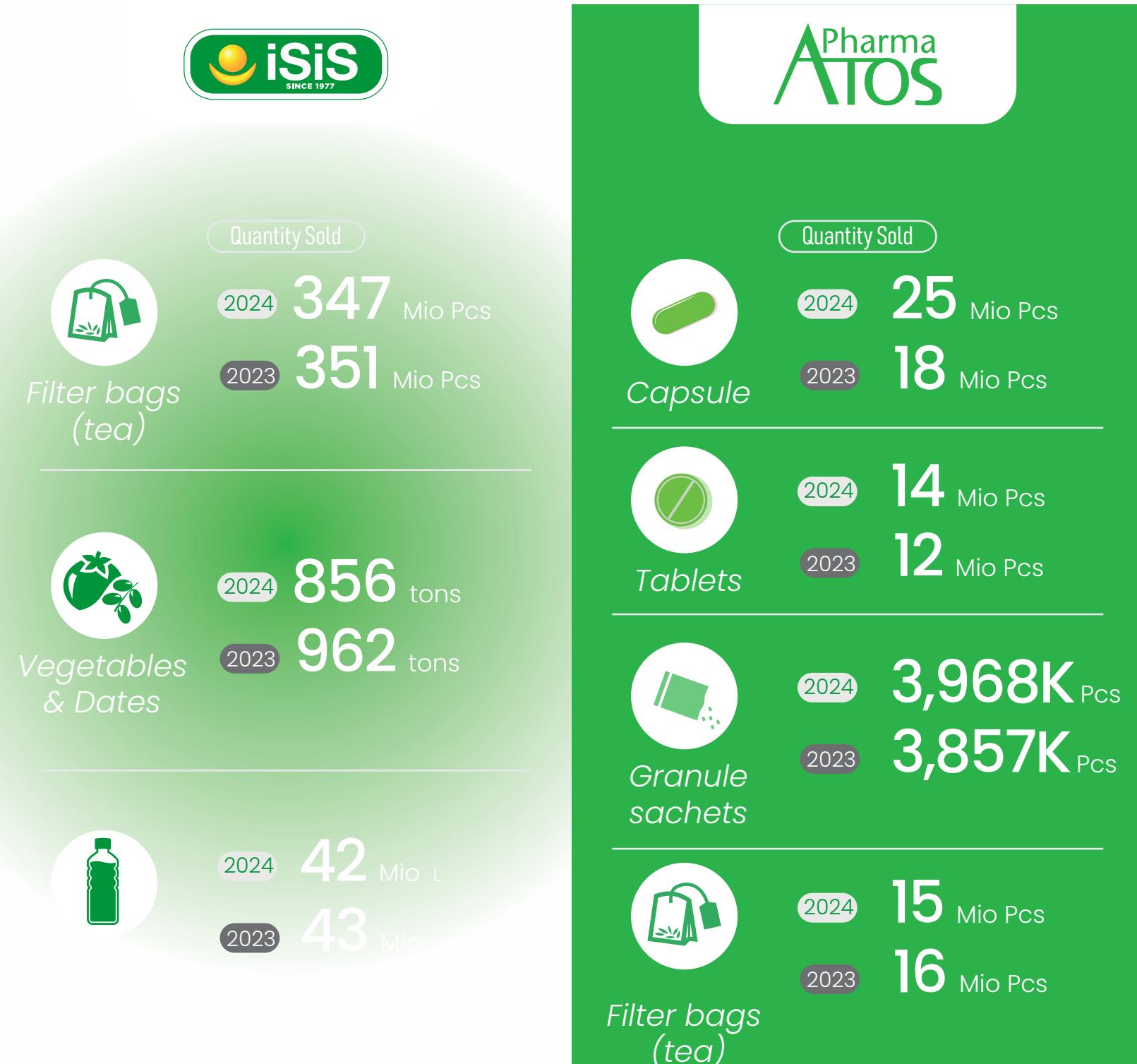
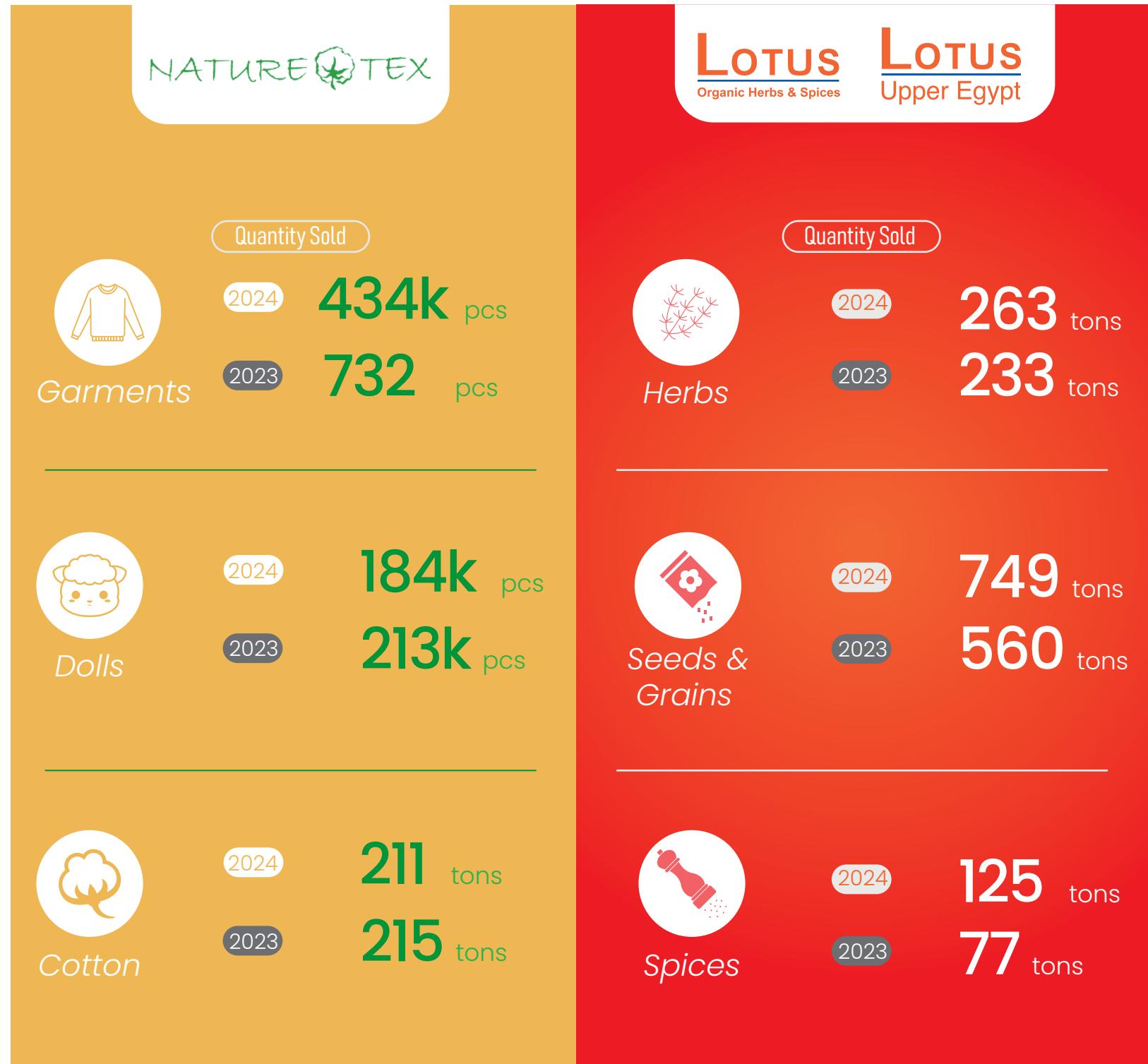
The **SEKEM Holding** subsidiary companies operate as independent enterprises, adhering to biodynamic, organic, and **EoL** standards in the growth, processing, and marketing of their products. **SEKEM Holding's** sustainable product range includes organic food, plant-based medicaments,

and natural textiles. These products are created through a process that actively involves local smallholder farmers, aligning with SEKEM's broader vision of a circular economy, ethical finance, and responsible consumption. The **EoL** standard ensures transparency throughout the supply chain, as well as true cost accounting for each product. In light of the

current economic circumstances, SEKEM's primary economic objective is to eliminate debts and achieve freedom from foreign currency debts by 2027.

# Economic Life

## At a Glance 2023



# Economic Life

## Companies' Highlights 2024

### SEKEM Holding Group

In 2024, SEKEM demonstrated a strong financial performance, achieving 5% increase in revenue compared to the budget and an impressive 62% growth compared to previous year. Payments to international lenders were paid fully and in time, however, it remains the main challenge due to the devaluation as of March 2024. Nevertheless, SEKEM demonstrated resilience amidst market fluctuations and remained above its targets.

### Agriculture

#### (SEKEM for Land Reclamation - EL-Mizan - LIBRA)

Achieved a 34% growth in revenues compared to the previous year and a 4% increase over the budget, reflecting continued financial strength and operational progress. Two pivot irrigation units powered by PV pumps were successfully installed at the Wahat farm, further advancing sustainable water management practices. Additionally, 100 new hectares of desert land were reclaimed in Wahat, and cultivation activities in 100 ha were restarted in Minya.

### Atos Pharma

Achieved a 39% increase in revenues compared to the previous year, despite being 18% below the projected budget. The year marked significant progress in product development and market expansion, with several new product approvals and the launch of innovative offerings such as Primherb tablets for cold symptom relief and Hedivect tablets for cough. A major milestone was the

establishment of a partnership with Weleda, enabling the sale of its products in the Egyptian market. This partnership, combined with the expansion of sales channels to include a dedicated e-commerce platform and chain pharmacy distribution, contributed to a notable boost in sales performance.

### Isis

Significantly overachieved its revenue target, reporting a 40% increase compared to the previous year and an impressive 211% growth over the budget. The company expanded its product portfolio by introducing innovative offerings such as coconut flour, while also strengthening its international presence through participation in major global exhibitions like BioFach and Food Africa. A major milestone was the launch of ISIS products on Amazon in both Saudi Arabia and the UAE, marking a key step in expanding access to organic products across the Gulf region.

### Naturetex

Significantly over achieved its revenue target, with a 53% increase compared to the previous year and only a 1% variance below the budget, marking a year of strong performance and growth. The company made substantial strides in research and development, including the creation of a new undergarment material for both men and women, and the production of a new type of Milton (Interlock) fabric. A cooperation agreement was also signed with the Applied Arts College in Cairo to advance the development of natural and plant-based dyes, further reinforcing NatureTex's commitment to sustainability and innovation.

Increasing the use of recycled materials remains a key priority, reflecting the company's dedication to circular fashion. A highlight of the year was the launch of a

special collaboration with renowned primatologist and anthropologist Dr. Jane Goodall, resulting in the production of the toy monkey "Mr. H", now being distributed through Jane Goodall Institutes worldwide.

### Lotus & Lotus Upper Egypt

Significantly overachieved its revenue target, with a 45% increase compared to last year and 14% above budget, closing the year with an exceptional financial performance—surpassing 100% of its original sales plan. A major milestone was the successful external audit for both Demeter and EoL standards at Lotus Upper Egypt, conducted by CoAE, reinforcing the company's commitment to high-quality, sustainable practices.

The year also saw active efforts to expand market reach, including inspections and partnership exploration visits, leading to the opening of new export markets such as Kenya, Congo, and Australia, and the onboarding of new customers in Switzerland, the UK, and Bulgaria—further solidifying Lotus's position as a global player in organic and biodynamic products.



# Economic Life

## Meet Our People



**Hany Bahy**

*Chief Financial Officer, SEKEM Holding*

### **Can you tell us about your journey with SEKEM? How has your role evolved over the years?**

I joined SEKEM in 2008 as a Treasury Manager, responsible for banking relationships and cash management. In 2012, I was promoted to Head of Corporate Finance, expanding my scope to international financing and communication with foreign lenders and development institutions. By 2015, I became CFO of SEKEM Holding, focusing on strategic financial planning, diversifying funding streams for sustainable growth and supporting corporate governance. I also lead periodic annual business and financial performance reporting and oversee the Audit & Risk Committee.

### ***What inspired you to work at SEKEM, and what has kept you here for nearly two decades?***

From the beginning, I was drawn to SEKEM's unique business model and diverse financial portfolio. The opportunity to work across multiple sectors, interact with both local and international banking and non-banking institutions, each with its own challenges and dynamics, has been an incredible learning experience. But beyond that, what has truly kept me here is SEKEM's deep commitment to ethical finance. It's not just about making money; it's about how that money is used to create real, lasting impact. Every financial decision we make is tied to a broader purpose—we conduct social and environmental impact assessments for every investment to ensure it aligns with our values. This approach has fundamentally changed how I view business and finance. It's not just a career for me anymore; it's a philosophy that I believe in.

### ***How do you see SEKEM's vision for sustainable development shaping the future?***

When I first started out, sustainability in the financial sector and ethical finance was unheard of – except in SEKEM. We were one of very few organizations advocating for a sustainable financial model. Now, nearly two decades later, I see a shift. The financial industry in Egypt and all over the world is starting to catch up, and SEKEM has played a key role in setting that precedent.

But our journey doesn't stop here. SEKEM's vision goes beyond just being ahead of the curve; we are actively tackling some of the biggest challenges—especially in agriculture, which we see as the key to building a truly regenerative economy. What excites me most is that sustainability is no longer just a concept we push forward—it's becoming a necessity for businesses and governments alike. This means that SEKEM's model, which once seemed ambitious, is now proving to be the way forward for long-term resilience and economic growth

### ***If you could give one piece of advice to someone joining SEKEM, what would it be?***

Get ready to learn something new, not every day, but every minute.

# SVG 10

## Circular Economy

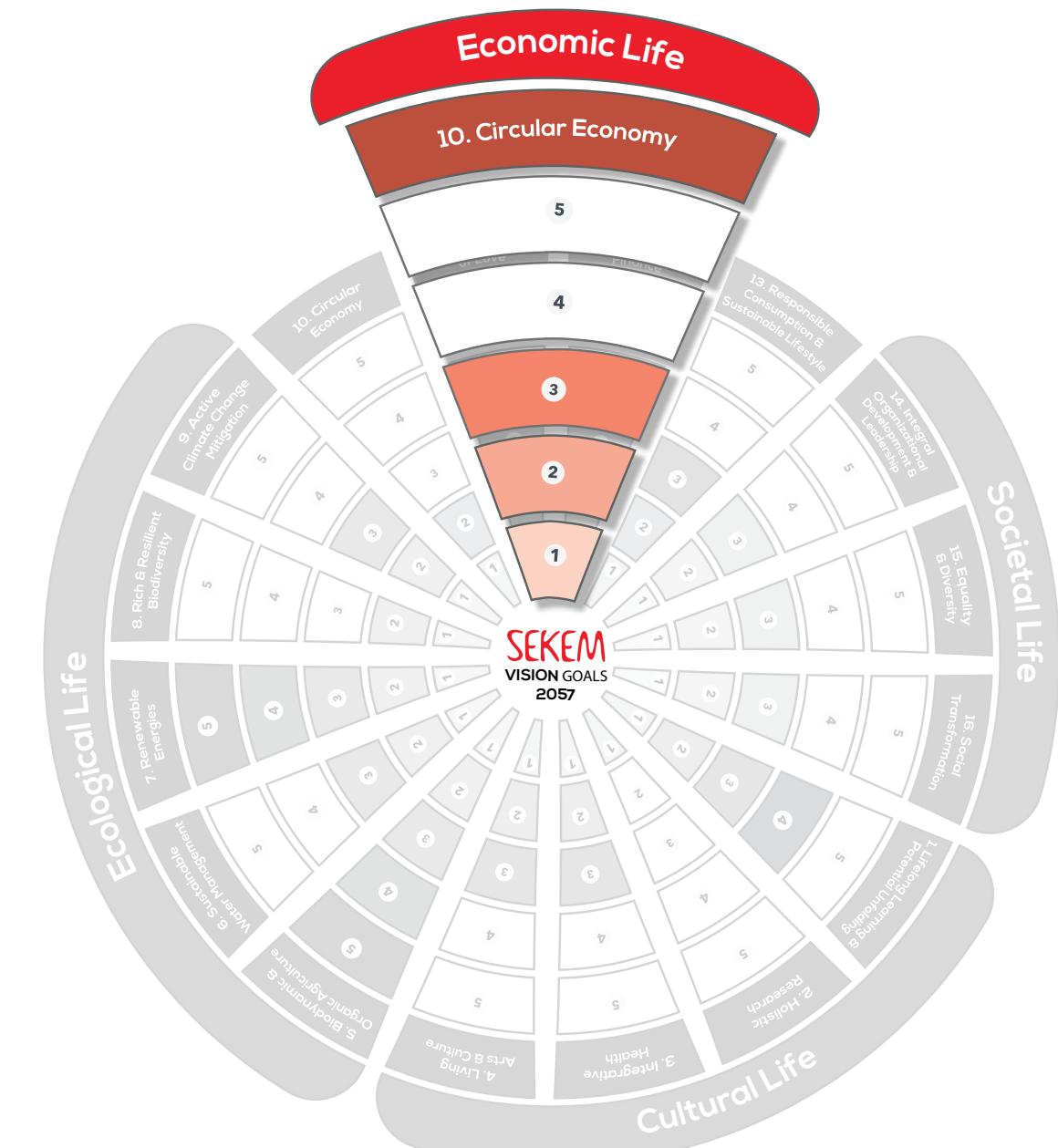
Focus topic in 2018



### Our Vision for Egypt 2057:

Egypt is a model for waste reduction and management with all the companies practicing the circular economy concept.

### Link to UN Sustainable Development Goals:



- 1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals
- 2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs
- 3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs
- 4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm
- 5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- A circular economy is an economic model focused on reducing waste and promoting sustainability by keeping resources in use for as long as possible. It emphasizes the reuse, repair, and recycling of products and materials, aiming to create systems and markets that incentivize resource efficiency, minimize environmental impact, and close the loop on product life cycles.
- Egypt is a significant contributor to plastic pollution, with an expected **745,985 tons of mismanaged plastic waste** in 2023, resulting in substantial environmental impacts.
- In order to eliminate waste we must transform every element of our take-make-waste system and switch to the circular economy model.
- Egypt's Ministry of Environment is investing EUR 4.5 million in a cutting-edge waste recycling facility in the Assiut Governorate, aiming to modernize the country's waste management systems and support sustainable development goals.

## Our Goal 2027

*SEKEM implemented a circular economy in all activities and disseminated the concept together with HU in all Egypt.*

## Our Approach

SEKEM's places strong emphasis on **proper waste management** and optimization of its products' packaging material.

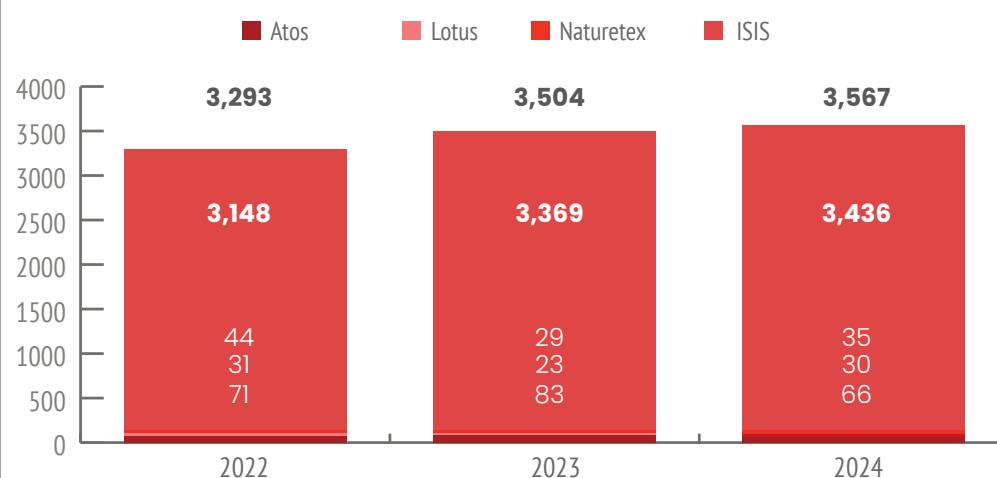
For the packaging of products, **SEKEM Holding** continuously maximizes the share of **recycled input material**. The majority of packaging currently used is made from carton and paper.

One of our priorities is to **maximize the share of recycled waste** and **raise awareness** about waste reduction and recycling practices among the SEKEM community and

beyond. SEKEM has set up a **waste sorting facility** at Belbeis to efficiently process the company's waste output. All organic waste is used for **compost production**.

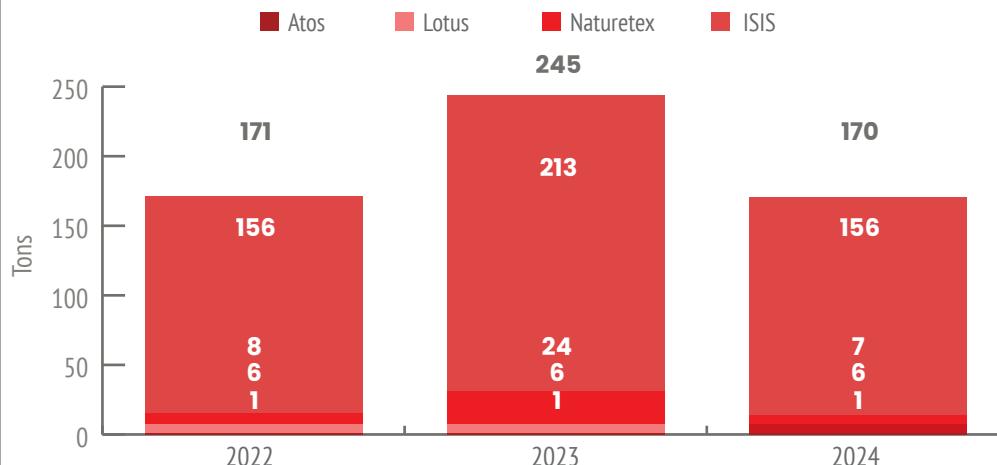
## Our Performance in 2024

Total Packaging Material Consumption by Entity by Tons



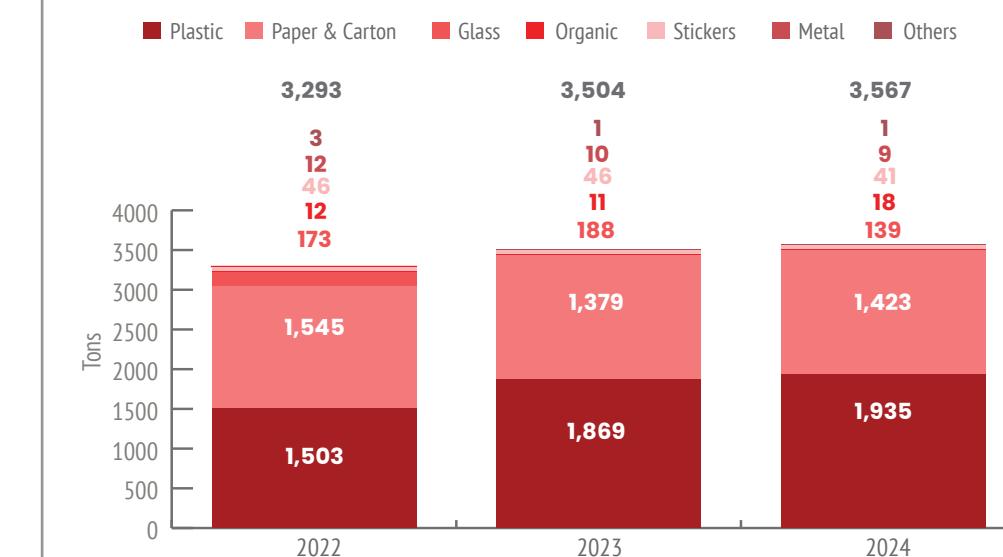
The volume of packaging material consumed increased slightly by 1.8% in 2024, primarily due to a rise in plastic usage linked to the increased production of ISIS bottled water.

Total Non-Organic Waste by Entity



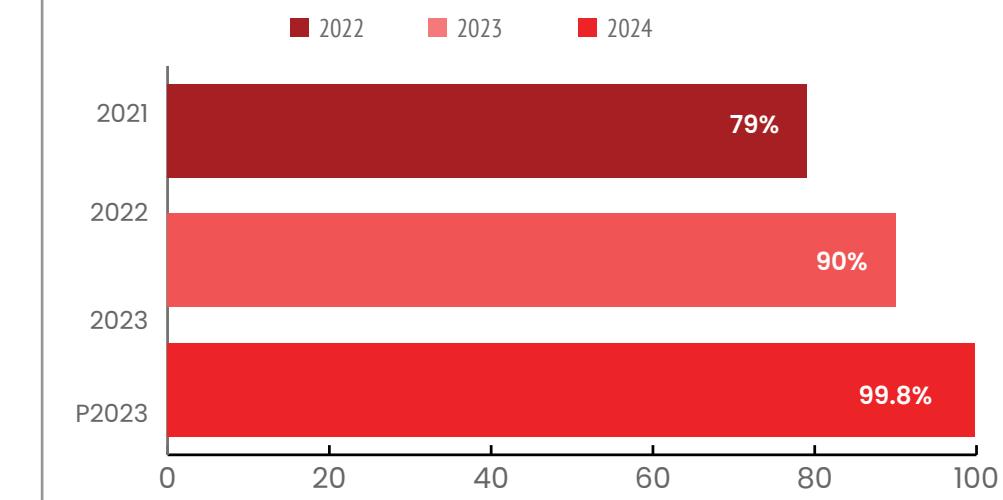
The total production of non-organic waste in 2024 saw a significant decrease of 44%, largely driven by reductions made by ISIS, which is the primary contributor to SEKEM's non-organic waste output. This marks a major step forward in the group's waste reduction and sustainability efforts.

Total Packaging Material by Type



This year, we are proud to have achieved our target of recycling 100% of the non-organic waste produced.

Total Non-Organic Waste by Entity



## Other News in 2024

The RDC continues to expand and upscale its waste management initiatives in both Wahat and Belbeis, focusing on agricultural and solid waste. In 2024, a total of 283.5 tonnes of waste was successfully collected from SEKEM entities and surrounding local communities.

Additionally, 629 tonnes of palm waste were collected in Wahat as part of an ongoing project to repurpose agricultural byproducts into a sustainable alternative to peat moss, supporting eco-friendly agriculture. To advance these efforts, a recycling factory has been successfully established on-site. Complementing these initiatives, the RDC continues to organize community workshops and a summer school for participants from the 13 villages, placing strong emphasis on waste management, recycling, and upcycling as tools for both environmental sustainability and community empowerment.

### Our Plan for Next Year

- Integrate circular economy concepts into courses and develop student-led circular business models.
- Expand waste sorting, composting, and recycling initiatives across all operations.
- Scale biochar, biogas, and organic waste reuse for soil health and farm sustainability.



# SVG 11

## Economy of Love

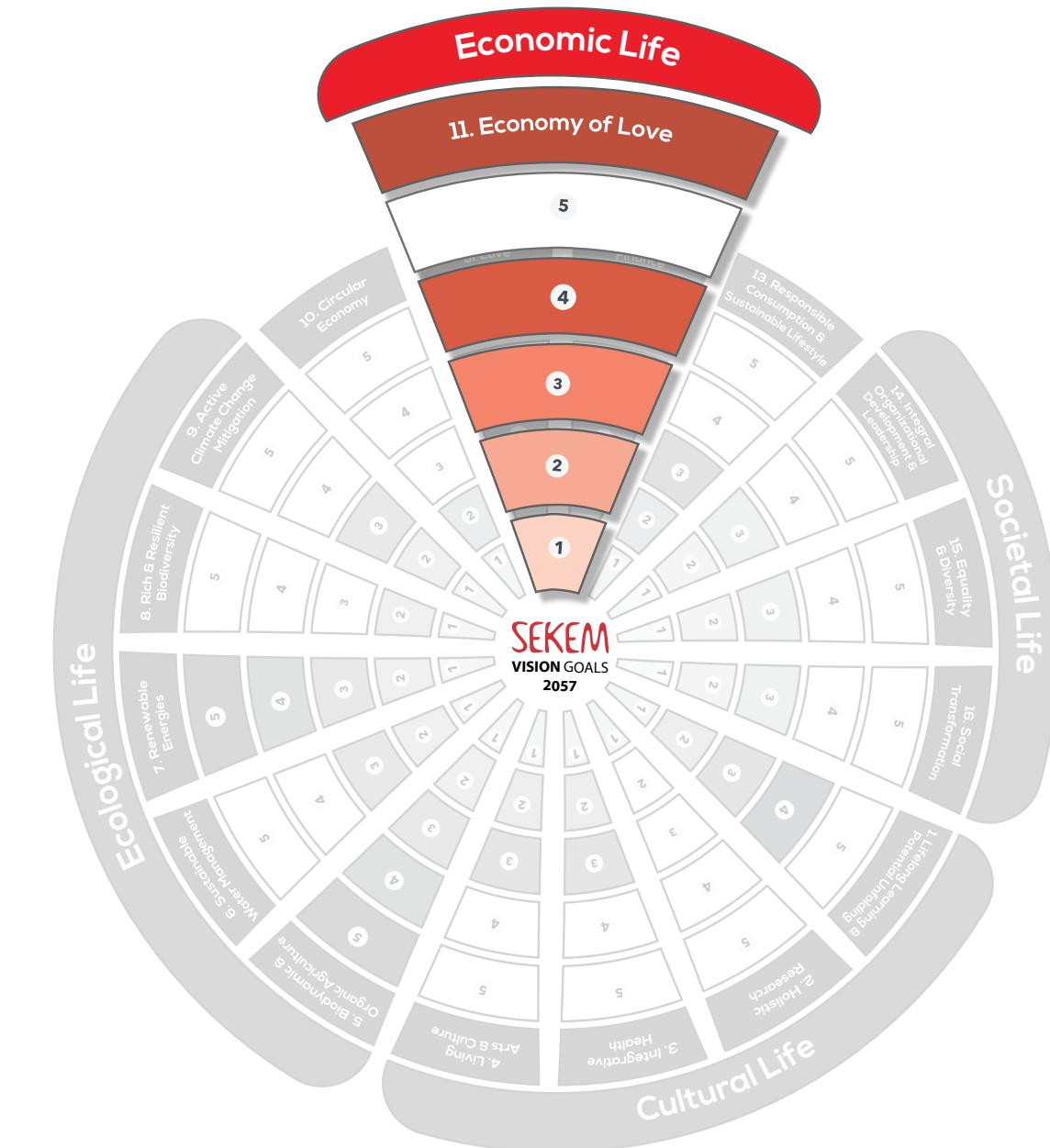
Focus topic in 2019



### Our Vision for Egypt 2057:

*Businesses in Egypt operate based on the Economy of Love standard and take into account the true costs of the products.*

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- The current economic system determine food prices without accounting for the negative impact of agricultural practices on the environment, meaning that these prices do not reflect the 'true costs' of the product.
- The Economy of Love (EoL) standard implements 'true costs' accounting in the prices that guarantees a fair income to everyone in the value chain.

### Our Goal 2027

*HU and SEKEM formed the concept of "Economy of Love", implemented it in all its activities and disseminated it in Egypt.*

## Our Approach

**EoL** is a certification that was developed by the **EBDA** for products that are

**sustainable, ethical and transparent** across the entire supply chain.

**Impact Trace** is a service created by EoL to bring transparency to the supply chain of a product, allowing customers to trace its journey from farm to shelf

A range of **SEKEM** products are **certified with EoL**, and also white labeled and distributed by a number of French, Swedish and German companies.

With **EoL Carbon Credits** the EoL Standard is committed to actively increase **carbon sequestration** on the licensed farms.

**SEKEM Wahat farm** was **the first carbon farming project** certified by EoL, serving as prototype and model for

implementing carbon-positive agricultural practices

**EoL fund and EoL microloans** finance **social and environmental projects**, while also helping farmers invest in tree planting and other regenerative practices necessary for generating carbon credits.

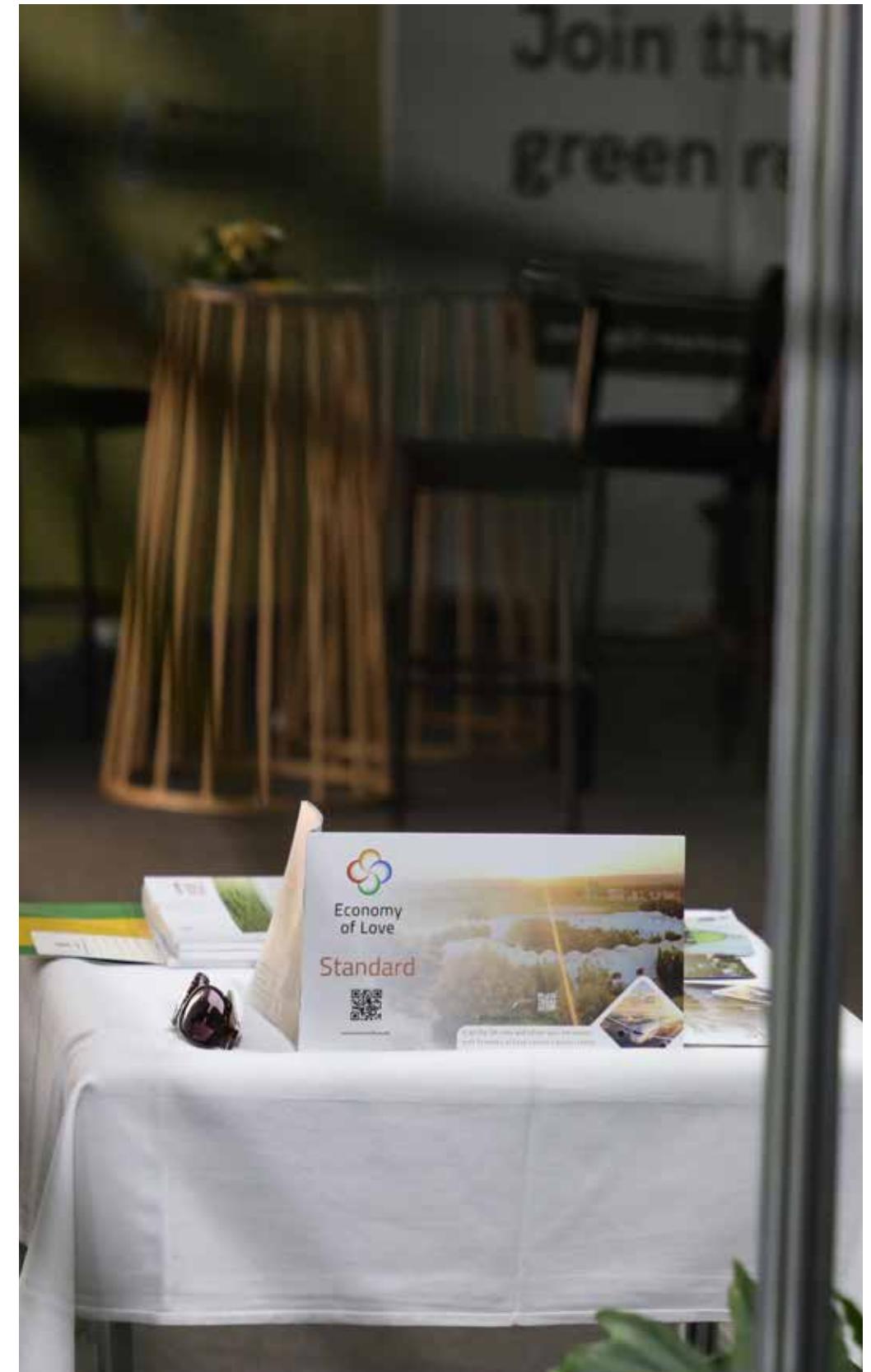
[Find more information on the official EoL website](#)

## Our Performance in 2024

The Economy of Love Carbon Credit system saw major progress, with 7,418 credits sold, including transactions on the Egyptian Stock Exchange (EGX). Additionally, the launch of EoL Global extended EBDA's reach into India, Kenya, and Brazil, with further expansion planned for Morocco and Tunisia. A new joint project between EBDA and bbw-Gruppe, Sequa, gGmbH and BMZ was also launched aiming to create 160 new job opportunities and employment to 3500 workers over the next three years.

### Our Plan for Next Year

- Further expand the EoL standard outside Egypt
- Acquire the ICROA and the Integrity Council memberships to bolster the credibility in the carbon credit market.
- Integrate EoL models into economics courses and launch evidence-based local and global awareness campaigns.
- Expand the EoL Carbon Credit Marketplace and implement true cost accounting initiatives.
- Standardize EoL branding, promote EoL in service providers' spaces, and enhance global outreach.



# SVG 12

## Ethical Finance

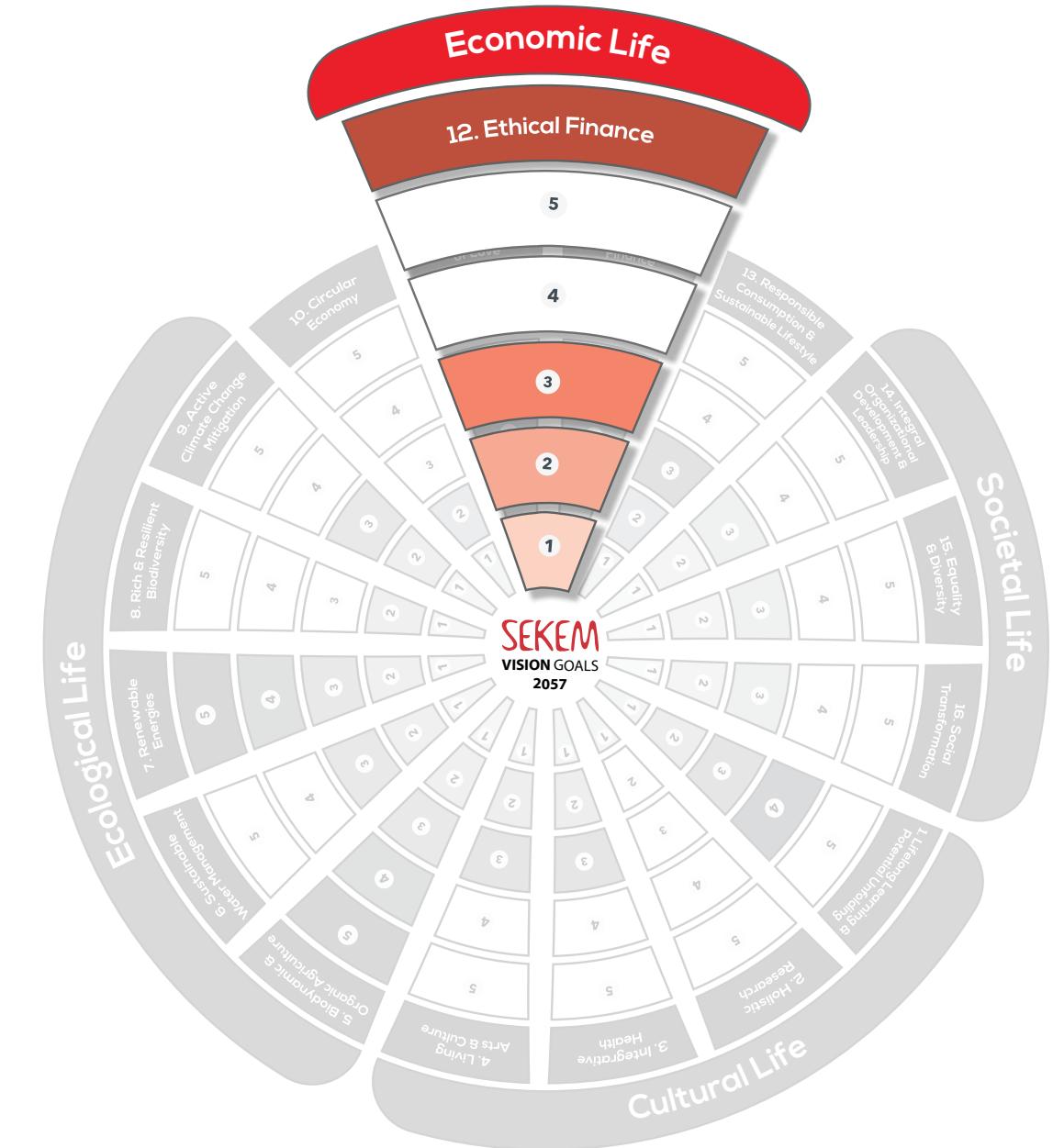
Focus topic in 2020



### Our Vision for Egypt 2057:

Egypt has implemented ethical banking and finance.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Ethical banking is an essential mechanism needed to fulfill the sustainable development goals.
- The key to ethical banking is a set of principles that take into consideration the social and environmental impacts of their investments and loans.
- Egypt is still at its earliest stages towards ethical banking; however, there has been some progress in this regard.

### Our Goal 2027

*In cooperation with economic partners and HU, SEKEM established and optimized a model of ethical banking and money sources, implemented the system in its activities and disseminated it in Egypt.*

### SEKEM's Approach

In cooperation with its economic partners and the **HU, SEKEM** strives to work only with **green banks** and meanwhile establish an **alternative model of ethical banking** in Egypt. 10% of **SEKEM Holding** profits are **invested into cultural activities**, mainly under the SDF.

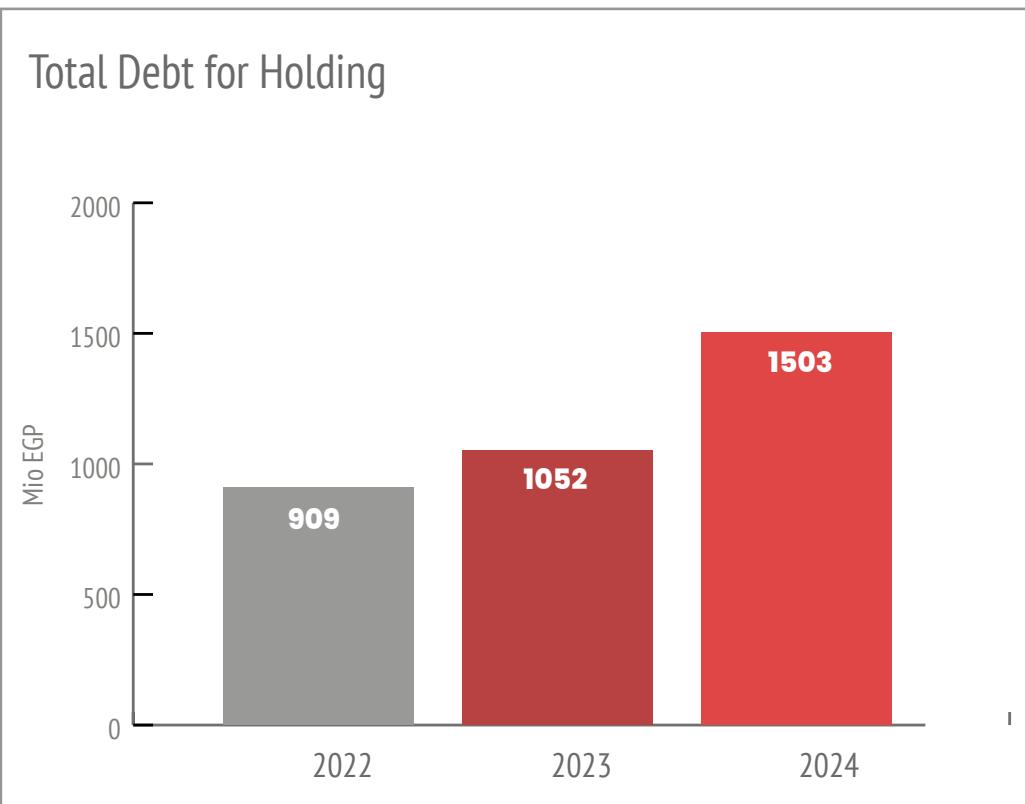
**SEKEM Bedaya-Marilou Fund** program under **SDF** **distributes micro loans and supports** the residents of the 13 villages around SEKEM to start their own business that aligns with SEKEM Vision and sustainability standards.

[More info about the program in this article](#)

For two years **SEKEM** has implemented a **Miza point system** in which all SEKEM & HU Employees can circulate given bonus points and use them in the SEKEM Shops. In the future these

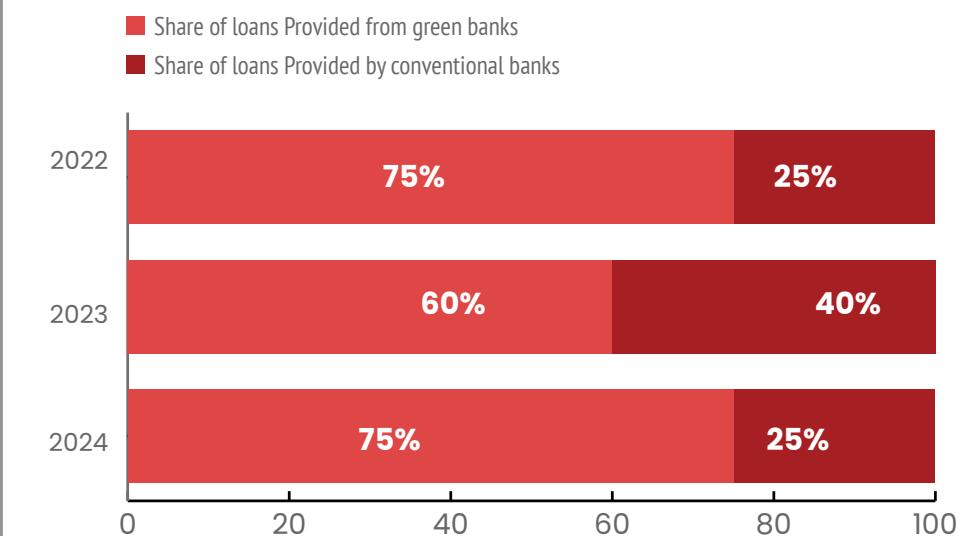
points are meant to circulate within the whole SEKEM Initiative and the 13 Villages. Through a closed circuit, the value created within, will remain in the local community, enhance social interactions and give possibilities for the local economy to thrive. [What is Miza?](#)

## Our Performance in 2024

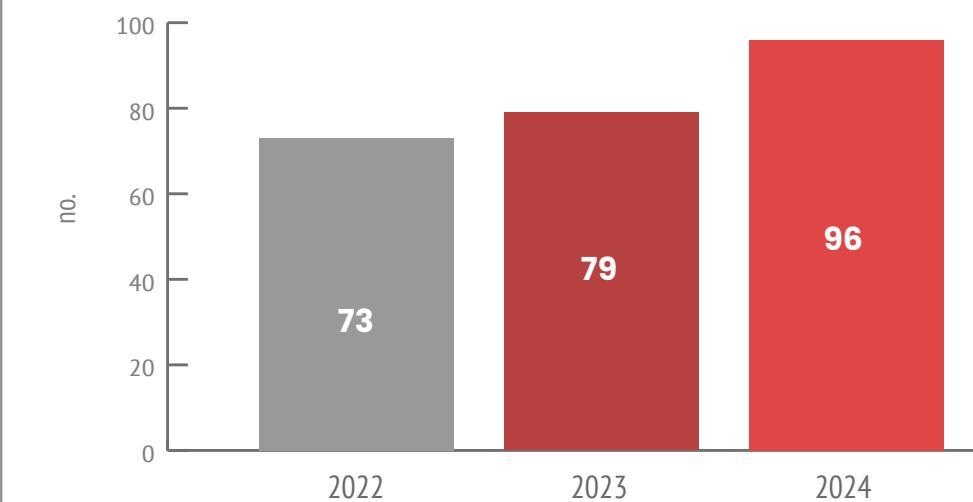


SEKEM continues to make payments to international lenders paid fully and in time. Unfortunately debt value is not decreasing due to currency devaluation which occurred again in 2024 and caused the share of "green" banks from Europe to increase.

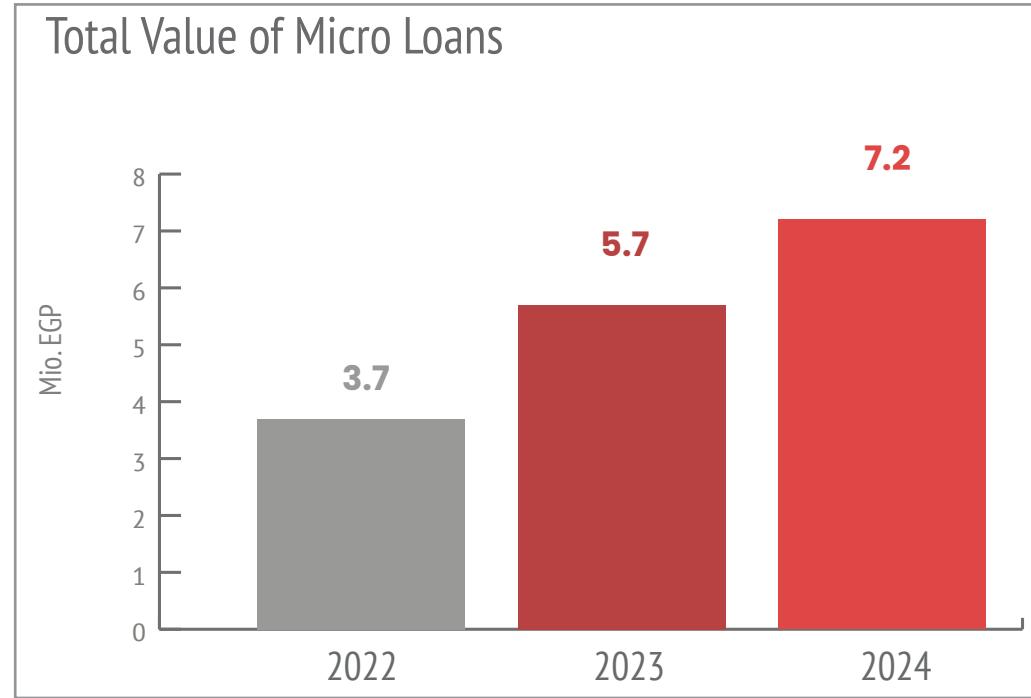
## Distribution of Loans by Type of Bank



## Total Number of Micro Loans



A total of 96 clients, up from 79 in 2023, benefited from microloans. Several of which were women and originating from the 13 Villages and Wahat. The loans covered diverse aspects such as animal husbandry, craft activities, agricultural production, PV and irrigation systems installations.



## Other News in 2024

EBDA signed a MoU with the National Bank of Egypt, aimed at supporting smallholder farmers across the country. The MoU outlined three primary areas of support: solar pumping, irrigation systems, and contracting agriculture. Besides, through this partnership, EBDA and SDF sought to streamline the process for registered farmers to access their deserved

## Our Plan for Next Year

- Expand micro-loans, financial literacy, and cooperative banking for farmers.
- Ensure SEKEM funding comes from ethical banks and sustainable sources.
- Strengthen Miza and Do-pay systems for secure and fair transactions.
- Launch certification programs and promote sustainable finance education.
- Fund solar panels, organic inputs, and EoL-certified projects through ethical finance models.



## SVG 13

# Responsible Consumption and Sustainable Lifestyle

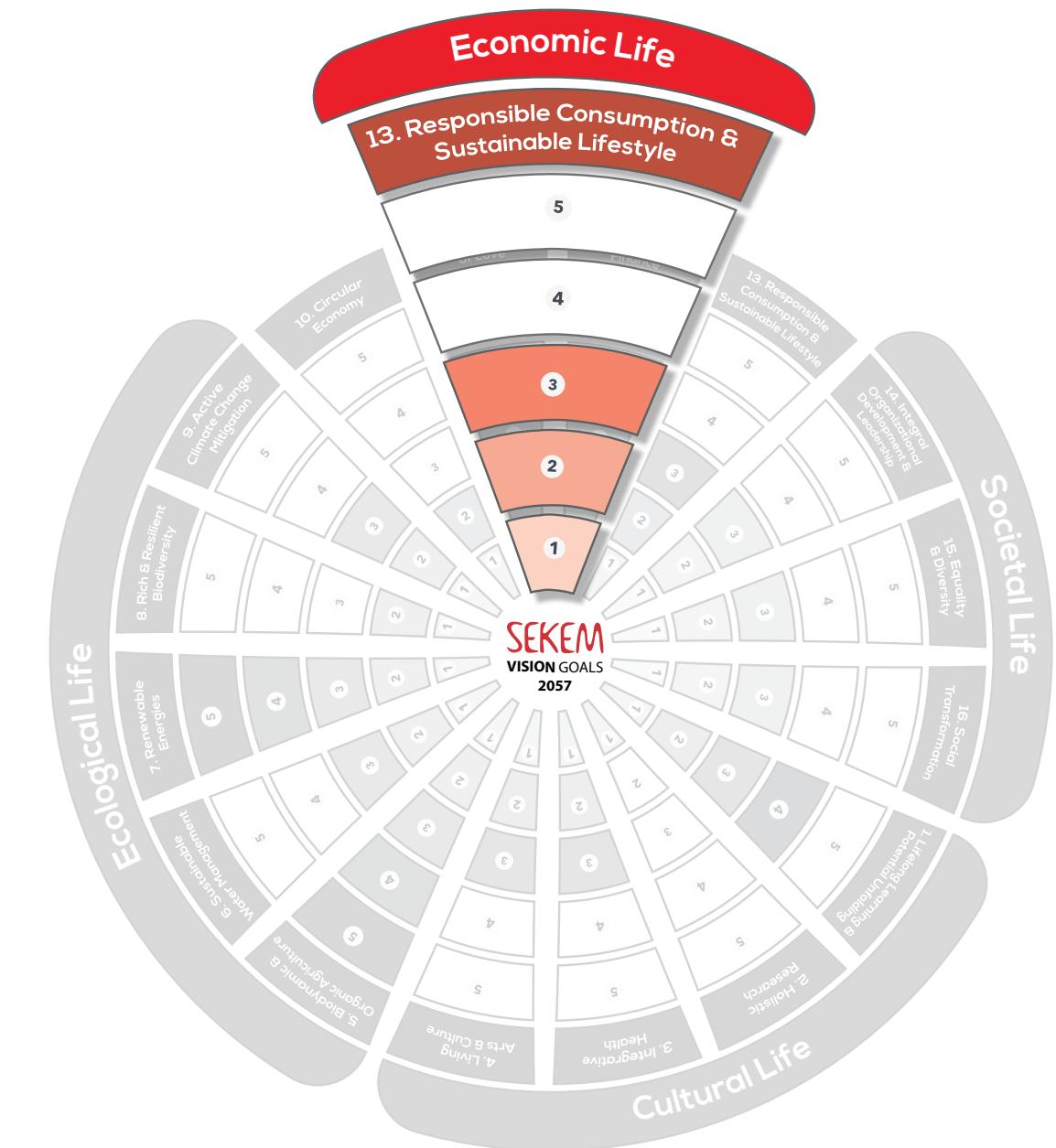
Focus topic in 2021



### Our Vision for Egypt 2057:

Responsible consumption and a sustainable lifestyle are mainstream, with a wide range of sustainable products and services for all customer needs and social classes.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Customers' demand on sustainable services and products pressures producers to reduce natural resource depletion and pollution.
- Developing countries including Egypt caught the trend of the green products movement and started to adopt more responsible behavior.

### Our Goal 2024

*In cooperation with national and international partners and HU, SEKEM supplies the whole range of foodstuff, medication, cosmetics and textiles in Egypt.*

## SEKEM's Approach

To make **SEKEM community** members aware of their consumption pattern we **educate them about sustainable lifestyles** through workshops and classes.

**SEKEM Holding provides sustainable products and services** for the Egyptian consumers. At the moment the range of our green Demeter-certified products includes biodynamic food, plant based medicaments and organic textiles.

[visit SEKEM online shop](#)

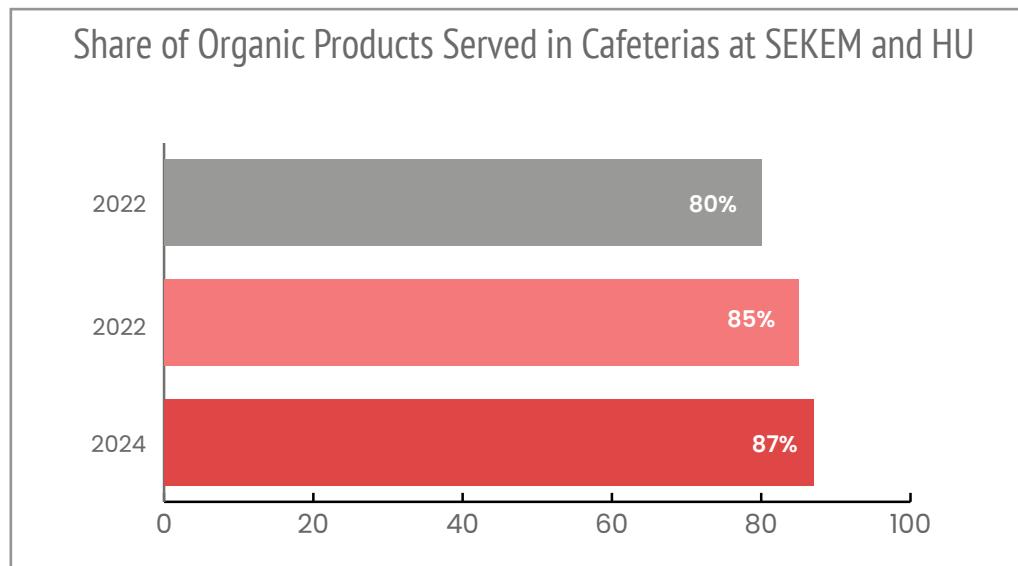
At **SEKEM Wahat Farm** we practice creating new buildings from local materials, offering solar water heaters to the inhabitants and domestic PV energy to private households.

[More on the activities at SEKEM Wahat Farm](#)

SEKEM increases consumption of **organic products** within its own community by serving it in cafeterias and offering delivery services of organic products from the farm.

[More information about SVG13 in this article](#)

## Our Performance in 2024



We're consistently increasing the share of organic products served in the cafeterias that cater to SEKEM entities, reaching 87% in 2024.

## Other News in 2024

In 2024, all new buildings at SEKEM were constructed using rammed earth techniques combined with carpentry and wooden structures. Key projects included the completion of the SEKEM El-Wahat School with nine classrooms, a kindergarten, a prayer room, and offices. On the main farm, a baby group facility and two art pavilions were added to support early childhood and arts education. A new house for agricultural preparations was also built to strengthen biodynamic practices.

Furthermore, we expanded our EcoFurniture product range to offer comprehensive interior furnishing solutions for educational, residential, and office spaces. By strengthening our local wood production initiatives, we successfully reduced the use of imported wood by 20%, advancing both our sustainability goals and support for local craftsmanship.



## Our Plan for Next Year

- Start construction of 80 eco-friendly apartments in the SEKEM EcoVillage.
- Build housing for 32 agricultural engineers at SEKEM Minia Farm.
- Develop an art studio and exhibition hall at Heliopolis University.
- Increase furniture production by 25% and reduce imported wood use by another 20%.



## Societal Life

**SVG#14:** Integral Organizational Development and Leadership

**SVG#15:** Equality & Diversity

**SVG#16:** Social Transformation



### Our Approach

SEKEM is dedicated to pioneering social innovation as a means to address complex societal challenges. We uphold inclusivity, dignity, and equity as core values, recognizing gender equality, intergenerational dialogue, and cultural diversity as essential pillars of a just and resilient society. Our work is grounded in shared ethical principles and guided

by frameworks such as the **SEKEM Code of Conduct** and the **Corporate Governance Index**, ensuring a consistent commitment to human rights, transparency, and mutual accountability across all SEKEM entities. Our efforts also extend beyond organizational boundaries, actively engaging with surrounding communities to foster human development, social cohesion, and improved quality of life.

We empower individuals as agents of change and embrace diversity in all its forms—religious, generational, physical, and intellectual—believing in the unique potential of every human being. This integrative approach—linking personal growth, social responsibility, and institutional integrity—forms the foundation of our societal life and reflects our ongoing commitment to shaping a regenerative and inclusive future.

# Societal Life

## At a Glance 2023

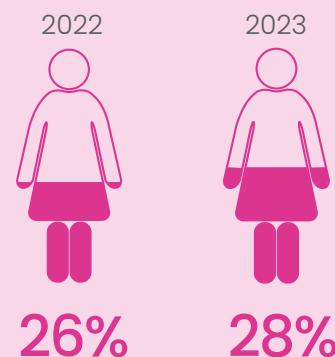
2024  
**102**

Total Number of seasonal workers (FTE)



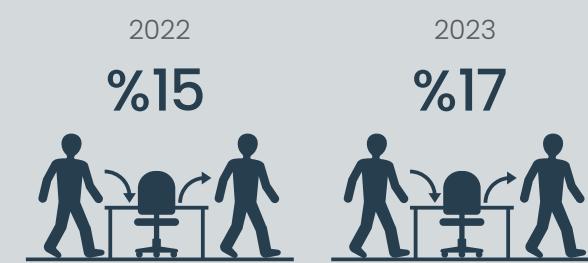
2024  
**30%**

Female Employee Share (SEKEM Holding)



2024  
**10%**

Employee turnover (for employees worked for >1 year for SEKEM Holding)



**1,959**

Total Number of Employee by Entity (FTE) in 2024

2024  
**280** SDF

2023  
SDF 249

2022  
SDF 175

2024  
**120** EBDA

2023  
EBDA 20

2022  
EBDA 25

2024  
**475** HU

2023  
HU 518

2022  
HU 532

2024  
**1,208** SEKEM Holding

2023  
SEKEM Holding 1,176

2022  
SEKEM Holding 1,227

2024  
**41%**

Long-term employees (working for SEKEM +7 years at SEKEM Holding)



2023  
**43%** 2022  
**48%**

2024  
**1:38**

Ratio of the highest to the lowest annual full-time salary

2022  
**1:38** 2023  
**1:40**

**3500**

EGP per month



Minimum Salary paid

2022  
**2400** 2023  
**3000**

**3,216**

EGP per month

Average Amount of Non-Monetary Benefits per Employee

2022  
**1,620** 2023  
**2,600**



# Societal Life

## Meet Our People



**Osama Attya**

*Chief Technology Officer,  
SEKEM Holding*

### *When did you join SEKEM? What is your current role and how has it evolved over the years?*

I joined SEKEM in 2021 as Chief Digital Transformation Officer. SEKEM is a deeply integrated ecosystem, and my work spans across sectors. I oversee digital infrastructure, smart systems for agricultural traceability, AI-powered platforms for sustainability monitoring, and inclusive employee technologies. As SEKEM evolves, so does my role—constantly innovating to serve not just organizational efficiency, but the community as a whole.

### *Can you tell us more about key projects and who they serve?*

One main project has been the deployment of an integrated ERP system across all SEKEM entities, streamlining operations in finance, HR, supply chain, and production. We also

launched a self-service application that supports over 2,000 employees in managing leave requests, payroll, performance appraisals, and personal development.

In the agricultural sector, we developed a farm management platform, currently used by more than 2,000 farms to monitor daily activities such as irrigation and fertilization to enhance the efficiency and transparency of agricultural practices. As part of our ongoing innovation efforts, we are also developing a remote sensing system to collect real-time data on soil, climate, and crop health, along with AI-driven analytics for precision agriculture.

We've also built a carbon credit platform to support the Economy of Love initiative, enabling carbon validation, certification, and participation in voluntary carbon markets. In parallel, we're developing a Digital Transparency and Integrity System (DTIS) to track the entire supply chain—from seed to shelf—enhancing food safety, market trust, and consumer awareness.

### *How do you see SEKEM's vision for sustainable development shaping the future?*

SEKEM's vision is redefining how holistic development is implemented and measured. By embracing regenerative agriculture, holistic education, circular economy practices, and advanced digital tools, SEKEM is creating a replicable model for sustainable human civilization. Its strategy for combining ancient wisdom with modern innovation paves the way for a future where economic success and environmental responsibility are inseparable.

### *If you could give one piece of advice to someone joining SEKEM, what would it be?*

Join SEKEM not just as a job, but as a life mission. Immerse yourself in its culture, contribute your expertise, and you'll find yourself part of a larger movement that's actively shaping a better world—for Egypt and for future generations everywhere.



## SVG 14

# Integral Organizational Development and Leadership

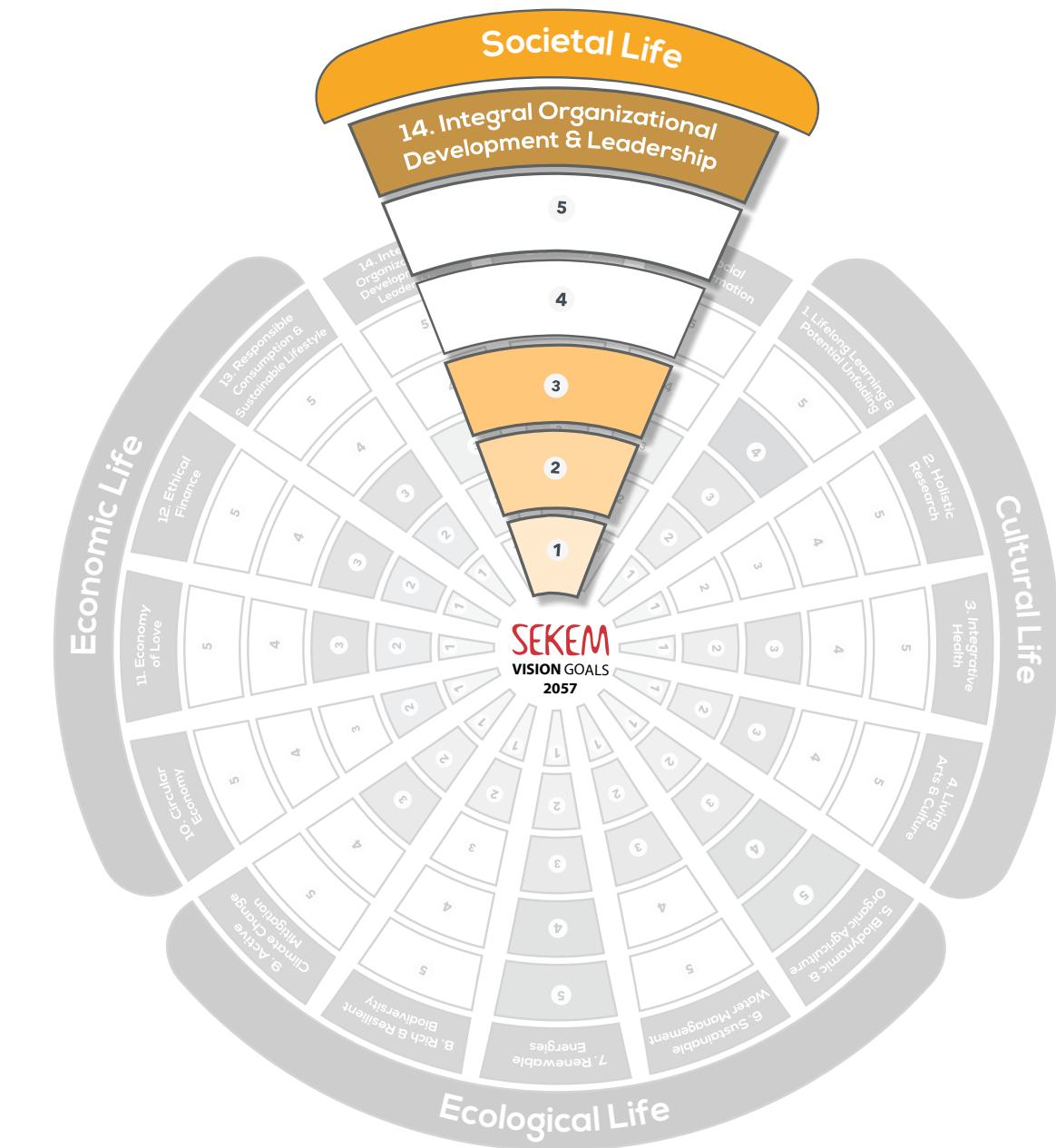
Focus topic in 2024



### Our Vision for Egypt 2057:

There are living and agile organizational structures in a wide variety of institutions in Egypt that serve consciousness development.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Humankind has a tendency to move to higher degrees of self-organization and purpose driven organizations that adapt to their environment and social needs.
- Integral organizational development is a holistic approach to managing change in an organization through individual and group coaching and leadership development to bring behavioral changes in employees, achieving higher organizational effectiveness.

### Our Goal 2027

*SEKEM developed the SEKEMsophia governance model for community, organizational and human development, and disseminated it in Egypt together with HU.*

## SEKEM's Approach

**SEKEM community** brings together individuals with diverse backgrounds- from a farmer, to a factory worker, to a PhD professor- creating a diverse and dynamic environment that defies a one-size-fits-all management approach. Recognizing this, SEKEM has long embraced the **co-existence of different organizational systems and leadership styles** adapted to the different contexts.

**SEKEMsophia** concept is grounded in this dynamic approach and guides the process for leadership and organizational development for the **implementation of the SEKEM Vision**.

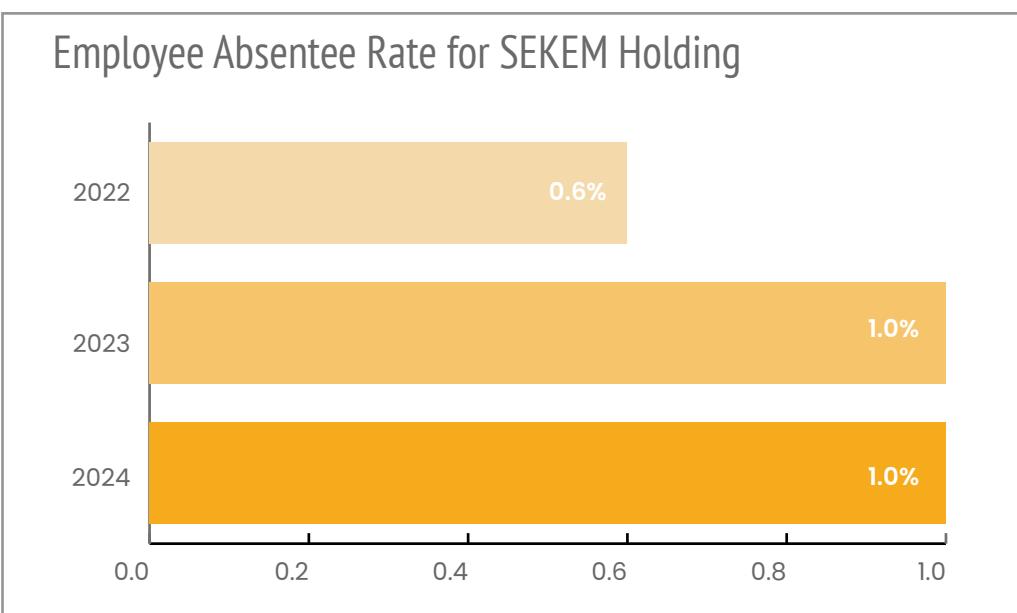
Due to the complexity of **SEKEM's evolving institutional ecosystem** it can be challenging for leaders of individual organizations within this ecosystem to leverage the opportunities and synergies that exist across the broader network.. Many are understandably focused on managing

the immediate demands and challenges of their own entities, which can limit their capacity to act strategically as part of a larger whole.

While this is a common reality in most organizations around the world, SEKEM stands out as a unique example of a system characterized by a high degree of cross-organizational cooperation and association, fostering a level of collaborative integration that is rare and deeply rooted in its holistic vision.

For all new employees SEKEM conducts a **Spiral Dynamics Assessment**, a tool that explores and illustrates an individual's diverse value systems and levels of consciousness. The aim is to foster self-awareness and understanding in business, educational, and personal development settings. It is particularly effective in uncovering **unseen dynamics** within individuals, teams, as well as between leaders and their departments, inter-departmentally, and within organizations.

## Our Performance in 2024



## Other News in 2024

ESD center continues to advance leadership development through the LEAD program, which focuses on cultivating

high-potential employees and talent accelerators by nurturing essential leadership skills across the workforce. This was complemented with the **Leadership for Sustainability** course, offered by the **HU Training Academy**.

We've also launched the SEKEM visioneers training program for a select group of junior and senior employees, based on the Philosophy of Freedom by Rudolf Steiner.

### Our Plan for Next Year

- Provide leadership and management training focused on sustainability and ethical business practices.
- Conduct satisfaction surveys, enhance team collaboration, and improve the social environment.
- Strengthen company-wide communication, clarify structures, and align SEKEM and Ecotec operations.



# SVG 15

## Equality & Diversity

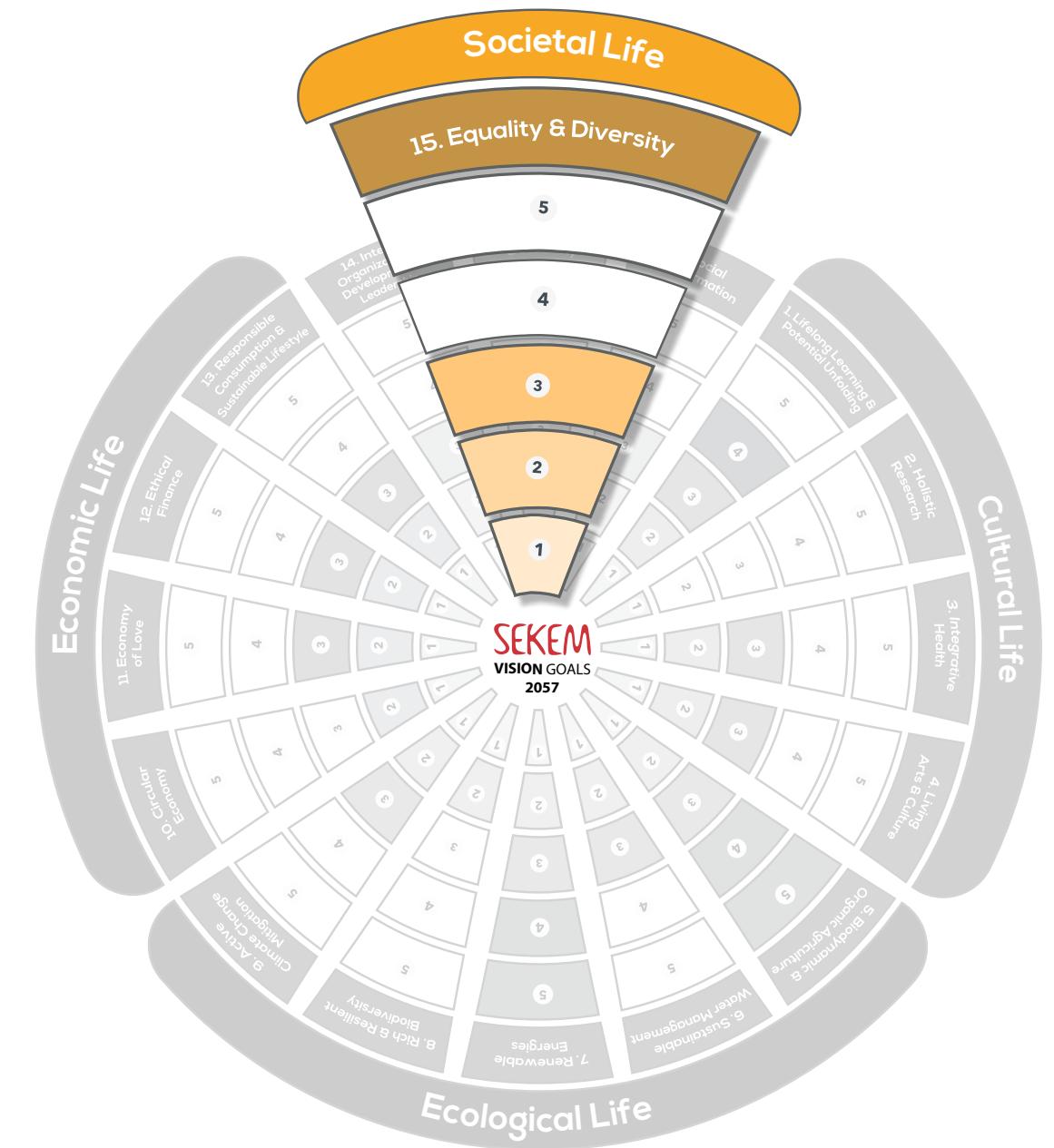
Focus topic in 2025



### Our Vision for Egypt 2057:

Egypt celebrates diversity and ensures equal opportunities for everyone regardless of age, nationality, religion or gender.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

**3 PROTOTYPE PHASE**  
In Centers, With Partners, HU, SEKEM Companies and NGOs

**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Equality and diversity stand for providing all people with equal opportunities and removing any chances of discrimination.
- Organization that celebrates diversity among its employees lowers the employees turnover rate by creating a happy and safe working environment.
- Gender inequality is a major issue in Egypt, with the country ranking 129th out of 156 in the Global Gender Gap Index.
- Minimum wage ensures that all workers have fair income and equal opportunity to achieve a decent standard of living.
- In 2022 minimum wage in Egypt reached EGP 2,400 per month, however, due to instability in economic sector living wage reference value resulted in ca. EGP 5,000, which means that the minimum wage may not be enough to cover the basic needs of workers.

### Our Goal 2027

Together with its local partners SDF, EBDA and HU, SEKEM Holding is an example for gender empowerment and promotion of diversity and equal opportunity that inspires other organizations in the region.

## SEKEM's Approach

Equality and diversity are an **integral part** of **SEKEM's** culture, where people with different backgrounds, nationalities and beliefs are working together every day.

**SEKEM integrates values** and ethical principles from Islam, Christianity and other spiritual traditions

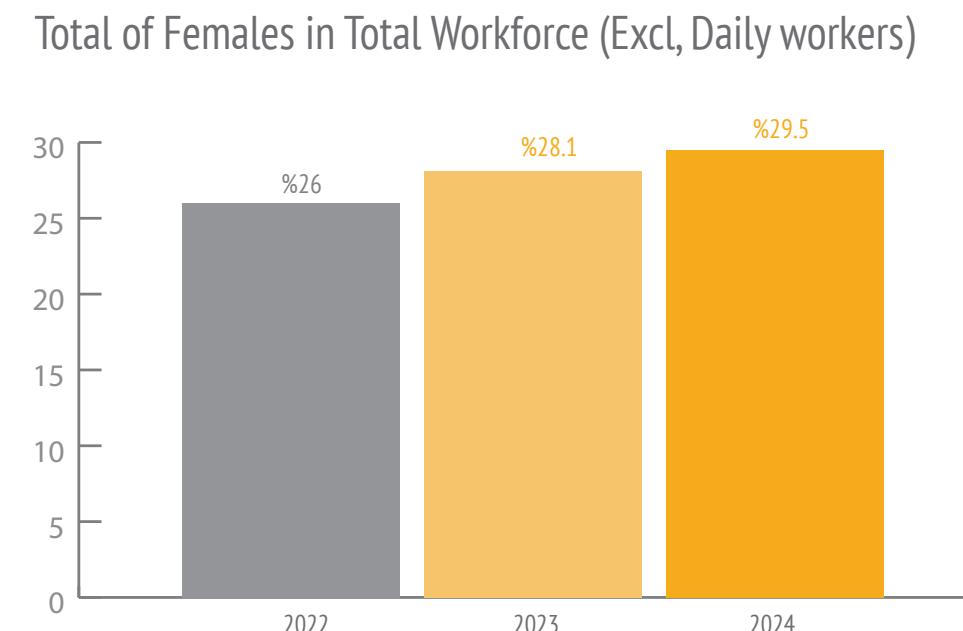
**SEKEM** provides educational and job opportunities for people with **special needs**. In our **Special Education Program** they can choose a qualification, aligned with their capabilities, allowing them to develop practical skills and become active contributors within our workforce.

All students at **HU** and **SEKEM Schools** take part in dedicated sessions on gender equality in Egyptian society, ensuring that the values of inclusivity and equity are integrated into their learning journey

**SEKEM Holding supports female employees** by providing **on-site** childcare facilities, the option to work from home, skills development courses, and regular medical advice sessions focused on reproductive health.

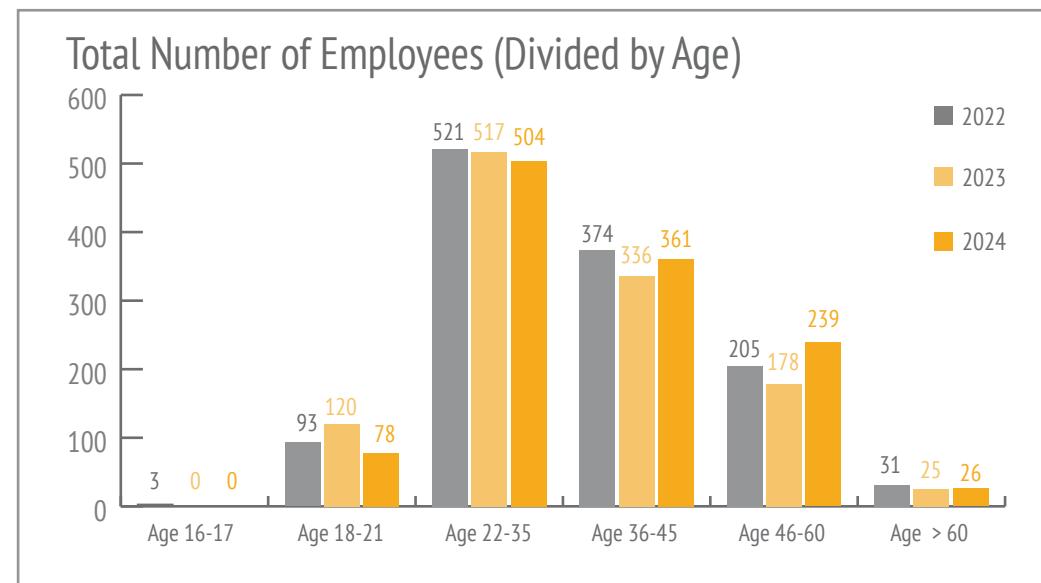
At **SEKEM**, both **male and female workers** benefit from unpaid leave for marriage preparations/honeymoon additional to their annual leave and parental leave is granted for both mothers and fathers.

## Our Performance in 2024



Female participation in the workforce continues to gradually increase, reaching 29.5% in 2024. While progress toward full gender balance remains slower than anticipated, this figure is still higher than the national average of 16.4% in Egypt, as reported by the World Bank in 2023.

Atos reached 50% female share, reaching the ultimate goal. Slight 4% increase in ISIS. The lowest indicator is in the Agriculture sector (3%) due to the physical type of work that is still classified by Egyptian society as "male".



At SEKEM, we value the connection between different age groups in the workplace, recognizing that intergenerational exchange enriches our organizational culture and fosters diversity of thought and experience. As such, we maintain a broad age distribution, with the majority of employees aged between 22 and 35 years.

## Other News in 2024

The special education program at Sekem School supported 28 new students across 3 classes, including 18 students from grades 1 to 9 and 2 workshop groups with 10 students aged 14 to 16.

At HU, the fourth phase of sexual harassment-free campus initiative continued with interactive theatre performances, information days and discussion circles moderated by gender experts, engaging both staff and students in meaningful dialogue and awareness-building.

Additionally, a second group of women successfully completed the sewing training offered by the VTC Textile department. With support from the microloans project, they were able to purchase their own sewing machines, empowering them to generate income and support their households. A new sports program was also launched, specifically targeting young girls from the 13 villages, promoting physical well-being and inclusion.

A new project, "Rural Women Empowerment", is a German-Egyptian cooperation initiative implemented by SDF and EBDA, and bbw gGmbH as of January 2025. Funded by BMZ under the "Decent Work for a Just Transition" initiative, the project aims to promote employment and improve livelihoods for women and girls in 13 villages through competency-based career orientation, improved healthcare access, and organizational development.

### Our Plan for Next Year

- Increase female workforce representation and hire colleagues with special needs and diverse nationalities.
- Launch female employment initiatives, minority education projects, and entrepreneurship support.
- Establish farmer awards, invite diverse farmers to festivals, and support retired employees.
- Start female empowerment programs and work-life balance initiatives (including more part-time positions)
- Expand international student exchanges, field visits, and practical learning opportunities.



# SVG 16

## Social Transformation

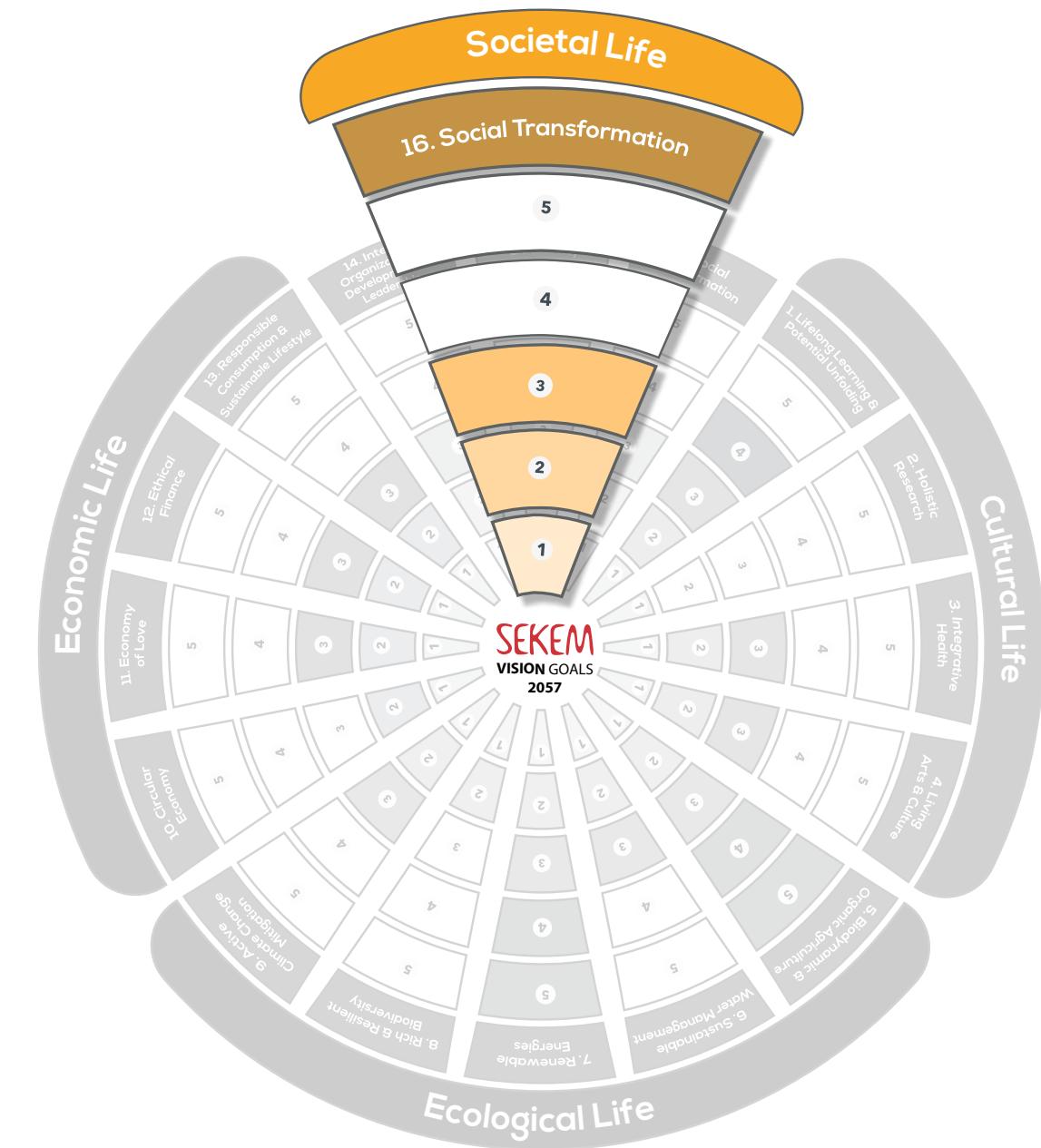
Focus topic in 2023



### Our Vision for Egypt 2057:

A societal transformation has taken place in Egypt that has led to sustainable rural development and regenerative cities where people feel empowered and responsible to shape the future of their country.

### Link to UN Sustainable Development Goals:



**1 VISIONING PHASE**  
In Vision Groups, Future Council, Individuals

**2 RESEARCH PHASE**  
In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs

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**4 UPSCALING PHASE**  
In 13 Villages Around SEKEM, SEKEM Wahat Farm

**5 MAINSTREAMING PHASE**  
All Over Egypt

## Why it matters

- Social transformation is a natural process of change that reshapes all dimensions of life including culture, social relations, politics, economy, and mindsets. While it can lead to positive progress, it can also bring about challenges or unintended consequences, making it essential to guide this transformation with awareness and purpose.
- Negative social transformation, often driven by the impact of globalization, environmental change and economic and financial crises, has led to growing inequalities, extreme poverty, exclusion and the denial of basic human rights.
- The world is in need of an alternative holistic system, that does not divide economy, ecology and society into separate spheres, but instead integrates them as interconnected components of a single unified system.

### Our Goal 2024

In cooperation with HU, SEKEM promotes community development in Egypt and worldwide through its pilot projects in Minya, Sinai, and Wahat.

## Our Approach

The **ultimate goal** of **SEKEM** is to address cultural, societal, ecological, and economic challenges in Egypt through an integral and holistic perspective. It is an ambitious, ongoing journey - one that is continuous and evolving, and made possible through the dedicated support of partners and friends.

**SEKEM Initiative** is connected with the World **Social Initiative Forum (SIF)**, which serves as a platform for engaging both local and international activists. SIF collaborates with NGOs,

embassies, cultural institutions, and other stakeholders to foster dialogue, exchange and collaborative action.. Its mission is to create inclusive spaces for diverse practices, act as a liaison among stakeholders, and support the realization of Egyptian Vision 2030 and SEKEM Vision 2057.

We are **addressing social challenges** beyond SEKEM through our flagship initiative, the **13 Villages** project, that aims to improve living conditions and create jobs for residents of the villages surrounding SEKEM farm. .

Another ambitious initiative is **SEKEM Wahat Project**, which envisions the **creation of a sustainable community** in the desert from scratch, where people can work, live, share and develop together.

The **Community-based learning (CBL)** programme at **HU** was established to **serve local communities** while immersing students in real-life challenges and nurturing their ability to solve them.

The **SEKEM Development Foundation (SDF)** provides educational and medical services to the surrounding villages.

## Our Performance in 2024

### 5 projects for farmers (4 Returns) results

## Other News in 2024

A special edition of the Social Initiative Forum took place in April at HU coinciding with the World Future Council's Annual General Meeting in Egypt. Titled "Solutions for Our Common Future: Living in Harmony with Nature", the event featured thought-provoking sessions on ecosystem restoration, climate policy, peace and security, and regenerative leadership, including a panel featuring HU students. Highlights included contributions from global changemakers and World Future Councillors such as Dr Michael Otto, Dr Otto Scharmer and Thais Corral.

The RDC continues to expand its community development efforts in Wahat, offering essential services like media assistance and physiotherapy, supported by faculty and students as part of CBL. Efforts were also directed towards infrastructure improvements, through establishing low cost waste water management units and environmental conservation through tree planting initiatives.



### Our Plan for Next Year

- Collaborate with village hospitals for patient assessments, treatment plans, and health awareness.
- Develop student exchange programs to strengthen cultural, social, and emotional bonds.
- Partner with ECSI for eco-business initiatives and expand the EoL EDU program.
- Promote interfaith cooperation, increase Christian employee representation, and enhance diversity.
- Expand SEKEM's impact in 13 villages and regions like Minya, Sinai, and Wahat.





**ANNEX**

# About This Report

## Mentioned Entities

In this report, when SEKEM is mentioned, we include all initiatives inspired by our vision, be it SEKEM Holding with its group of companies, the SEKEM Development Foundation (SDF) and the Heliopolis University for Sustainable Development (HU).

The presented data is related to SEKEM Holding and its companies unless otherwise stated.

## GRI Index

Our report is structured in accordance to Global Reporting Initiative (GRI) Standard 2021. The purpose of the GRI is to enable organizations to report information about their most significant impacts on economy, environment, and people. Our significant impacts are monitored through the SEKEM Vision Goals (SVGs), hence our SVGs are in the focus and give the framework for this report. For each SVG we make sure to provide space to report information on its impacts and how we manage them.

We followed the GRI standards consciously, choosing the ones that we found relevant to us and those that would help us to communicate with our stakeholders in the most beneficial way.

[Link to the filled out GRI table overview](#)



# SEKEM on Map

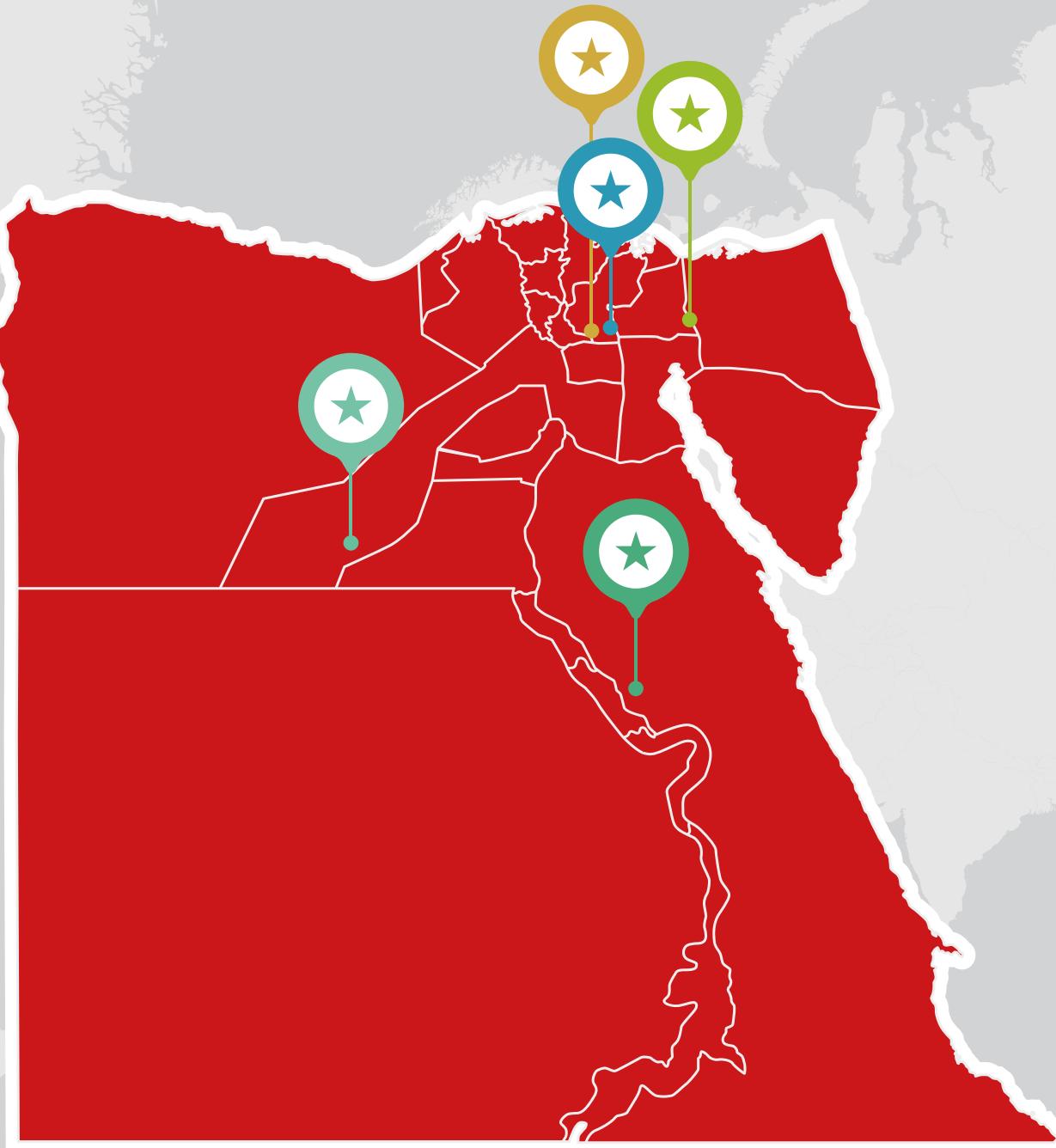
 SEKEM Mother Farm

 Adleya

 Wahat Bahareya

 Minya

 North-East Sinai



# SEKEM Risk Analysis

**SEKEM's management team and Board of Directors conducted a comprehensive risk assessment to identify and evaluate key operational and financial risks. Each risk was assessed based on its likelihood (on a scale of 1-3) and its potential impact (also on a scale of 1-3). The primary risks identified include:**

- **Macroeconomic and Inflation Risks:**

High inflation (up to 38%) and currency devaluation pose significant financial challenges. These are being addressed through price adjustments and efficient marketing strategies.

- **Supply Chain and Cost Risks:**

Rising raw material and packaging costs—exceeding 30% in some cases—are mitigated by sourcing from more cost-effective suppliers.

- **Human Resources:**

High turnover, particularly in the medical representative team, is being countered with staff development and training programs.

- **Product Availability:**

Regulatory changes affecting product availability are being addressed through proactive registration, R&D, and enhanced supply chain management.

**All identified risks are being closely monitored, with specific countermeasures in place to mitigate their impact and ensure business continuity.**



# Organizational Entities under SEKEM Initiative and SEKEM Holding

## Shareholders of SEKEM Holding

SEKEM Treuhand gGmbH	54.76%	Triodos BV	6.18%
GLS Beteiligungs AG	13.66%	EcoTec Holding SAE	3.05%
Oikocredit EDCS	7.45%	Abouleish Foundation	0.04%

# SEKEM INITIATIVE

## SEKEM HOLDING

### Farming

SEKEM for Land Reclamation S.A.E.

Mizan for Seeds S.A.E.

SEKEM Laboratories S.A.E.

Libra for Organic Cultivation S.A.E

### TRADING

SEKEM Europe GmbH

### FMCG

ISIS for Food Processing S.A.E.

### PROCESSING

Lotus Co. for Organic Products S.A.E.

Lotus Upper Egypt S.A.E.

### TEXTILES

NatureTex for Cloths S.A.E.

### PHARMACEUTICALS

ATOS for Medical Herbs S.A.E.

## ECO TEC Holding

Eco Energy

Eco Village

Eco Health

Eco Fund

## Heliopolis University for Sustainable Development

Faculty of Pharmacy

Faculty of Business and Economics

Faculty of Organic Agriculture

Faculty of Physical Therapy

Faculty of Engineering

Core Program

Research Centers

Note: 90% of Heliopolis University is owned by SEKEM Holding but it is not consolidated financially.

## SEKEM DEVELOPMENT FOUNDATION (SDF)

School

Medical Center

Kindergarten

# SEKEM Holding for Investment S.A.E.

## SEKEM Holding: Board of Directors



**Helmy Abouleish**

**Born:** 1961

**Nationality:** Egyptian

**Based:** SEKEM, Egypt

**SEKEM Board Member,  
Chair and Managing Director  
Board Member since 2001,  
Chair since 2017 until 2026**

### Current positions:

- Chief Executive Officer of SEKEM Holding

### (Non-Executive) Board Memberships

- Member of the Board of Trustees, Heliopolis University, Egypt
- Member of the Board of Trustees of the Egyptian Junior Business Association, Egypt
- Member of the World Future Council, Hamburg, Germany
- Member of the International Association of Partnerships
- Member of the Egyptian National Competitiveness Council
- Member of the Advisory Council of Cradle2Cradle
- Member of the Club of Rome

- Member of CIFOR ICRAF
- Member of the World Goetheanum Association
- Member of the Schwab Foundation (World Economic Forum)
- Member of the World Social Initiative Forum
- Member of the World Ethic Forum
- Member of Catalyst 2030
- Member of the Future Economy Forum
- Member of the Climate Schutz Alliance

### Previous relevant positions, networks, background

- Member of the Board of the United Nations Global Compact
- Member of the Board of Fairtrade International, USA
- Member of the Board of the Egyptian Environment Affairs Agency, Egypt
- Member of the Board of the Science & Technology Development Fund, Egypt
- Member of the Board of the Agricultural Export Council, Egypt
- Member of the Board of the Egyptian Coalition for Transparency and Anti-Corruption, Egypt
- Founder of the Egyptian National Competitiveness Council, Egypt
- Founder of the International Association of Partnerships, Egypt
- Founder of the Egyptian Biodynamic Association, Egypt
- Chairman of the Industrial Law Committee for the Federal of Egyptian Industries (FEI)
- Chairman of the Industrial Modernization Center, Egypt



**Ahmed Abou Ali**

**Born:**

**Nationality:** Egyptian

**Based:** Cairo, Egypt

**SEKEM Board Member since 2016 until 2026**

**Member of SEKEMs CG&R Committee since 2016 until 2026**

### Current positions:

- Attorney at the Supreme Court

### (Non-Executive) Board Memberships

- Board Member at Telecom Egypt (Chair of Legal and Governance Committee, member
- CSR Committee).
- Chair, Supervisory Board at Attijariwafa Egypt Money Market Fund.
- Board Member at Suez Bags Company (Suez Cement Group).
- Board Member at Nile Waterproofing Materials S.A.E. (Bitunil).
- Board Member at WMCEF Schools Management S.A.E.
- Chairman of the Board, The American Chamber of Commerce in Egypt Foundation (NGO).
- Chairman of the Board at Egyptian Association for the Protection of Intellectual Property (NGO).
- Member, Egypt-U.S. Business Council.
- Board of Trustees Member and Treasurer at Education for Employment Foundation EFE (Egypt) (NGO).

### Previous relevant positions, networks, background

- Former Board Member at BLOM Bank Egypt S.A.E (Member of the Audit Committee).
- Former Board Member at Taameer for Real Estate (Member Executive Committee).
- Former Board Member at Enmaa Finance (Member of Audit Committee).
- Former Executive Vice-President of the American Chamber of Commerce in Egypt.



**Christophe Floride**

**Born:** 1959

**Nationality:** German

**Based:** SEKEM, Egypt

**SEKEM Board Member since 2012 until 2026**

**Member of SEKEMs SD Committee since 2023 until 2026**

### Current positions

- Board Member of Lotus S.A.E, SEKEM Group of Companies
- GM of Lotus, SEKEM Group of Companies
- Chief Quality Officer, SEKEM Group of Companies

### (Non-Executive) Board Memberships

- Board Member of ATOS Pharma, SEKEM Group

### Previous relevant positions, networks, background

- Co-Founding Member of the SEKEM Future Council
- Founding Member of the Egyptian Biodynamic Association, Cairo, Egypt Founding Member of the Center for Organic Agriculture in Egypt

- Founding Member of the Society for Cultural Development, Cairo, Egypt
- Head of CNC Department of Feinmechanische Werkstätten Baumgärtel GmbH in Malsch / Karlsruhe, Germany
- Degree of M.A. of mechanical engineer in the engineering school of Pforzheim, Germany
- High school degree with integrated mechanic apprenticeship, Kassel Germany



**Elfriede van Galen**

**Born:** 1961

**Nationality:** Dutch

**Based:** Netherlands

**SEKEM Board Member since 2015 until 2026**

**Chair of SEKEMs CG&R Committee since 2015 until 2026**

**Chair of SEKEMs SD Committee since 2015 until 2026**

- Supervisory Board member of Meerlanden
- Supervisory Board member Triodos Groenfonds NV/Triodos Organic Growth Fund/Triodos Renewable Europe Fund/Lid Raad van Toezicht Triodos Fair Share Fund
- Supervisory Board Member of Fairphone

### Previous relevant positions, networks, background

- Director of enerGQmobility (start up in AI applications to save fuel in the mobility industry)
- Director Sustainability University
- Supervisory Board member Holding Maatschappij Zuid-Holland
- Supervisory Board member Ymere (end Oct 1, 2020)
- Board member of the Dutch Emission Authorities, ZBO (until end of 2019)
- Supervisory Board member GITP chairman of the Board (until December 1st 2019)
- Board member Green Deal Board (mobility & logistics)
- Supervisory Board member OASEN
- Board member Foundation for Natural Leadership
- Board member de Balie
- Board member Stichting Hart voor Amsterdam,
- Board member European Regional Airline Association
- Board member Pension fund for KLM cabin crew
- KLM airlines, different positions o.a: SVP of ww customer service, MD KLM cityhopper, CEO KLM UK, SVP communication, SVP CSR
- Executive education at Wharton and IMD
- LLM Master of Laws University of Amsterdam

### Current positions

- Entrepreneur as partner and co-founder, TheRockGroup www.therockgroup.biz (2010-present), 'drive sustainable business' through CSR/sustainability strategies & implementation, education and development of sustainable business.

### (Non-Executive) Board Memberships

- Board member Foundation Bergplaas van Lippe Biesterfeld
- Supervisory Board member Royal Schiphol Group with focus on Sustainability and Member of the Audit Committee as well as the Safety & Sustainability Committee
- Supervisory Board member GVB chairman of the Board



### **Heather Henyon**

**Born:** 1973

**Nationality:** USA

**Based:** Vermont, United States of America

**SEKEM Board Member since 2016 until 2026**

**Member of SEKEMs A&R Committee since 2016 until 2026**

#### **Current positions**

- Founding Partner, Mindshift Capital

#### **(Non-Executive) Board Memberships**

- Director, Next Wave Impact Fund LP, USA
- Director, Women's Angel Investor Network, UAE
- Board Member, Wellbees, Istanbul, Turkey
- Board Member, Little Thinking Minds, Amman, Jordan
- Board Member, Qidz, Dubai, UAE
- Advisory Board Member, Cornell University Emerging Markets Institute
- Board Member, Cornell University Middle East Alumni Club
- Member, GCC Board Directors Institute

#### **Previous relevant positions, networks, background**

- Founding Partner, AthenaCFO, Dubai, UAE
- Managing Partner, Balthazar Capital, Dubai, UAE
- Director, Dubai Angel Investors, Dubai, UAE
- Investment Director, Eureeca Capital SPC, Dubai, UAE
- Interim CFO, Little Thinking Minds, Dubai, UAE
- Middle East Advisor, Entrepreneurial Leadership Initiative, Cornell University, Dubai, UAE

- Founder, Women's Angel Investor Network, BVI
- General Manager, Grameen-Jameel, Dubai, UAE
- Credit Analyst, Corporate Ratings, Standard & Poor's, NY, USA
- Project Manager, Internet Architecture & Technology, WorldCom, VA, USA
- Senior Analyst, International Wireless Practice, Washington, DC, USA
- Associate, Taylor-DeJongh, Washington, DC, USA
- Presidential Fellow, The American University in Cairo, Egypt
- Mentor, Flat6Labs, Abu Dhabi, UAE
- Co-Founder & Past Chair, Dubai Microfinance Club, UAE
- Board Director & Past Co-Chair, Cornell University Middle East Alumni Club, Dubai, UAE
- Advisor, CoFund Microfinance Private Equity Fund, Netherlands
- Investor, Rising Tide Europe, Luxembourg
- Cofounder, Rhodium45, Dubai, UAE



### **Konstanze Abouleish**

**Born:** 1963

**Nationality:** German

**Based:** SEKEM, Egypt

**SEKEM Board Member since 2017 until 2026**

**Member of SEKEMs CG&R Committee since 2023 until 2026**

#### **Current positions**

- Member of SEKEM Human Development
- SEKEM Guesthouse & Farm Community Co-Organiser
- Member of the Board of Trustees of Heliopolis University, Egypt

#### **(Non-Executive) Board Memberships**

- N/A

#### **Previous relevant positions, networks, background**

- Managing Director, NatureTex
- Co-Founding Member of the SEKEM Schools
- Co-Founding Member of the SEKEM Future Council
- Co-Founding Member of NatureTex



### **Jakob Robert Müller**

**Born:** 1984

**Nationality:** German

**Based:** Bochum, German

**SEKEM Board Member since 2020 until 2026**

**Member of SEKEMs A&R Committee since 2020 until 2026**

#### **Current positions**

- Director of GLS Beteiligungsaktiengesellschaft
- Director of Bürgerenergie Windpark Gagel Verwaltungsgesellschaft mbH
- Director of GLS Energie AG
- Director of GLS Windenergie 1 GmbH i. Gr.

#### **(Non-Executive) Board Memberships**

- Member of the Shareholders Committee of Byodo Naturkost GmbH
- Member of the Shareholders Committee of Bio Foods (PVT) Ltd
- Advisory Board Member for Stiftung Neue Energie, Bochum

#### **Previous relevant positions, networks, background**

- Director of Dachwatt Verwaltungsgesellschaft mbH

- CFO Bündnis Bürgerenergie e.V.
- Founding Member Forschungsnetzwerk Energiegenossenschaften
- PhD in Economics (University of Erfurt)
- Master of Arts in General Management (Witten/Herdecke University)
- Bachelor of Arts with Honours in Business Administration (Open University Milton Keynes); Diplom-Betriebswirt (BA) (Baden-Württemberg Cooperative State University)



### **Matti Specker**

**Born:** 1982  
**Nationality:** German / Finnish  
**Based:** Germany / Kenya

**SEKEM Board Member since 2023 until 2026**

**Member of SEKEMs SD Committee since 2023 until 2026**

#### **Current positions**

- Founder and Director of LIMBUA, Kenya

#### **(Non-Executive) Board Memberships**

- Founder & Board Member Stiftung WELT:KLASSE

#### **Previous relevant positions, networks, background**

- Associate Member at Think Tank 30 Deutschland | Club of Rome
- Diploma in Business Economics (Witten/Herdecke University)
- Scholarship Holder at Scholarship Holder Stiftung der Deutschen Wirtschaft (sdw)
- Co-Founder Expedition Welt e.V.
- Co-Founder oikos Witten/Herdecke e.V.



### **Rembert Johannes Biemond**

**Born:** 1958  
**Nationality:** Dutch  
**Based:** Järna, Sweden

**SEKEM Board Member since 2015 until 2026**

**Member of SEKEMs CG&R Committee since 2016 until 2026**

**Member of SEKEMs A&R Committee since 2023 until 2026**

**Managing Director at SEKEM Treuhand gGmbH, Germany**

**Managing Director at EcoTec Holding, Egypt**

**Member of the Board of Trustees at Heliopolis University, Egypt**

#### **Current positions**

- Founder and President at Rembert Biemond AB, Järna, Sweden
- President at Edith Maryon Foundation, Basel, CH
- Managing Director at ODAT GmbH, Diepholz, Germany

#### **(Non-Executive) Board Memberships**

- Board member Evidenz Foundation, Basel, CH
- Board member at LSI (Living Seeds International), Zürich, Switzerland
- Advisory Board Member at Biohöfe Stiftung, Bochum, Germany
- Board Member of Fondazione Dimitri, Verscio, CH

#### **Previous relevant positions, networks, background**

- President of the Board and cofounder at Culturescapes, Basel, CH

- Board Member and CEO at Vidar Foundation / Kulturcentrum Järna, Järna, Sweden
- CEO at Lehmann Natur GmbH, Mönchengladbach, Germany
- Board Member at Freie Gemeinschaftsbank, Basel, CH
- Entrepreneur/Board member at Unternehmen Mitte, Basel CH
- Goetheanum, different managerial positions including CPO, Deputy CFO, Director Goetheanum Bühne
- Various assignments as speaker, lecturer and organizer in Education, NGO's, and Business
- M. Sc. in Business at Federal University of Groningen, NL
- B. Sc. in Economics at Erasmus University, Rotterdam, NL

# SEKEM Holding Group of Companies

The history of SEKEM starts with a group of companies under the SEKEM Holding founded in 1977 by Dr. Ibrahim Abouleish to strengthen sustainable development in Egypt. On the scale of Egyptian and international markets they produce, process, and market Organic and Biodynamic foodstuff, textiles, and phyto-pharmaceuticals. With part of its profits the SEKEM Holding co-finance the social and cultural activities of SEKEM NGOs.



**Name:** Lotus S.A.E /Lotus Upper Egypt S.A.E.

**Year of establishment:** 1977/2008

**Services:** Production, import and export of organic and biodynamic products

**Products:** Herbs, spices, seeds



**Name:** ATOS Pharma S.A.E.

**Year of establishment:** 1986

**Services:** Manufacture & marketing of phytopharmaceuticals

**Products:** Natural medicines and healthcare products



**Name:** NatureTex S.A.E.

**Year of establishment:** 1998

**Services:** Design, manufacturing, marketing of the products

**Products:** Baby and kids wear, toys, home textiles, fabrics, assorted adult items from organic cotton



**Name:** SEKEM for Land Reclamation S.A.E.

**Year of establishment:** 2008

**Services:** Reclaiming and cultivating new pieces of land according to biodynamic principles, operating in total 3 SEKEM farms located in Wahat Bahareya, Sinai and Minya.



**Name:** SEKEM Laboratories S.A.E.

**Year of establishment:** 1979

**Services:** Management of SEKEM main farm (Sekem 1,2,3) and Adleya farm, grafting and plant cultivation services for fruit and vegetable plants; animal welfare, production of milk, eggs, beef, sheep, and chicken.



**Name:** ISIS Organic S.A.E.

**Year of establishment:** 1997

**Services:** Production of organic food

**Products:** Herbal teas, honey, juices, spices, fruit and vegetables, oil



**Name:** LIBRA S.A.E.

**Year of establishment:** 1988

**Services:** Animal husbandry, compost production



**Name:** El-Mizan S.A.E.

**Year of establishment:** 2006

**Services:** Nursery for trees and agricultural crops, crafting of plants



**Name:** SEKEM Europe GmbH

**Year of establishment:** 2005

**Services:** Import and sales of SEKEM's products, customer care, export marketing, market development.

# SEKEM Holding for Investment S.A.E.

## SEKEM Holding Support Functions

### Finance

Group consolidated closing, treasury, banks relations, fundraising and financial controlling. Reviewing holding financial policy and procedures.

### Quality Assurance

High quality processes for the SEKEM companies and regular internal auditing and validation of international certifications in a healthy and safe environment.

### Personnel and Human Development

Promoting human development and potential unfolding while managing the employee life cycle, which includes recruiting, hiring, onboarding, training, and administering employee benefits.

### IT & Digitalization

Ensuring the use of agile, data-driven, and digital solutions to address the human factors that affect an organization's capacity to achieve its strategic goals.

### Sustainable Development

Innovation, research and development towards SEKEM's strategic goals and sustainable development reporting and advocacy.

### Legal Affairs

Handling all legal affairs related to commercial activities and labor employment as well as registering land. General support for all SEKEM related entities

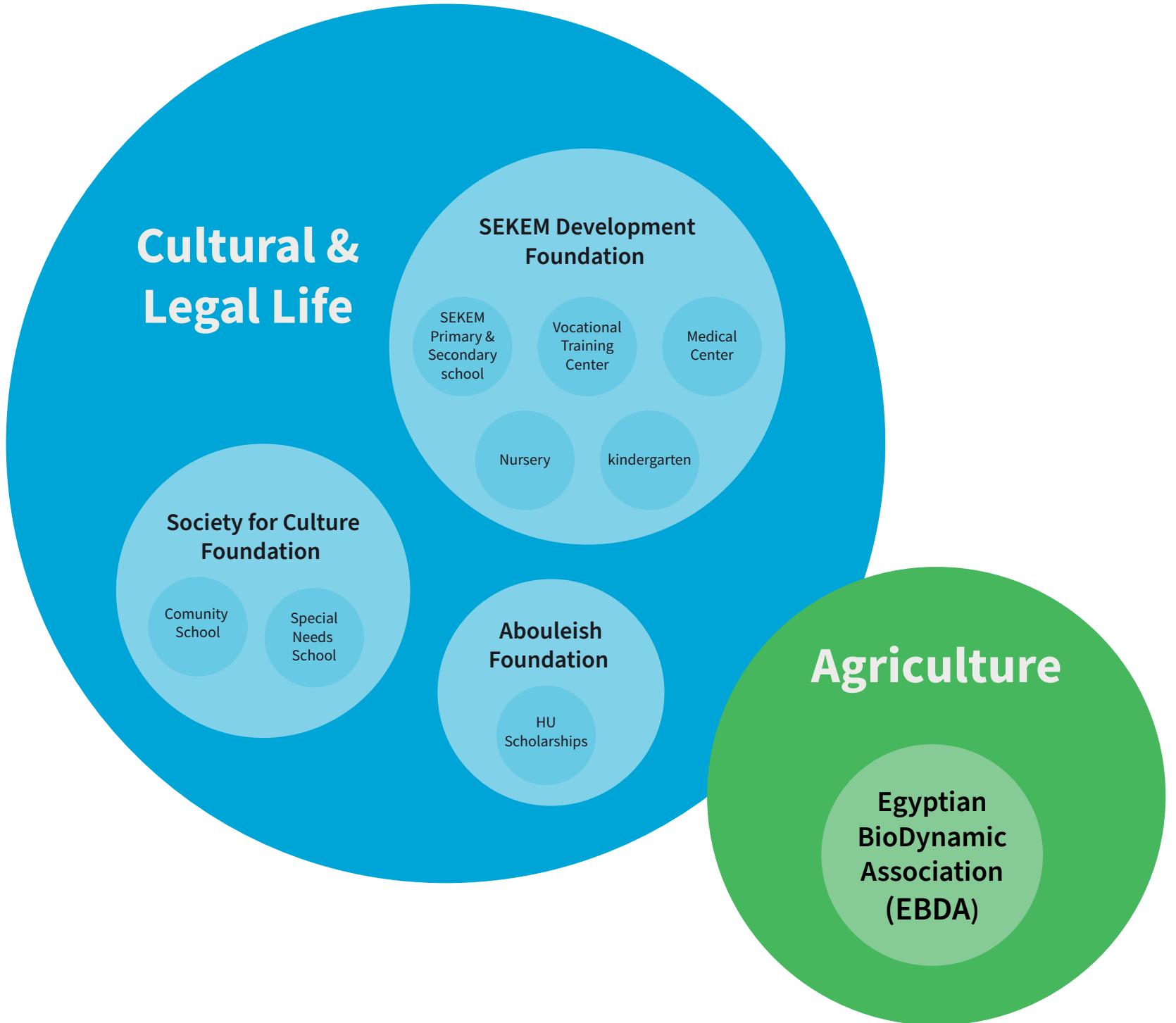
### Administration

Providing administrative support in office work, gardening, and building maintenance

### SEKEM Holding Shareholders

- SEKEM Treuhand gGmbH 54,76%
- GLS Beteiligungs AG 13,66%
- Oikocredit EDCS 7,45%
- Triodos BV 6,18%
- EcoTec Holding SAE 17,91%
- Abouleish Foundation 0,04%

# Partner NGOs



## Egyptian Biodynamic Association (EBDA)/ Demeter Egypt

Founded by Dr. Ibrahim Abouleish in 1994, EBDA (also known as Demeter Egypt) is an independent non-governmental organization that supports farmers in Egypt to shift from conventional practices to sustainable agriculture. Ever since its establishment, EBDA has continuously guided more than 2100 Egyptian farmers towards organic and biodynamic agriculture. EBDA was able to increase the living standard of its members through sustainable production methods and well-coordinated market access of organically and biodynamically produced raw materials.

Learn more from:

<http://ebda.earth/>

## The SEKEM Development Foundation (SDF)

The SDF is a private non-profit organization that works to improve the quality of people's lives. It implements a variety of projects and programs in the field of social development, health care, education and ecology. Financed partly by a profit share from SEKEM's companies and supported by a variety of organizations and donors (e.g. SEKEM friends)

**Entities:** SEKEM Primary and Secondary Schools, Nursery, Kindergarten, Vocational Training Center, Medical Center.

## Society for Cultural Development

**Year of establishment:** 1984

**Services:** Community School, Special Needs Education.

## Abouleish Foundation

**Year of establishment:** 2004

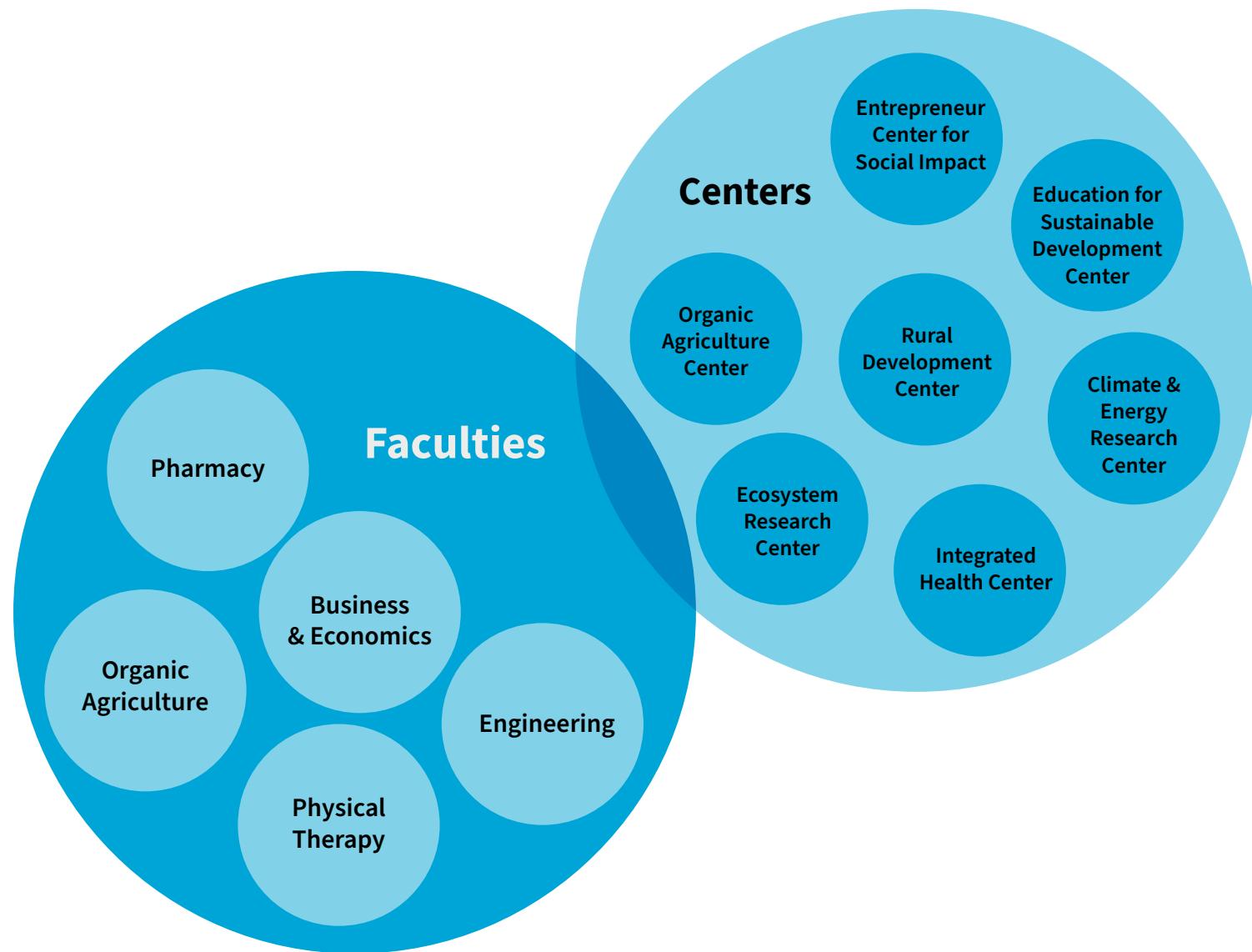
**Services:** Support of cultural development in Egypt, provides scholarships for school and university students

**Entities:** Abouleish Foundation in Egypt

# Heliopolis University for Sustainable Development (HU)

Heliopolis University was established in 2012 with the aim to pioneer the introduction of sustainable development to the Egyptian community. Its education approach combines academic teaching, scientific research, and practice with a unique humanistic core program to develop curious and creative minds that can reflect and act to shape a better future.

Learn more from: <http://hu.edu.eg/>



## HU Faculties

### Faculty of Pharmacy

The Faculty of Pharmacy complements the Egyptian pharmaceutical sector and society with capable and skilled graduates who are dedicated to the improvement of pharmaceutical services and facilities. The comprehensive approach towards a sustainable study of pharmaceuticals is further enriched by a comprehensive core program.

### Faculty of Business and Economics

The Faculty of Business and Economics is at the forefront of innovative and alternative models applied in business and economics. We are committed to fostering a system that is simultaneously ethical, successful, and competitive, empowering our graduates with a unique set of opportunities and skills.

### Faculty of Organic Agriculture

The Faculty of Organic Agriculture strives to be among the leading institutions in teaching, learning, and research in the field of organic agriculture to serve the Egyptian community.

### Faculty of Physical Therapy

The Faculty of Physical Therapy promotes excellence and leadership in the field by offering pioneering and advanced curricula that relate to modern techniques in physical therapy, biomechanics, and medical and natural sciences. In addition, clinical training and accredited internships are provided to help students gain experience in their profession.

### Faculty of Engineering

The Faculty of Engineering is fostering responsibility for innovative technical implementation by addressing the burning issues related to the environment, society and economics through a specialized engineering curricula that are complemented by the core courses. In addition, the concept of sustainability is directly integrated into all the educational activities.

### Core Program

Heliopolis University Core Program is an integrated learning experience that aims to develop the student's capacity for innovation and social responsibility. Its curricula includes such subjects as Language, Communication, and Enterprise; Arts, Culture, Development, and Innovation; Social Sciences; Nature and Community

## HU Research Centers

Heliopolis University established research centers to discover the needs in the community and to develop and implement prototypes of sustainable solutions for the SEKEM Vision Goals through community-based research, community-based learning approaches and implementing community-based projects

### Center of Organic Agriculture Egypt (COAE)

COAE seeks to provide inspection services for organic agriculture and to grant certificates for organic products in Egypt and Africa in accordance with international and national standards.

**Services:** Issuance of organic products certificates, cooperation with the authorities.

### Entrepreneurship Center for Social Impact (ESIC)

The center aims to be the engine for creating sustainable start-ups; this will be achieved through providing customized support services for early-stage entrepreneurs enabling them to create growing financial returns and social impact to local and global markets.

**Services:** Entrepreneurship – incubator, training & innovation, intellectual property management

### Education for Sustainable Development Center (ESDC)

CESD provides for lifelong learning for all age groups based on a holistic worldview, which includes art, scientific research, and practical experience.

**Services:** Educational projects, teaching and training

### Rural Development Center (HUC-RD)

HUC-RD provides its services and consultations to the surrounding communities to enable their members to develop their communities by themselves and their local resources in a socially, economically, environmentally, and culturally sustainable manner.

**Services:** Educational program in rural schools, microfinances, health and sports activities

### Climate and Energy Research Center (CERC)

Excellence in climate and energy research, preparing the environmental reports, and the strategic and operational planning necessary to limit the causes of climate change and global warming.

**Services:** Carbon and water footprint assessments, carbon sequestration assessment, technical consultations, training and workshop

### Integrated Health Center (IHC)

The IHC seeks to promote and practice the concepts of holistic integrative health by increasing awareness and caring for the whole soul and body to overcome diseases, prevent them and limit their spread.

**Services:** Participatory research, training and education, community services

## Research Laboratories

**Medical Research Laboratory** obtains information about the health of patients to aid in diagnosis, treatment, and prevention of diseases.

**Soil Research Laboratory** provides assessments of the soil's fertility to make fertilizer recommendations.

**Atos Quality Laboratory** performs pharmaceutical quality control activities.

**Water Research Laboratory** conducts fundamental and applied research on issues related to water.

**Microbiology Research Laboratory** conducts research of microorganisms, including bacteria, fungi, and yeasts.

# Other SEKEM Related Entities

## **SEKEM Treuhand gGmbH**

A charitable limited liability company established in 2021 for asset management, support of cultural and human development at SEKEM and holding of the majority shares of SEKEM Holding

## **EcoTec Holding S.A.E.**

Sister organization of the SEKEM Holding established in 2007 for sustainable community development, management of SEKEM's community housing assets, the guesthouse and cafeterias renewable energy, ethical finance, integrative health services

EcoTec Holding has three active subsidiaries: EcoVillage (Hospitality and Cafeterias); EcoHealth (Integrative Health Services for the Community) and EcoEnergy (Photovoltaik and renewable energies and e-mobility).

## **SEKEM Future Council Association (e.V.)**

Association established in 2020 for the alignment towards the SEKEM Vision for Egypt 2057 through coordination of cross-cutting themes and activities and conduction of regular reflection meetings.

## **SEKEM International Friends Association**

A number of associations with active members in: Austria, Germany, Netherlands and Scandinavia. The associations are active in financing and supporting the cultural work of the SEKEM initiative, doing exchange programs, and promoting the vision of SEKEM in Europe.

# SEKEM Holding For Investment S.A.E.

## Financial Statement

	<i>For the year ended</i>	
	<i>31/12/2023</i>	<i>31/12/2024</i>
<b>Sekem Holding For Investment Company "S.A.E"</b>		
Sekem Holding For Investment Company "S.A.E"		
Consolidated Income Statement for the year ended		
December 31, 2024 (All amounts in Egyptian Pounds)		
Sales	879,300,488	1,536,663,076
Cost of sales	(574,352,693)	(1,034,873,334)
<b>Gross profit</b>	<b>304,947,794</b>	<b>501,789,742</b>
Selling and distribution expenses	(101,074,466)	(165,311,520)
Administrative expenses	(48,833,882)	(74,889,544)
Board of directors remuneration	(1,620,165)	(2,181,717)
Profit from Investments at fair value through profit or loss	--	12,769,224
Expected credit losses	(4,447,897)	(1,000,000)
Refund expected credit losses	131,078	--
Impairment losses in Good will	--	(18,561,246)
Biological assets ( Losses)	(155,966)	(216,812)
Capital gains	314,301	287,133
Provisions	--	(1,090,408)
Foreign currency exchange translation difference	(190,319)	(5,972,585)
Other revenue	31,093,007	33,590,279
<b>Operating profit</b>	<b>180,163,505</b>	<b>279,212,544</b>
Net finance cost	(115,545,080)	(189,654,552)
<b>Net profit before income tax</b>	<b>64,618,425</b>	<b>89,557,992</b>
Income tax expense	(24,651,007)	(25,412,294)
<b>Net profit for the year</b>	<b>39,967,418</b>	<b>64,145,698</b>

# SEKEM Holding for Investment S.A.E.

## Balance Sheet

### Sekem Holding For Investment Company "S.A.E"

Consolidated Statement Of Financial Position

At December 31, 2023

(All amounts in Egyptian Pounds)

	31/12/2023	31/12/2024
<b>Assets</b>		
<b>Non -current assets</b>		
Fixed assets	574,727,968	695,982,882
Projects under construction	723,543,494	1,054,899,061
Plant wealth	71,278,373	116,363,493
Biological assets	3,687,666	4,273,017
Goodwill	53,867,282	35,306,036
Investments at fair value through profit or loss	18,017,086	18,026,500
<b>Total non - current Assets</b>	<b>1,445,121,869</b>	<b>1,924,850,989</b>
<b>Current assets</b>		
Inventory	267,299,989	334,050,236
Trade and notes receivables	266,575,721	308,524,626
Debtors & other debit balances	140,950,620	178,618,278
Accrued revenue	13,861,010	--
Due from related parties	74,758,446	62,692,095
Cash and cash equivalents	73,584,652	128,730,338
<b>Total current assets</b>	<b>837,030,438</b>	<b>1,012,615,573</b>
<b>Total assets</b>	<b>2,282,152,307</b>	<b>2,937,466,562</b>
<b>Equity</b>		
Share Capital	211,195,900	288,335,600
Reserves	65,074,168	232,004,468
Reserves of fixed assets revaluation	166,173,177	166,173,177
Foreign operations - foreign currency translation differences	1,952,069	4,130,068
Retained earning	29,001,549	86,714,531
<b>Net equity of parent company</b>	<b>473,396,863</b>	<b>777,357,844</b>
Non controlling interests	21,521,379	23,729,532
<b>Total equity</b>	<b>494,918,242</b>	<b>801,087,376</b>
<b>Non - current liabilities</b>		
Long - term loans	710,472,995	849,738,900
Lease Liabilities	32,194,463	265,194,318
Deferred tax liabilities	22,089,103	25,196,317
<b>Total non - current liabilities</b>	<b>764,756,561</b>	<b>1,140,129,535</b>
<b>Current liabilities</b>		
Bank overdraft	282,660,035	313,305,230
Banks credit balance	272,503	29,743
Amounts due to related parties	41,556,604	20,576,629
Current Portion of Long Term Loan	124,210,408	158,383,209
Suppliers & notes payables	114,453,572	115,591,204
Creditors & other credit balances	438,720,893	331,072,065
Lease Liabilities	8,303,491	44,361,704
Advanced payments	7,098,000	6,342,000
Claims Provisions	5,201,998	6,587,867
<b>Total current liabilities</b>	<b>1,022,477,504</b>	<b>996,249,651</b>
<b>Total liabilities</b>	<b>1,787,234,065</b>	<b>2,136,379,186</b>
<b>Total equity and liabilities</b>	<b>2,282,152,307</b>	<b>2,937,466,562</b>

# Auditor's Report

## To the shareholders of Sekem holding for investment company "S.A.E"

### Report on the consolidated financial statements.

We have audited the accompanying consolidated financial statements of Sekem Holding for Investment Company (S.A.E) which comprises the consolidated statement of financial position as of December 31, 2024, and the consolidated statements of Income, Comprehensive Income, Changes in Shareholders' Equity and Cash Flows for the financial year then ended, and a summary of significant accounting policies and other explanatory notes. These financial statements include some subsidiaries that were audited by another auditor. These subsidiaries have assets and revenue amounted to EGP 633 914 383 and EGP 325 692 189 respectively which represent 12 % and 21% respectively of total consolidated assets and revenue of the group.

### Management's Responsibility for the Consolidated Financial Statements

These consolidated financial statements are the responsibility of company's management. Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with the Egyptian Accounting Standards and in the light of the prevailing Egyptian laws, management responsibility includes, designing, implementing and maintaining internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error; management responsibility also includes selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Egyptian Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment including the assessment of the risks of material misstatement of the financial statements whether due to fraud or error. In making those risk assessments the auditor considers internal control relevant to the company's preparation and fair presentation of the Consolidated financial statements in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Management as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the consolidated financial statements.

### Opinion

In our opinion the consolidated financial statements referred to above present fairly in all material respects the consolidated financial position of Sekem Holding for Investment Company

(S.A.E) as of December 31, 2024 its financial performance and its cash flows for the financial year then ended in accordance with Egyptian Accounting Standards and in light of governing laws and regulations.

Cairo: 12 May 2024

  
Auditor  
WAHID ABDEL GHAFFAR  
F.E.S.S.A - F.E.S.T  
BT Mohamed Hilal & Wahid Abdel Ghaffar  
Accountants and Consultants

# Standards

The quality management systems of the SEKEM companies are certified according to the ISO 9001 standard. This standard assures that companies are able to provide quality products and services consistently. The standards ISO 14001 and ISO 45001 guide us in proper environmental as well as health and safety management. The certification of our products according to a wide range of standards such as Fair Trade, Demeter and Organic standards shows our commitment to not thinking in financial or economic terms only but to assure integration with the social and environmental sphere of life. The EoL standard is actually an attempt to consolidate all the best practices into one cohesive standard.

## Agricultural Standards:



## ISO:



## Other Standards:



# Timeline of the SEKEM Initiative:

• 1977

Dr. Ibrahim Abouleish establishes SEKEM on an area of 70 hectares of desert sand.

• 1981

First medicinal herbs and food ingredients are shipped to the U.S.A.

• 1983

The two brands SEKEM HERBS and ISIS are established. The Society for Cultural Development in Egypt (SCD) is founded (later renamed as SEKEM Development Foundation, SDF).

• 1984

Employee training in arts and science begins under the umbrella of The Egyptian Society for Cultural Development (SCD).

• 1986

ATOS Pharma is established.

• 1987

The SEKEM Kindergarten and the Mahad Adult Training Institute open their doors.

• 1988

LIBRA is founded for packing and exporting fresh fruit and vegetables to Europe.

• 1989

Primary and secondary SEKEM schools open.

• 1990

LIBRA exports fresh organic produce to Europe; SEKEM encourages the foundation of the Center of Organic Agriculture in Egypt

• 1993

LIBRA for Organic Cultivation is established.

• 1994

CONYTEX (later NATURETEX) and the Egyptian Biodynamic Association (EBDA) are founded. Best Shops open in Cairo, SCD opens the Medical Center; the International Association of Partnership in Ecology and Trade (IAP) is established by SEKEM and many of its business partners.

• 1997

SEKEM, ATOS Pharma, CONYTEX and HATOR Training Center (VTC), an art school and Literacy Program for disadvantaged children are established. ISIS is founded to manufacture organic foodstuffs.

• 2000

SEKEM Academy for Applied Arts and Science (medicine, pharmacy, agriculture and arts, later Heliopolis Academy) starts operating; and the Cooperative of SEKEM Employees (CSE) is founded.

• 2001

SEKEM Holding is established.

• 2003

SEKEM and Dr. Ibrahim Abouleish receive the Right Livelihood Award.

• 2004

Dr. Ibrahim Abouleish is selected as «Outstanding Social Entrepreneur» by Schwab Foundation; higher education activities start with participation in the EU project "DOPSETEMPUS".

• 2005

LOTUS starts work as a company processing organic herbs and spices; SEKEM Europe is founded to support the goals of the Holding to process and market healthy and ethical products made from biodynamic ingredients.

• 2006

EL-MIZAN for organic seedlings is established.

• 2007

LOTUS Upper Egypt and the Water Research department at Heliopolis Academy start operating; LIBRA cooperates with Soil & More Egypt to produce compost from organic matter (2008 also in Alexandria).

• 2008

SEKEM for Land Reclamation is established (North Sinai, Bahareya Oasis and Minia; in total 2.630ha; Heliopolis Academy establishes Sustainable Entrepreneurship Center).

• 2009

Heliopolis University for Sustainable Development receives its acknowledgement by the Presidential Decree No. 298; First "Heliopolis Academy Innovation Award".

• 2010

The joint venture "PREDATORS" for breeding insects for organic pest control is founded.

• 2011

Egyptian revolution

ATOS Pharma builds a new factory and starts implementation of a subsurface irrigation system.

• 2012

Heliopolis University for Sustainable Development is founded

• 2013

One World Family Award, (Stuttgart, Germany) and Excellence in Positive Change – Global Thinker Forum Award (Athens, Greece) are received.

# Timeline of the SEKEM Initiative:

- 2014 - 2015

Golden Award of the Technical University Graz, Land for Life Award from United Nation Convention to Combat Desertification and The Highest honorary medal by the German governorate of Baden-Württemberg are received

- 2017

SEKEM celebrates 40 years of Sustainable Development and the 80th birthday of founder Dr. Ibrahim Abouleish. Ibrahim Abouleish passed away on June 15, the same year.

- 2018

SEKEM is awarded with the Luxembourg Peace Prize. Helmy Abouleish becomes United Nations NAP-Champion for the Adaptation to Climate Change. Heliopolis University opens the first Faculty of Organic

Agriculture in Egypt and the Faculty of Physiotherapy. SEKEM publishes its SEKEM Vision for Egypt 2057. SEKEM founds the Verwaltungs GmbH in Germany for its new ownership structure

- 2019

Launch of the Greening the Desert Project at SEKEM-Wahat farm.

- 2020

Launch of the Space of Culture in SEKEM-Wahat farm. Establishment of the Economy of Love Standard. The Future Council Association, Future Council e. V., is founded in Germany

- 2021

SEKEM launches medical insurance and Integrative Health Service EcoHealth. Introduction of SEKEM Miza complementary currency. Set up of EcoFund. SEKEM becomes the first Economy of Love certified company.

- 2022

Economy of Love announces the model for upscaling sustainable

agriculture for more than 250,000 Egyptian farmers until the end of 2027.

SEKEM with local partners builds up a local governance structure that is accredited for certification of EoL Carbon Credits

- 2023

Establishment of the SEKEM LEAD program for students, TAs and employees. SEKEM Treuhand gGmbH in Germany started its operations.

- 2024

***SEKEM/EBDA , a joint winner of the 2024 Gulbenkian Prize for Humanity, is recognized for its pioneering work in sustainable agriculture through the Economy of Love standard.***

***The UN Environment Programme (UNEP) announced that SEKEM has been honored as one of the 2024 Champions of the Earth.***

# Sustainability Indicators

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
Cultural Life							
1	Number of babies in SEKEM Nursery	no.	SDF	27	33	36	
1	Number of children in SEKEM kindergarten	no.	SDF	36	40	40	
1	Number of students in SEKEM School	no.	SDF	258	299	350	
1	Number of students in SEKEM special education	no.	SDF	34	30	28	
1	Number of students in vocational training center	no.	SDF	265	288	292	
1	Total man hours of training provided	man-hours	Holding	132,051	138,567	141,808	GRI 404-1
1	Average hours of training per employee	hrs	Holding	108	118	123	GRI 404-1
2	Number of students in Heliopolis University	no.	Hu	2,777	2,659	3229	
3	Number of employee visits at the medical center	no.	SDF	19,246	17,816	14,313	GRI 403-6
3	Number of external visitors at the Medical Center	no.	SDF	11,100	16,590	17,470	GRI 403-6
3	Total number of medical center visits	no.	SDF	30,346	34,406	31,783	
3	Share of employees with private health insurance	%	Holding	100%	100%	100%	GRI 401-2
3	Total number of work related injuries	no.	Holding	7	6	16	GRI 403-2

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
Ecologic Life							
5	Share of net revenue of potentially organically certifiable products	%	Holding	48%	53%	62%	GRI 304-1
8	Total number of bee hives	no.	Holding	307	2300	2200	GRI 304-1
5	Number of dairy cows per 10 hectare of cultivated land	no.	Company	3	2	1	GRI 304-1
5	Total number of dairy cows	no.	Company	92	63	79	
5	Total amount of compost used	t	Company	8,600	10,686	9,991	
5	Average amount of compost per hectare (SEKEM owned land)	t/ha	SLR	18	17	13	
5	Total cultivated area (SEKEM + supplying farmers)	ha	EBDA	2,380	2,966	3,997	
5	Total cultivated area from SEKEM farms	ha	SLR	473	628	746	
5	Total cultivated area from supplying farmers	ha	EBDA	1,908	2,337	3,251	
5	Share of cultivated area from SEKEM farms from total cultivated area	%	SLR	20%	21%	19%	GRI 304-2
8	Share of organic matter in farm soils (0 - 10cm)	%	SLR	1.0%	1.5%	2.7%	GRI 304-2
8	Share of organic matter in farm soils (0 - 35cm)	%	SLR	0.8%	0.9%	1.28%	GRI 304-2

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
8	pH - Value of Farm Soils (1:2.5)	no.	SLR	7.8	7.7	7.4	GRI 304-2
8	Sodium Absorbtion Ratio	%	SLR	6.4%	6.6%	5%	
8	Number of seed varieties in own seed bank	no.	SLR	307	333	354	GRI 304-2
8	Amount of effective micro-organisms per gram in farm soils	no.	SLR				GRI 303-5
6	Total amount of water usage for agricultural use on SEKEM farms	m3	SLR	3,999,104	4,375,306	7,442,912	GRI 303-3
6	Total amount of water usage for agricultural use on SEKEM farms from groundwater source	m3	SLR	3,511,305	3,011,411	4,475,937	GRI 303-3
6	Share of water usage for agricultural use on SEKEM farms from groundwater source	%	SLR	88%	69%	60%	GRI 303-1
6	Share of waste water recycled and reused for tree irrigation	%	Holding	100%	100%	100%	GRI 302-1
7	Total amount of gasoline consumption	L	Holding	513,849	584,479	558,795	GRI 302-1
7	Total amount of gasoline consumption for vehicles	L	Holding	384,669	405,683	369,712	GRI 302-1
7	Total amount of gasoline consumption for power generation	L	Holding	129,180	178,796	189,083	GRI 302-4
7	Relative amount of gasoline consumption per 1000 EGP sales	L / 1000 EGP	Holding	0.7	0.7	0.4	GRI 302-1

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
7	Total electricity consumption (grid, diesel and renewables)	MWh	Holding	7,852	9,009	9,236	GRI 302-1
7	Total electricity consumption from grid	MWh	Holding	3,941	4,138	3,703	GRI 302-1
7	Total electricity consumption from renewable sources	MWh	Holding	2,620	3,083	3,641	GRI 302-1
7	Total electricity consumption from diesel generator	MWh	Holding	1,292	1,788	1,891	GRI 302-1
7	Share of electricity consumption from renewable sources	%	Holding	33%	34%	37%	GRI 302-4
7	Relative amount of electricity consumption (grid, diesel and renewables) per million EGP net sales	KWh / 1000 EGP	Holding	11.1	10.3	6.0	GRI 305-1
9	Total amount of corporate emissions (scope 1+2+3)	tCO2e	Holding	3,764	4,032	3,966	GRI 305-1
9	Growth of total emissions caused (scope 1 + 2+3)	%	Holding	5%	7%	-2%	GRI 305-1
9	Total amount of emissions scope 1	tCO2e	Holding	1,372	1,561	1,492	GRI 305-1
9	Total amount of emissions scope 2	tCO2e	Holding	1,971	2,069	2,069	GRI 305-1
9	Total amount of emissions scope 3	tCO2e	Holding	421	402	405	GRI 305-2
9	Relative amount of emissions per thousand EGP sales	kgCO2e / 1000 EGP	Holding	5.3	4.6	2.6	GRI 305-1
9	CO2 sequestration from soil	tCO2	SLR	2,569	1,796	1,806	GRI 305-2

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
9	CO2 sequestration from trees	tCO2	SLR	7,800	9,642	11,066	GRI 305-1
9	CO2 sequestration from Compost		SLR	6,233	9,228	7,740	GRI 305-2
9	Total sequestered CO2	tCO2e	SLR	16,603	20,666	20,612	
9	Total of sequestered emissions sold	tCO2e	Holding	4,182	23,274	9,000	GRI 304-1
9	Total number of trees	no.	Company	369,645	648,935	733,565	GRI 304-1
9	Newly planted trees in 2023	no.	Company	160,000	279,290	84,630	GRI 306-3
10	Total weight of waste	t	Company	358	316	258	GRI 306-3
10	Total weight of plastic waste	t	Company	80	111	89.74	GRI 306-3
10	Total weight of paper & carton waste	t	Company	97	84	66.24	GRI 306-3
10	Total weight of glass waste	t	Company	7	1	4.04	GRI 306-3
10	Total weight of organic waste	t	Company	119	100	87.72	GRI 306-3
10	Total weight of hazardous waste	t	Company	4	1	0.41	GRI 306-3
10	Total weight of other waste	t	Company	51	20.02	10.17	GRI 306-3
10	Growth of total waste	%	Holding	17%	-12%	-19%	GRI 306-3
10	Share of non-organic waste recycled	%	Company	90%	90%	99.8%	GRI 306-3

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
10	Relative amount of waste production per 1000 EGP sales	Kg / 1000 EGP	Company	0.51	0.36	0.17	GRI 306-3
10	Share of organic waste	%	Company	33%	32%	34%	GRI 301-1
10	Total weight of all packaging material input	t	Company	3,293	3,511	3,567	GRI 301-1
10	Growth of packaging material input	%	Holding	75%	7%	2%	GRI 301-1
10	Total weight of plastic material input for packaging	t	Company	1,503	1,876	1,935	GRI 301-1
10	Total weight of paper & carton material input for packaging	t	Company	1,545	1,379	1,423	GRI 301-1
10	Total weight of glass material input for packaging	t	Company	173	188	139	GRI 301-1
10	Total weight of organic material input for packaging	t	Company	12	11	18	GRI 301-1
10	Total weight of stickers material input for packaging	t	Company	46	46	41	GRI 301-1
10	Total weight of metal material input for packaging	t	Company	12	10	9	GRI 301-1
10	Total weight of others material input for packaging	t	Company	3	1	1	GRI 301-2
10	Share of recycled packaging material input	%	Company	1%	2%	1%	GRI 201-1

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
<b>Economic Life</b>							
11	Share of Local sales	%	<b>Holding</b>	<b>66%</b>	<b>63%</b>	<b>47%</b>	GRI 201-1
11	Share of Export sales	%	<b>Holding</b>	<b>34%</b>	<b>37%</b>	<b>53%</b>	GRI 201-1
14	Share of loans provided by conventional banks	%	<b>Holding</b>	<b>75%</b>	<b>40%</b>	<b>40%</b>	GRI 201-1
14	Share of loans provided from green banks	%	<b>Holding</b>	<b>25%</b>	<b>60%</b>	<b>60%</b>	GRI 413-1
14	Number of Micro Loans	no.	<b>Holding</b>	<b>73</b>	<b>79</b>	<b>96</b>	GRI 413-1
14	Value of Micro Loans	1000EGP	<b>Holding</b>	<b>3,709</b>	<b>5,673</b>	<b>7,156</b>	GRI 202-1
<b>Societal Life</b>							
15	Ratio of highest to lowest annual full-time salary	no.	<b>Holding</b>	<b>1:38</b>	<b>1:40</b>	<b>1:38</b>	GRI 405-1
15	Share of females in senior and middle manager positions	%	<b>Holding</b>	<b>11%</b>	<b>8%</b>	<b>18%</b>	GRI 405-1
15	Share of females in total workforce (excl. daily workers)	%	<b>Holding</b>	<b>26%</b>	<b>28%</b>	<b>30%</b>	GRI 401-1
15	Number of Senior Managers	no.	<b>Holding</b>	<b>6</b>	<b>6</b>	<b>7</b>	GRI 401-1
15	Number of Middle Managers	no.	<b>Holding</b>	<b>103</b>	<b>78</b>	<b>113</b>	GRI 401-1
15	Number of Specialists	no.	<b>Holding</b>	<b>418</b>	<b>374</b>	<b>376</b>	GRI 401-1

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
15	Number of Labourers	no.	<b>Holding</b>	<b>700</b>	<b>718</b>	<b>712</b>	GRI 401-1
15	Number of Daily Workers	no.	<b>Holding</b>	<b>142</b>	<b>113</b>	<b>102</b>	GRI 401-1
15	Total number of employees	no.	<b>Holding</b>	<b>1,227</b>	<b>1,176</b>	<b>1,208</b>	GRI 405-1
15	Share of young employees (below the age of 36)	%	<b>Holding</b>	<b>50%</b>	<b>54%</b>	<b>48%</b>	GRI 405-1
15	Share of employees with disabilities	%	<b>All SEKEM</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	GRI 401-1
15	Employee turnover	%	<b>Holding</b>	<b>15%</b>	<b>17%</b>	<b>12%</b>	GRI 401-1
15	Share of longtime employees in the company (7+)	%	<b>Holding</b>	<b>43%</b>	<b>48%</b>	<b>41%</b>	GRI 401-1
15	Total number of part time workers	no.	<b>All SEKEM</b>	<b>5</b>	<b>5</b>	<b>5</b>	GRI 401-1
15	Number of supplying farmers	no.	<b>Holding</b>	<b>554</b>	<b>500</b>	<b>654</b>	GRI 401-1
15	Absentee rate	%	<b>Holding</b>	<b>0.6%</b>	<b>0.96%</b>	<b>1%</b>	GRI 401-1

# Index of Abbreviations

<b>A&amp;R</b>	Academic and Research	<b>EOST</b>	École et Observatoire des Sciences de la Terre (School and Observatory of Earth Sciences)	<b>IETA</b>	International Emissions Trading Association
<b>ACMI</b>	Africa Carbon Markets Initiative	<b>ERC</b>	Ecosystem Research Center	<b>IFOAM</b>	International Federation of Organic Agriculture Movements
<b>BMZ</b>	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Federal Ministry for Economic Cooperation and Development)	<b>ESD</b>	Education for Sustainable Development	<b>ISO</b>	International Organization for Standardization
<b>ca.</b>	circa (approximately)	<b>ESDC</b>	Education for Sustainable Development Center	<b>IUCN</b>	International Union for Conservation of Nature
<b>CBL</b>	Community-based learning	<b>ESIC</b>	Entrepreneurship Center for Social Impact	<b>IHC</b>	Integrated Health Center
<b>CEO</b>	Chief Executive Officer	<b>e.v.</b>	eingetragener Verein (Registered Association under German Law)	<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>CERC</b>	Climate and Energy Research Center	<b>FMCG</b>	Fast-Moving Consumer Goods	<b>IT</b>	Information Technologies
<b>COAE</b>	Center of Organic Agriculture in Egypt	<b>FTE</b>	Full-time Equivalent	<b>KBA</b>	Key Biodiversity Areas
<b>CFC</b>	Carbon Footprint Center	<b>GDP</b>	Gross Domestic Product	<b>kg</b>	kilograms
<b>CG&amp;R</b>	Consumer Goods and Retail	<b>GHG</b>	Greenhouse Gas	<b>km</b>	kilometers
<b>cm</b>	centimeter	<b>GIZ</b>	Gesellschaft für Internationale Zusammenarbeit (Society for International Cooperation)	<b>kW</b>	kilowatt
<b>Co.</b>	Company	<b>GLS</b>	General Logistics Systems	<b>kWh</b>	kilowatt/hour
<b>CO2</b>	Carbon Dioxide	<b>GmbH</b>	Gesellschaft mit beschränkter Haftung (Company with Limited Liability)	<b>l</b>	liters
<b>CO2e</b>	Carbon Dioxide Equivalent	<b>GRI</b>	Global Reporting Initiative	<b>Ltd.</b>	limited
<b>COP</b>	Conference of the Parties to the United Nations Framework Convention on Climate Change	<b>GVB</b>	Gemeente Vervoerbedrijf (Municipal Transport Company)	<b>m</b>	meters
<b>DLR</b>	Desert Land Reclamation	<b>ha</b>	hectare	<b>M</b>	Million
<b>EBDA</b>	Egyptian Biodynamic Association (Demeter Egypt)	<b>Hrs</b>	Hours	<b>Mio</b>	Million
<b>EBITDA</b>	Earnings Before Interest, Taxes, Depreciation and Amortization.	<b>HU</b>	Heliopolis University for Sustainable Development	<b>MJ</b>	Megajoules
<b>EBRD</b>	European Bank for Reconstruction and Development	<b>ICROA</b>	International Carbon Reduction and Offset Alliance	<b>MW</b>	Megawatt
<b>EGP</b>	Egyptian Pound	<b>ICU</b>	Intensive Care Unit	<b>MWh</b>	Megawatt/hour
<b>EoL</b>	Economy of Love			<b>mm</b>	millimeters
				<b>NGO</b>	Non-governmental organization
				<b>no.</b>	number
				<b>OA</b>	Organic Agriculture

<b>OAC</b>	Organic Agriculture Center
<b>OSP</b>	Office for Sponsored Programs
<b>P2022</b>	Plan for 2022
<b>Pcs</b>	Pieces
<b>PET</b>	Polyethylene Terephthalate
<b>PGS</b>	Participatory Guarantee System
<b>PhD</b>	Doctor of Philosophy
<b>PV</b>	Photovoltaic
<b>Pvt.</b>	Private company limited by shares
<b>R&amp;D</b>	Research & Development
<b>RDC</b>	Rural Development Center
<b>Ref.</b>	Reference
<b>SAE</b>	Société anonyme égyptienne (Egyptian share company)
<b>SD</b>	Sustainable Development
<b>SDF</b>	SEKEM Development Foundation
<b>SDG</b>	Sustainable Development Goals
<b>SoC</b>	Space of Culture
<b>SVG</b>	SEKEM Vision Goal
<b>SWOT</b>	Strengths, Weaknesses, Opportunities, Threats
<b>t</b>	tons
<b>UN</b>	United Nations
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>US</b>	United States
<b>USA</b>	United States of America
<b>VTC</b>	Vocational Training Center
<b>WDPA</b>	World Database on Protected Areas

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