











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 AbouleishFounder of SEKEM
(1937-2017)

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CEO Statement

Dear friends of SEKEM,

2023 presented us with unprecedented challenges, from the escalating threats of climate change to geopolitical tensions. The persistent pressure on currency in Egypt, shortages of foreign currency, and import backlogs exacerbated by global uncertainties and regional tensions like the ongoing Palestine-Israel conflict, SEKEM companies have steadfastly chosen to perceive these obstacles as opportunities for growth and innovation. Despite the prevailing economic headwinds, our commitment to sustainability, resilience, and ethical business practices has enabled us to navigate through turbulent times with steadfast determination. It's a testament to the dedication and hard work of our teams that we not only weathered these storms but also achieved commendable financial results, surpassing our targets and diligently paying back debts, underscoring our commitment to financial prudence and long-term sustainability.

For SEKEM, 2023 was guided by two central themes: societal transformation and holistic research. These two topics are deeply intertwined on the way of creating a positive change in the world. Biodynamic agriculture, a cornerstone of SEKEM, serves as a perfect example of how these two themes are interconnected. By recognizing the holistic relationship between soil, plants, animals, and humans, biodynamic agriculture incorporates spiritual, ecological, and ethical principles into farming practices that encourage a shift towards more sustainable and harmonious ways of living. The community-supported model is an integral part of the biodynamic approach that strengthens community bonds and empowers local farmers. That is why this year, the Egyptian Biodynamic Association (EBDA) has been working hard to introduce the Participatory Guarantee System (PGS)

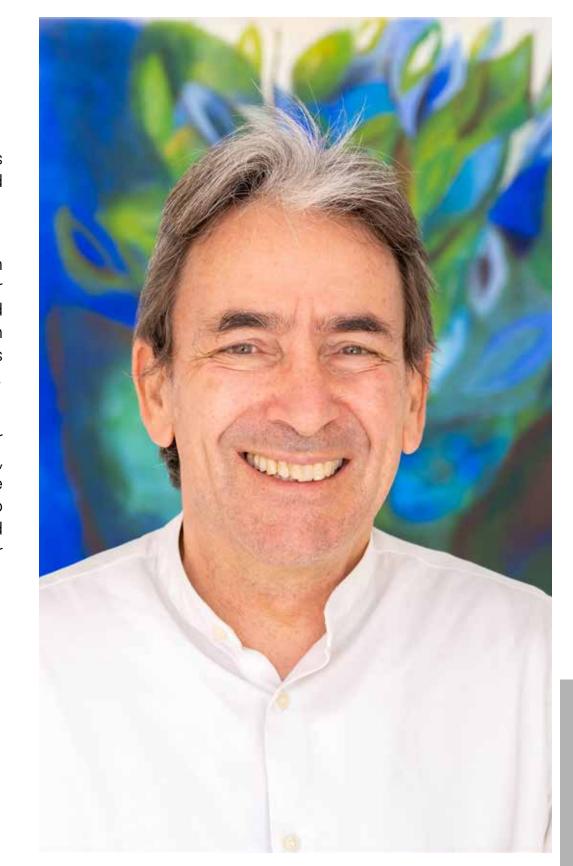
initiative to Egyptian farmers, and achieved a great success with the pilot project in the Minya region being recognized with the Smart Green Prize.

Besides, in 2023, SEKEM together with its partner Egyptian Biodynamic Association (EBDA) continued to advocate for sustainable agriculture as a solution to climate change and continued to push forward the ambitious project to transform 40,000 Egyptian farmers to sustainable agricultural practices at COP28, attracting new followers and inspiring new actors.

Here is to say, that despite all the current challenges, our commitment to a sustainable future remains unwavering, and we believe that altogether, we create a formidable force for positive change. That is why we are expressing our deep gratitude to you, dear friends, for your continued support and belief in SEKEM and its mission. Let's continue our journey for the new impossible missions together.

Helmy Abouleish

SEKEM, May 2024



Introduction

It is our pleasure to introduce the 17th Annual Report of SEKEM, where we aim to encompass all the main events and activities that took place in the past year.

SEKEMisacomplexinitiative 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) for the links provided throughout the report for additional 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 compare our results to the plan established at the beginning of the year (marked as P2023 in the graphs). 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.



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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."

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

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.

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We strive for sustainable development towards a future where:

- Every human being can unfold his or her individual potential.
- Mankind lives together in social forms reflecting human dignity.
- All economic activity is conducted in accordance with ecological and ethical principles.



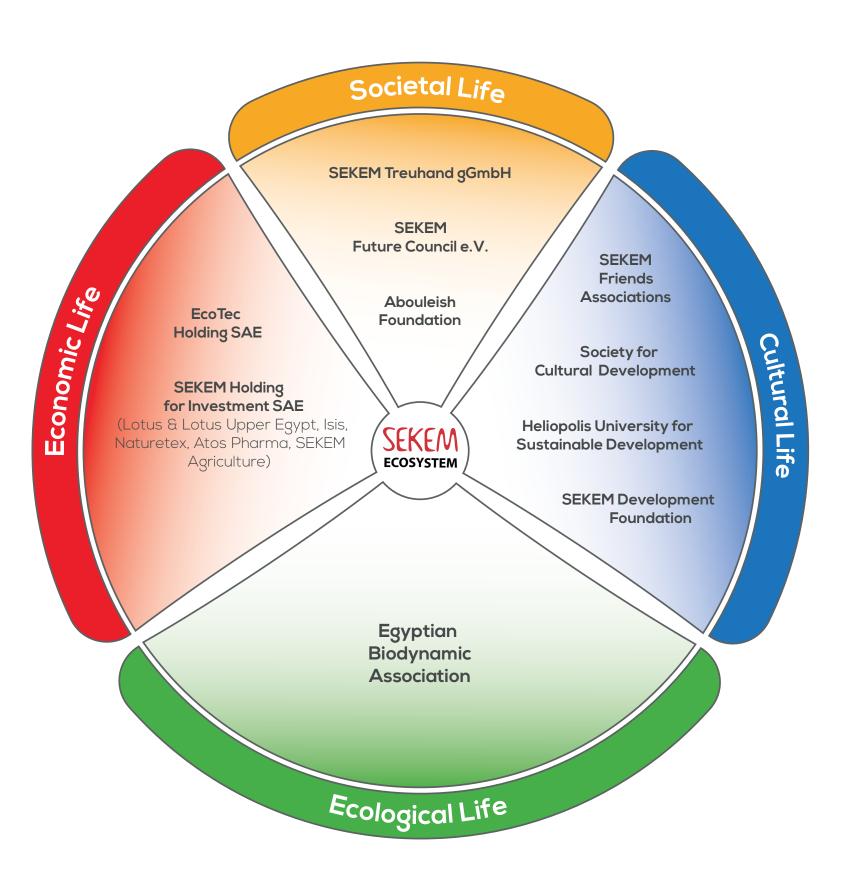
To realize our vision for sustainable development in Egypt:

- We established biodynamic agriculture as the competitive solution for the environmental, social and food security challenges of the 21st century.
- We support individual development through holistic education and medical care.
- We create workplaces reflecting human dignity and supporting employee development.
- We build successful business models in accordance with ecological and ethical principles.
- We innovate for sustainable development through research in natural, social and spiritual sciences.
- We advocate, locally and globally, for a holistic approach for sustainable development.
- We build new forms of living together in a community based on solidarity and celebration of diversity.



Institutional Ecosystem

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



Our Sustainability Strategy

At SEKEM we are very proud of our own unique sustainable development strategy, influenced by the vision of our founder Ibrahim Abouleish and inspired by the UN Sustainable Development Goals, adapted to the Egyptian context. Our ultimate vision is to achieve a sustainable transformation of Egypt by 2057, which is guided by our 16 Vision Goals (SVGs) and represented in our Sustainability Flower.

Our journey towards these Vision Goals is a dynamic process, comprising several key stages:

- Visioning phase: We start by outlining a vision for the desired change.
- **Research phase**: Extensive research is conducted to understand the issues at hand and explore potential solutions.
- **Prototype phase:** We develop and test prototypes of the solutions to refine them.
- **Upscaling phase:** Successful solutions are scaled up to reach a wider audience.
- Mainstream phase: Finally, solutions are integrated into society at large.

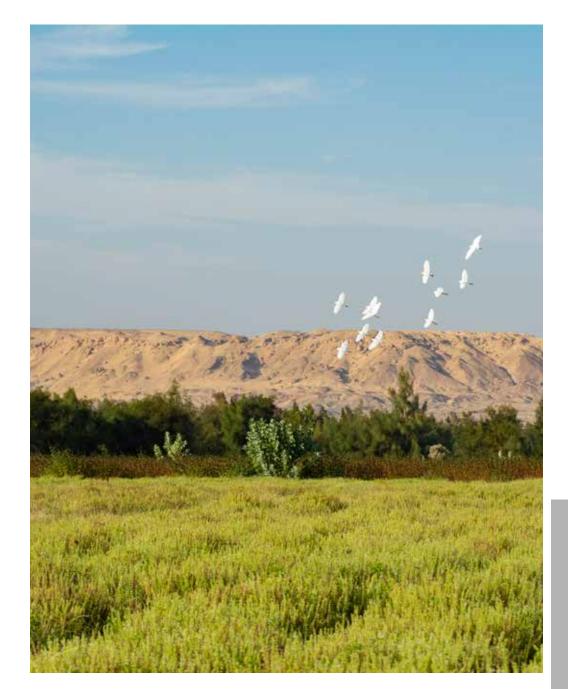
Each year, we focus on two specific goals from the Sustainability Flower, ensuring that we cover all SVGs over an eight-year cycle.

In 2023, our focus goals were : Holistic Research (SVG2) Social Transformation (SVG16).

We recognize the interconnectedness of all aspects of life and our impact within this unity. This understanding drives us to carefully balance our actions, managing trade-offs inherent in sustainable development. While we adhere to standards to implement best practices, we also value open dialogue with stakeholders to avoid over-rationalization.

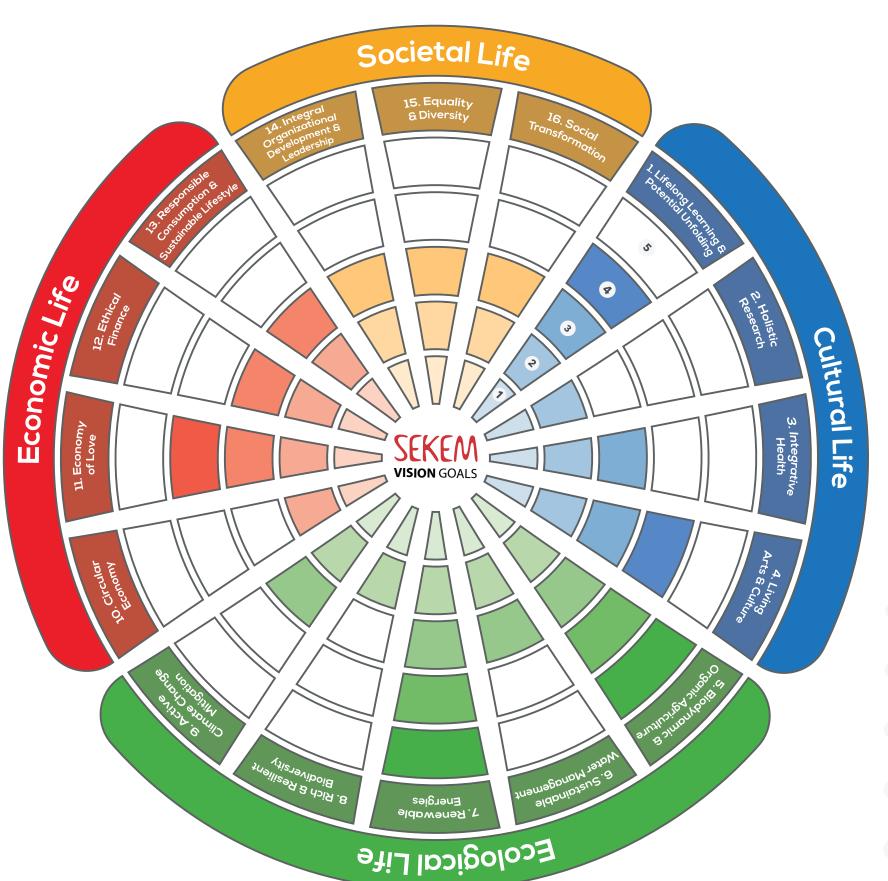
We are constantly improving our system to track the progress towards reaching our SVGs. At the moment, over 90 projects are running in SEKEM entities, each dedicated to one or more of the SVGs. Our challenge is to coordinate the work and realize synergies between them.

For us, sustainable development is about integrating cultural, economical and social life together with ecological life and managing occurring trade-offs. This holistic approach to development comes with a mission to address societal burning issues that are a result of dysfunctional human-made systems and actions. Consequently, we want to showcase prototypes for sustainable development in all areas of life and establish mechanisms for upscaling our social innovation until our model will become mainstream in Egypt and the world.



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Status: December 2023



VISIONING PHASE

In Vision Groups, Future Council, Individuals

2 RESEARCH PHASE

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

PROTOTYPE PHASE In Centers, With Partners, HU,

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

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

5 MAINSTREAMING PHASE

Focus Topics in 2023

Holistic Research is crucial as it allows us to understand complex issues by considering their interconnectedness. This approach is essential for addressing challenges like climate change and sustainable living. Systemically, holistic research is deeply integrated into every SEKEM Vision Goal, guiding our actions on a fundamental level. At SEKEM, we contribute to holistic research by conducting studies that integrate ecological, social, and economic perspectives, helping us develop sustainable solutions for the future. Furthermore, SEKEM's holistic ecosystem of different organizations is at the forefront of addressing the burning issue of society with an innovative institutional and social approach. In other words: SEKEM is a social innovation and continuously needs to reinvent itself.

Social Transformation focuses on creating a more inclusive and equitable society. We believe that social transformation begins with education and empowerment. Through our educational programs and community initiatives, we strive to uplift individuals and communities, fostering a sense of belonging and empowerment. Social transformation is the ultimate goal that we aim to achieve as an outcome of all our actions

In the field of Social Transformation, SEKEM furthered its commitment to local community engagement and sustainable agriculture. One traditional focus area for this engagement are the 13 villages around the original mother farm in rural Egypt. Following this example, the Rural Development Center of Heliopolis University also establishes

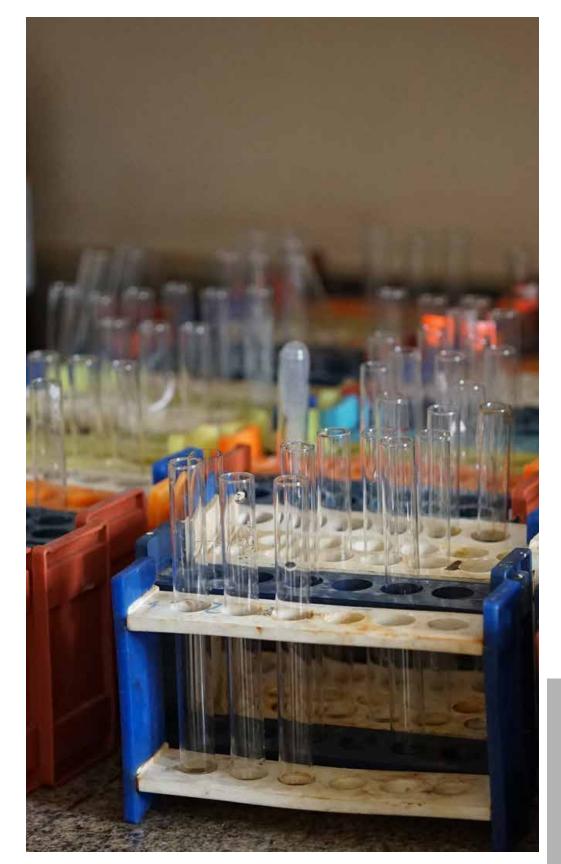
links to the surrounding villages of the wider ecosystem around the SEKEM Wahat farm.

Two workshops for Wahat stakeholders were convened, resulting in the initiation of five projects in the field of agriculture. These projects are positioned to positively impact the lives of local farmers by promoting sustainable agricultural practices and enhancing livelihoods, reinforcing SEKEM's dedication to fostering community resilience and prosperity.

Simultaneously, SEKEM's dedication to holistic research manifested in multiple transdisciplinary projects initiated in 2023. As an example, the BioTex initiative aimed to promote sustainable organic cotton cultivation and local value creation in Egypt's textile industry, contributing to environmental conservation and socioeconomic development. Additionally, the GW SENCE project, focused on advanced groundwater research, sought to enhance the sustainable governance and management of water resources, addressing critical challenges in water security and resilience.

An internal HU research fund was established to cater for research projects that do not get external funding.

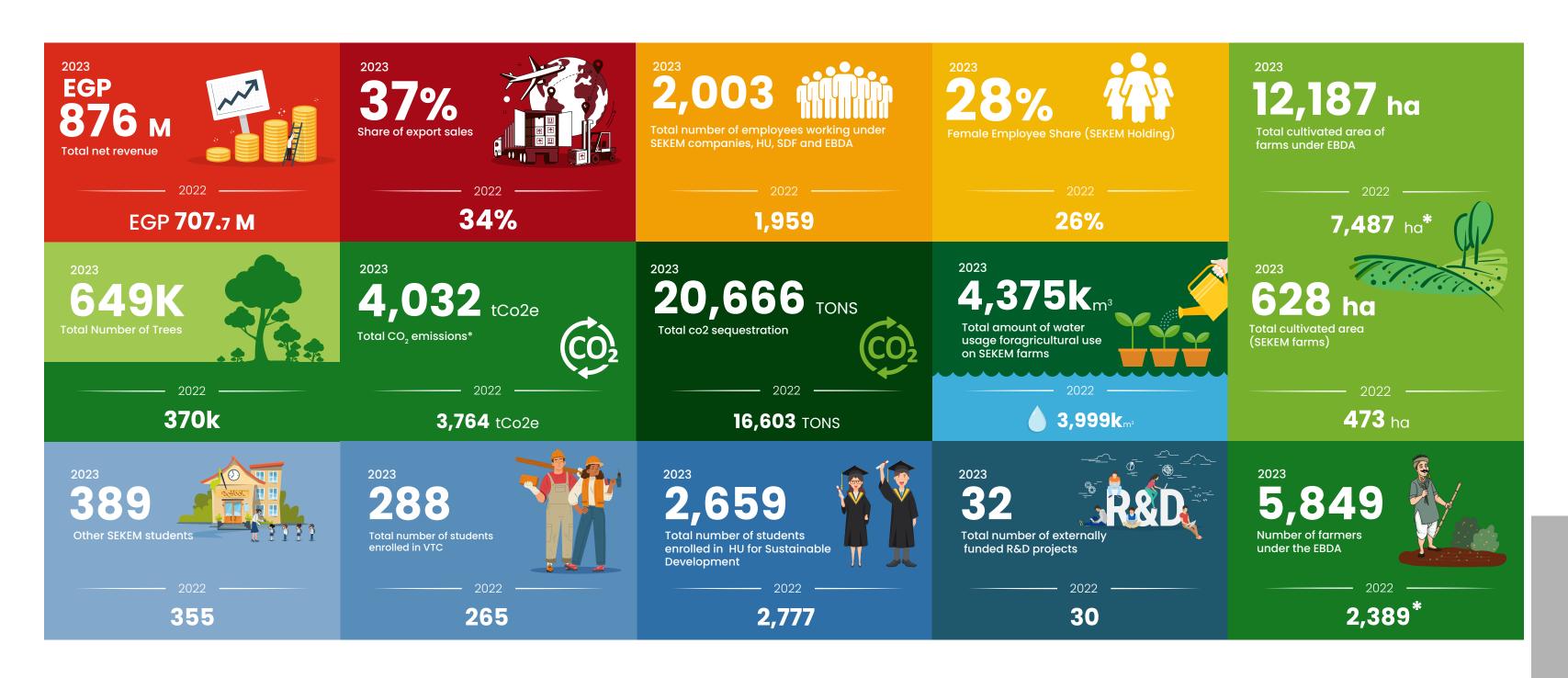
In order to produce more relevant academic output, HU also achieved to acquire a license to become a publisher.





SEKEM Report

2023 Key Figures



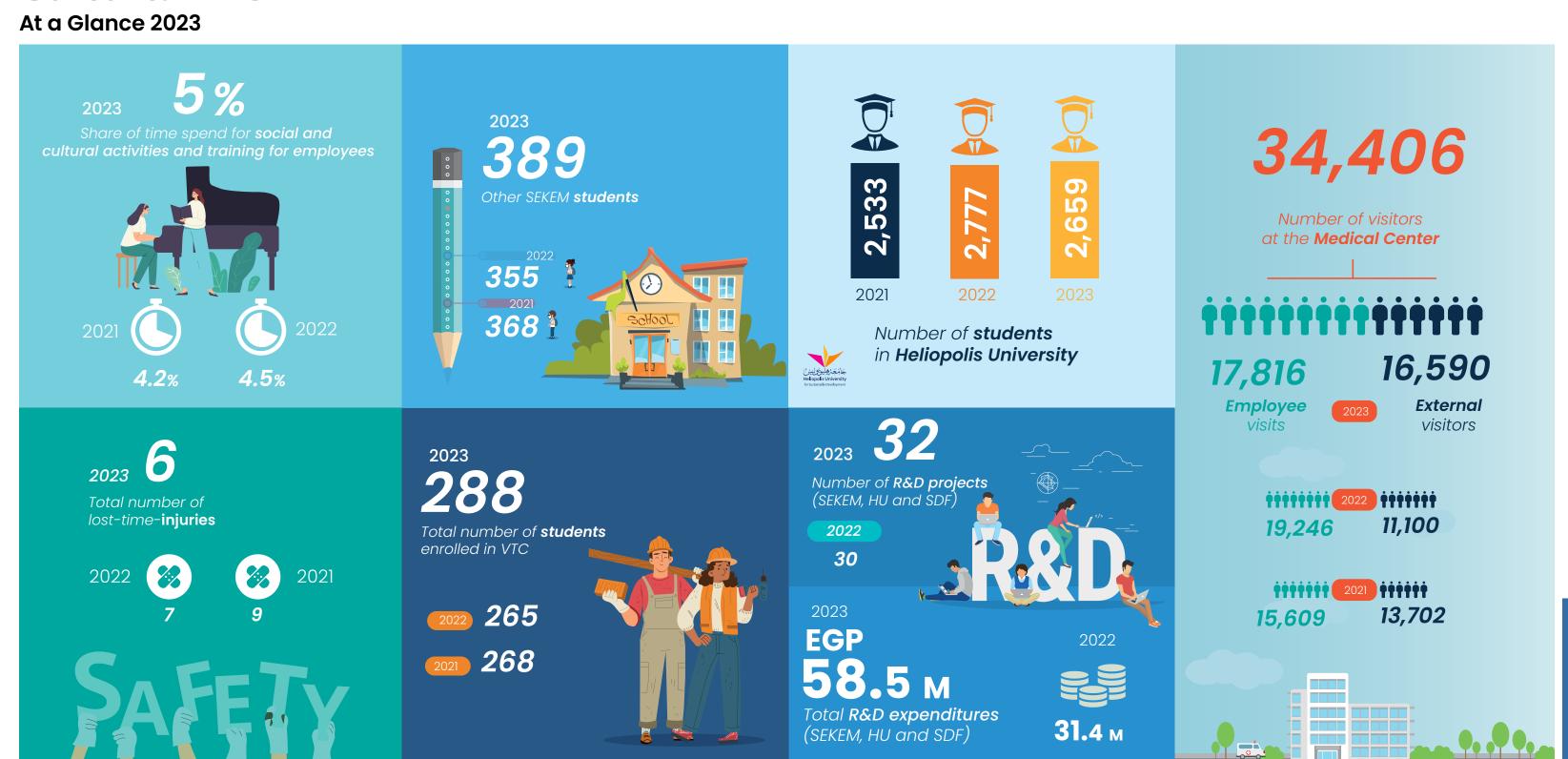


Our Approach

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



Cultural Life

Meet Our People



Martina Dinkel

Martina combines her work of Eurythmy Trainer with coordinating weekly events of Space of Culture (SoC) at Heliopolis University (HU) and SEKEM farms. Here, she talks about her personal story with SEKEM and explains which role art plays in SEKEM activities.

Hello Martina! Can you tell me about your story with SEKEM? Why did you choose it and how long are you working here?

I have been working and living in SEKEM for 32 years. I came here as a eurythmy teacher, and after just a few months of working here, I realized that this is my place, as it offered me many opportunities to unfold my potential. I taught eurythmy at SEKEM Schools and to the SEKEM employees, as well as organized cultural events and festivals. Even before the official establishment of the SoC, the cultural program has always been a part of the SEKEM Vision. The SoC officially appeared after the foundation of HU and is now extended to SEKEM

Farms, with regular performances such as concerts, theater plays, and discussions taking place. The program design and organization are under my responsibility, and I take this opportunity to raise interest in culture among the students and employees. I try to find as many various programs as possible to enable a deeper understanding of the importance of art in sustainable development. The integral approach of the SoC is to build community, unfold people's potential, and transform society, as art has the power to cultivate culture and shift mindsets.

How does your typical day go? Which responsibilities does it include?

Besides managing the SoC events, I am responsible for all eurythmic activities. This includes professional eurythmy training for the SEKEM School teachers, enabling them to become eurythmy teachers as well. Another eurythmy training takes place in Cairo and is open to all interested individuals. It focuses more on therapeutic and social aspects of eurythmy. Additionally, with long-time students, we have a SEKEM Eurythmy Ensemble that gives regular performances, where we combine eurythmy with Arabic poetry and music.

What do you like to do in your free time?

I am fortunate that I don't need to separate my working time from my free time, as they seamlessly blend into each other. My interests influence my work, and vice versa - this is a big gift. Nevertheless, when I have some free time, I always enjoy reading, walking in nature, studying ancient cultures, and anything related to the arts.

What do you appreciate the most about working in SEKEM?

What I appreciate most about working in SEKEM is the opportunity to participate in and contribute to SEKEM's vision, to build up and create something that can touch and inspire people. I call it "greening the desert in our souls". It's wonderful to find nothing finished but to always have the opportunity to create anew, as in the words of Rilke (an Austrian poet),

"not to find something complete, but nothing else than opportunities". I am happy to always have opportunities to start something new. "What matters is that a start is made with all things that have to happen..." (R. Steiner).



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.

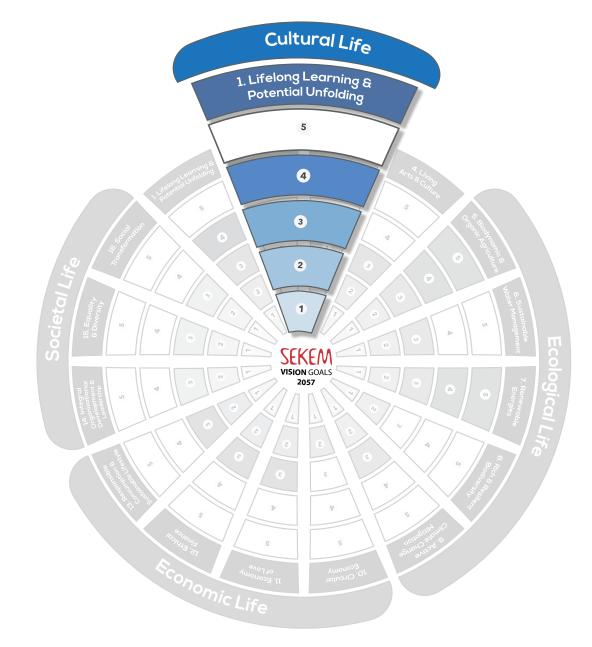
In Relation to the UN Sustainable Development Goals:











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

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Why It Matters

- Literacy rate in Egypt in 2022 was around 75% according to the World Bank data
- Programme for International Student Assessment (PISA) in 2018 showed that Egyptian students scored below the global average in reading, mathematics, and science
- The country is challenged with lack of educational services in remote areas and 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 through a combination of academic teaching, scientific research, and practice. A unique humanistic core program develops curiosity and creativity in students.

<u>Learn more</u>

Providing access to education for everyone, non-regarding their background or physical abilities, through such initiatives as Special Needs Program, Vocational Training Center (VTC), 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.

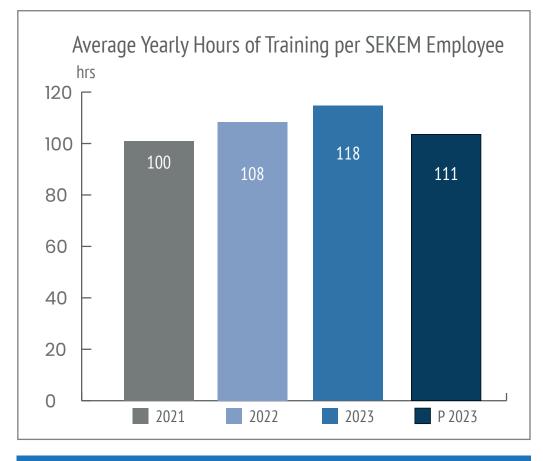
Visit our community school

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

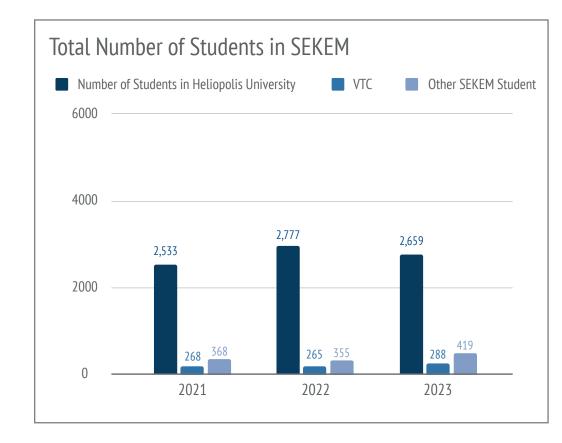
One week Per semester every student is dedicated to **Community Based Learning (CBL)** programme that teaches students on how to **meet real-life challenges** and solve them by using their knowledge and skills.

Our Performance in 2023



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

We gradually increase the number of hours for our employees dedicated to the potential unfolding to reach our ultimate goal of 10% working timeshare for 2027, that is equal to ca. 236 hours per year. Thanks to the efforts of the HU Training Academy, this year we surpassed our goal and reached 118 hours of training and potential unfolding for the employees, which is roughly equal to 5% of employees working time-share. This statistics includes all the employees from the headquarters, as well as the most of SEKEM's 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 2023

The new academic year at the SEKEM Wahat School commenced with 92 students and 8 teachers, alongside a kindergarten accommodating 10 children in a newly constructed building complex.

HU Training Academy initiated a collaboration with the Lebanese association Step Together, offering certified courses for teachers in inclusive education.

Additionally, the CBL program was restructured into two waves per semester, each lasting three weeks, providing

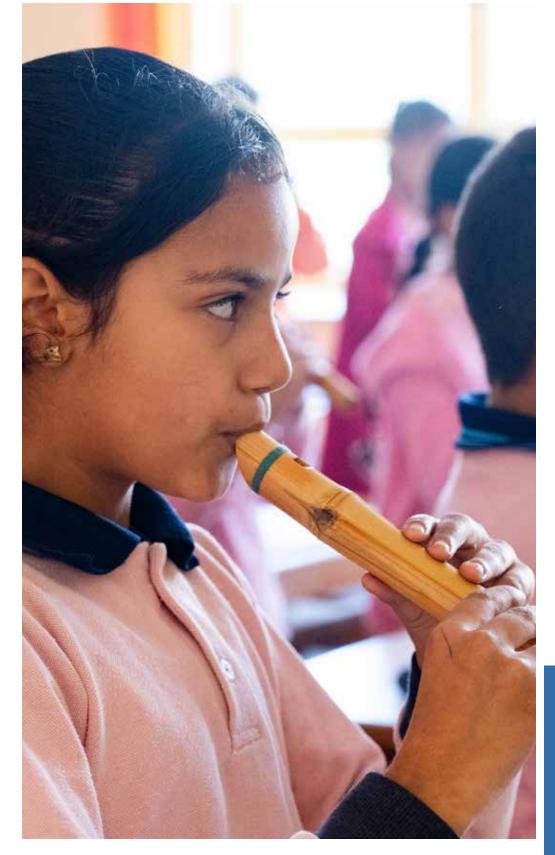
comprehensive learning opportunities for students across faculties.

HU introduced the Leadership for Sustainability Program for first-year students, aiming to cultivate future leaders in sustainable development through experiential learning and leadership development activities.

20 HU students took part in this program and shared positive feedback about it. Efforts were also directed towards enhancing assessment and evaluation methods and providing intensive English courses for teachers from the Sekem School.

Our Plan for Next Year

- Expand the variety of the SEKEM Core Program courses and offer more courses tied to the professional development of the employees.
- Expand the time for CBL activities for the students and increase practical, project-based learning components.
- Launch a extra-curricula LEAD program for developing students and TAs.
- Establish vision groups from SEKEM employees to learn more about SEKEM's sources of inspiration.
- Acquire an International School Licence of SEKEM school under the SDF.
- Integrating SEKEM "Bastana" Community school with the SEKEM school.



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:





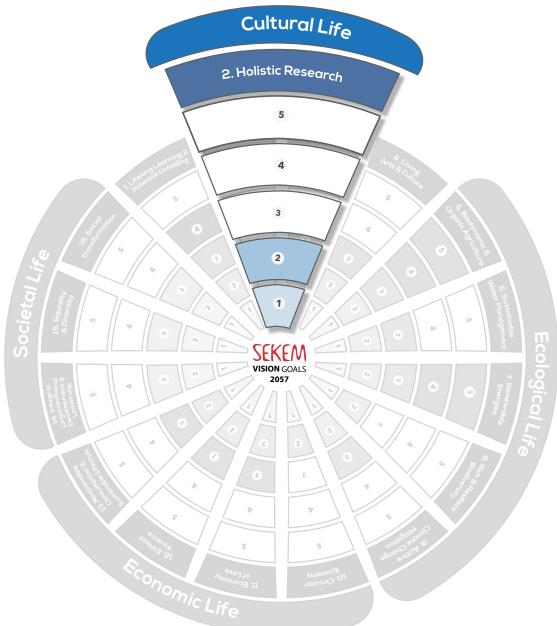












- **VISIONING PHASE** In Vision Groups, Future Council, Individuals
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- **PROTOTYPE** PHASE In Centers, With Partners, HU, **SEKEM Companies and NGOs**
- **UPSCALING** PHASE In 13 Villages Around SEKEM, SEKEM Wahat Farm
- **MAINSTREAMING** PHASE All 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 has an action-oriented **approach in research** through applied collaboration between researchers and practitioners.

The SEKEM Vision emerges from a **spiritual perspective**, emphasizing the pursuit of life's deeper meaning, which propels us beyond conventional modes of thought.

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

More about the research centers



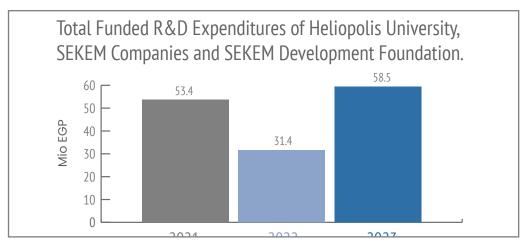
The Office of Sponsored Programs (OSP) at HU is dedicated to provide support and raise funds for various developmental projects that aim to create a positive impact on communities.

OSP on Linkedin

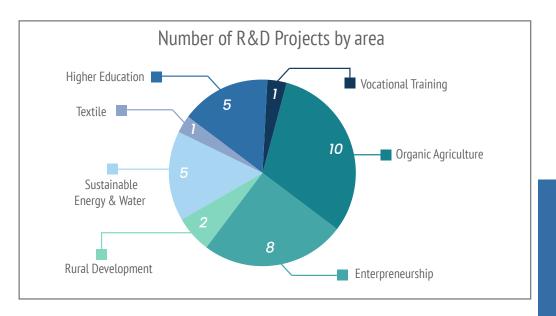
The HU Faculty of Pharmacy has several research laboratories that conduct applied medical research together with Atos.

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

Our Performance in 2023



In 2023, the OSP held 32 projects, collectively accounting for a total expenditure of 58.5M EGP, nearly doubling the investment compared to 2022. The notable expansion in resources can be attributed to the introduction of several new projects, mentioned below. The biggest share still belongs to the Organic Agriculture and Entrepreneurship sectors. Funding for these projects was made possible through partnerships with long-standing collaborators such as GIZ, BMZ, PRIMA, H2020, Erasmus+, and EuropeAid, and many others.



com

Other News in 2023

In 2023, holistic research emerged as a focal point of SEKEM's endeavors, with notable efforts aimed at advancing interdisciplinary approaches and integrating spirituality into modern scientific practices. The Social Initiative Forum (SIF) on Holistic Research, hosted at Heliopolis University and attended by representatives from diverse sectors, served as a platform to explore holistic methodologies in agriculture. Discussions revolved around the interconnectedness of elements within farming systems and the integration of humanities and arts into scientific inquiry. Furthermore, meetings with senior professors from HU underscored the importance of holistic science in the context of modern medicine, particularly in collaboration with the University of Witten/Herdecke. These initiatives highlighted Sekem's commitment to holistic principles, fostering cross-disciplinary dialogue, and promoting sustainable practices in research and healthcare. Moreover, the third edition of "Future of Agriculture in

Egypt" study was published that compares organic and conventional production of major crops in Egypt based on true costs of production.



New Projects in 2023

- GW SENCE project for advanced groundwater research to create more sustainable governance and management of water resources has started.
- BioTex to promote sustainable organic cotton cultivation and local value creation in Egypt's textile industry. Funded BMZ and implemented by the bfz gGmbH and Sequa gGmbH.
- ICT4EDU to enhance the quality of ICT competencies and education in pre-schools in in Jordan, Palestine, and Egypt. Funded by Erasmus+
- STDF Spirulina for sustainable crop production from aquaponic system. Funded by Science, Technology & Innovation Funding Authority.
- Develop Establishment of Agricultural Vocational Training and Business Incubator Center in El Minya for Building Capacities of Young Agri-professionals in Upper Egypt cofinanced by GiZ.
- E-Club establishing entrepreneurship clubs in student communities. Funded by the Academy of Scientific Research and Technology (ASRT).

Our Plan for Next Year

- Every year, OSP creates a number of proposals and applies for different projects and opportunities in R&D field through local and foreign programs.
- The results of these applications will be available in the upcoming year.



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SVG 3

Integrative Health

Focus topic in 2020

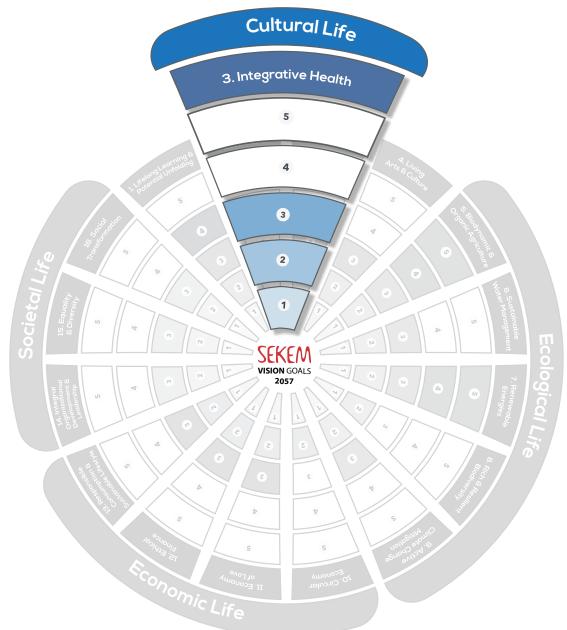
Our Vision for Egypt 2057:

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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 All Over Egypt

Why It Matters

- Around 30% of the Egyptian population does not have medical insurance coverage.
- Conventional medicine is tied to address serious and urgent medical conditions, but usually fails to treat chronic disease.
- Integrative medicine goes beyond the mere treatment of symptoms and identifies and reverses the causes of a chronic illness, as well as prevention of diseases.
- 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 provides basic medical services to its employees and surrounding communities from 13 Villages, and uses **integrative medical practices** that unite body, soul and spirit...

About Our Medical Center

Integrative Health Service Eco-health provides **health coverage** for the employees and also serves ca. 2,000 employees and 3,000 students.

What is Eco-health?

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

Read more

Health on Wheels project allows people from rural areas to

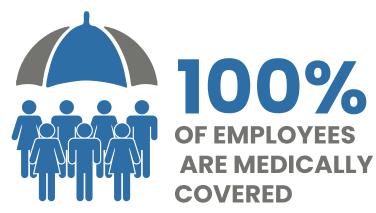
receive medical support at the village that they otherwise would not have received.

Support Health on Wheels

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

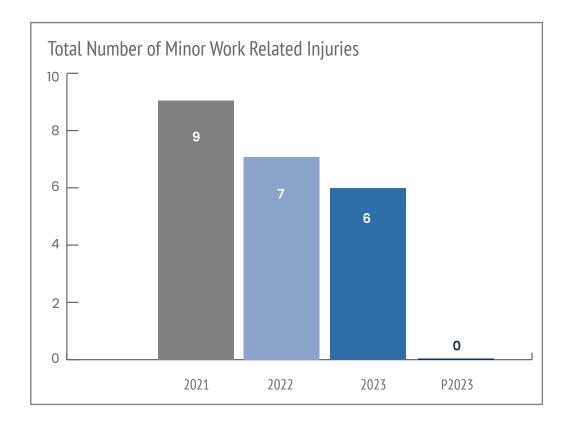
Our Performance in 2023

In 2023, SEKEM Holding did not have any major or fatal injuries. All the injuries of SEKEM employees were minor (such as bruises or scratches) and were related to the production process and inadequate use of the equipment.



SEKEM has been covering 100% of the employees with Ecohealth insurance offered since 2021.

Due to the launch of the Health Shuttle Project, the number of Medical Center visitors from outside SEKEM increased by 50%, which included people from the nearby 13 Villages.

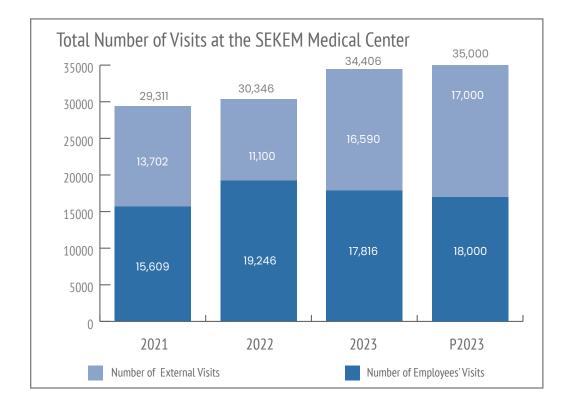


Other News in 2023

The Health Shuttle Project was launched, and now it is serving over 300 patients monthly with daily transportation service from 13 Villages to the medical center.

Collaborative efforts with the University of Witten/Herdecke included projects such as media fasting for kids, when younger students from SEKEM School restrict themselves from the usage of social media, replacing it with healthy activities.





Another project covered the topic of fever management for kids. The first symposium on Resource-Oriented Fever Management in Egypt, was held at HU, and highlighted innovative approaches to healthcare in collaboration with international partners.

Additionally, the introduction of EcoHealth Micro Insurance extended health care access to micro-loan program beneficiaries and collaborating farmers, fostering community health and resilience. RDC and ESD's joint efforts in Wahat Bahareya included physiotherapy faculty visits for children's medical check-ups and health awareness-raising activities in El Hara village.

Our Plan for Next Year

- Launch a Women Health Project to train coaches and spread awareness on common women health issues in 13 Villages.
- Establish a hospital with a total of 15 beds, two operating rooms and a small ICU.



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:



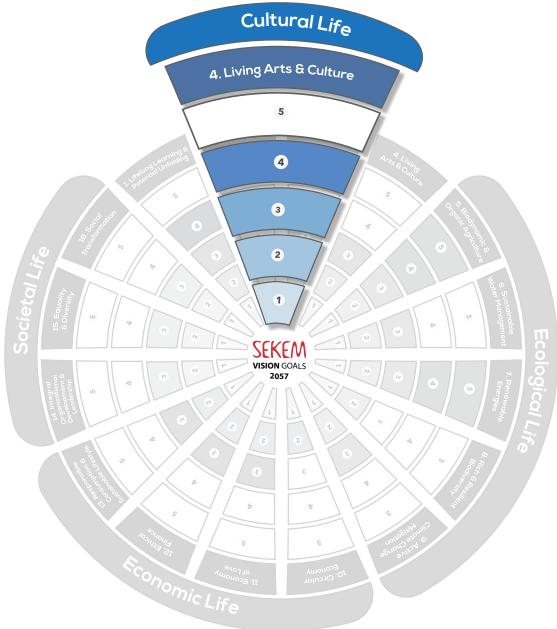












- 1 VISIONING PHASE In Vision Groups, Future Council, Individuals
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- UPSCALING PHASE
 In 13 Villages Around
 SEKEM, SEKEM Wahat Farm
- MAINSTREAMING PHASE
 All Over Egypt

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) creates a series of dialogues, performances, festivals and exhibitions for connection and integration of various cultures in a central point in Egypt.

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

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 twice a year a festival. Spring and Autumn. Some 2500 Participants gather for this tradition at the SEKEM Farm outdoor amphitheater. One active SEKEM Vision Goal provides the theme for each event.

More about SEKEM festivals

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

News from 2023

An updated website for the SoC was launched to enhance communication and outreach efforts. Additionally, a MoU was signed with the Cairo Opera, signifying a commitment to cultural exchange and artistic expression. The 13 Villages Arts for Climate initiative, a joint effort by RDC, SEKEM, and HU, engaged nine schools in promoting climate awareness through plays, drawings, and essays.



Cultural Activities in 2023

In total, SEKEM, together with its partners HU, EBDA and SDF held 134 events in the year 2023. Some impressions can be seen below:



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Ecological Life

SVG#05: Biodynamic & Organic Agriculture

SVG#06: Sustainable Water Management

SVG#07: Renewable Energies

SVG#08: Rich & Resilient

Biodiversity

SVG#09: Active Climate Change

Mitigation











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 organizations like **SEKEM for Land Reclamation** (SLR), we actively reclaim and cultivate desert land in Egypt

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

30

Ecological Life

At a Glance 2023



Ecological Life

Meet Our People



Amr Sabahy

Dr. Amr is a General Manager of SEKEM Land Reclamation, who takes care of all agricultural activities that are happening in SEKEM. Here he shares his journey

Hello Dr Amr! How do you find your work at SEKEM and what was your story with it?

Working at SEKEM has been more than just a job; it's been a journey that has shaped my career and my life in profound ways. I began working at SEKEM in 2006. Little did I know that this opportunity would lead me to a career that I would find so rewarding and transformative.

I still remember the day I started working at SEKEM. I was greeted by the warm smiles of Mr. Helmy, Mr. Tax, and Dr. Zakaria Al-Haddad. It was a moment that I believe changed the course of my life. At that time, I was a freelancer, never expecting to become a full-time employee in a company. However, the unique concept behind Al-Mizan Company, focused on grafted vegetable seedlings, intrigued me. It was

a pioneering idea in Egypt, and as someone who had always been interested in growing vegetables, I was eager to learn and contribute.

Initially, I joined Al-Mizan Company as the marketing and technical support officer. My primary goal was to understand and master the technology of vegetable grafting, a field with great potential. This role opened up new horizons for me, and I became increasingly involved in the company's growth and success.

By 2013, I had been promoted to General Manager of Al-Mizan Company, and in 2015, I became the General Manager of SEKEM Land Reclamation Company. This new position placed me in charge of all agricultural projects and farms across various locations. I also had the opportunity to share my knowledge by teaching at Heliopolis University's Faculty of Organic Agriculture.

How does your typical day go?

A typical day at SEKEM begins early. I visit the farms, meet with employees, and oversee the financial and technical aspects of our operations. I attend meetings related to agriculture, solve problems, and develop plans to meet the needs of our sister companies in various sectors. Continuous learning is at the heart of my work, and this is one of the things I enjoy most. Every day, I meet new people and face new challenges. SEKEM is like a school of continuing education, where problem-solving and innovation are encouraged. Through my involvement in various projects, I've gained skills and confidence that have positively impacted my personal and family life.

How do you usually spend your free time?

In my free time, I like to play football with my colleagues and watch matches. Being in nature also brings me joy—I love sitting in the fields, observing plants, and learning from them. My family is my greatest source of support. Although they now live in the United States while I reside in Egypt, their

encouragement has played a crucial role in my success. My wife, in particular, has been my rock, always supporting me and helping me navigate the challenges.

What is the thing you appreciate the most about SEKEM?

SEKEM has become more than just a workplace; it's a part of my life. I can't imagine working anywhere else. The connection I have with the people, the land, and the plants is irreplaceable. Each day, I wake up eager to learn something new, ready to embrace whatever comes my way. This is why I feel like I live in SEKEM, not just work in SEKEM, and I wouldn't have it any other way.



SVG 5

Biodynamic & Organic Agriculture

Focus topic in 2018

Our Vision for Egypt 2057:

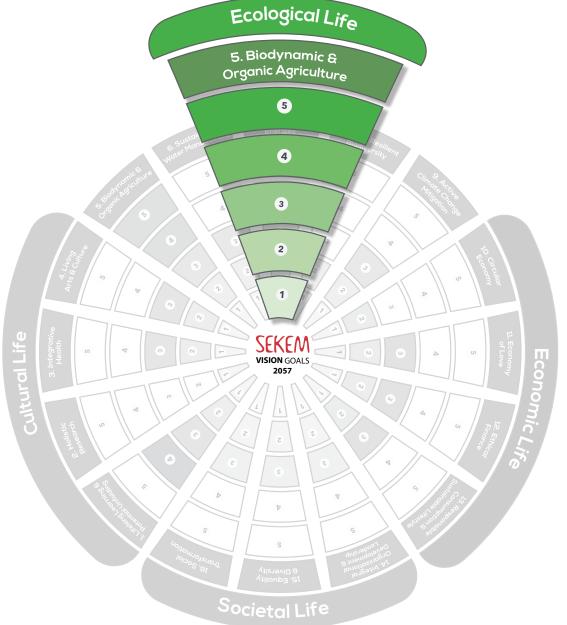
The farmers of Egypt work in the main direction of sustainable agriculture, with biodynamic or organic methods.

Link to UN Sustainable Development Goals:









- 1 VISIONING PHASE In Vision Groups, Future Council, Individuals
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- 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, with 300 m2 of arable land per person, when the world's average is 1,840 m2/person.
- 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 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 in an environmentally friendly way.



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

EBDA/Demeter Egypt 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.

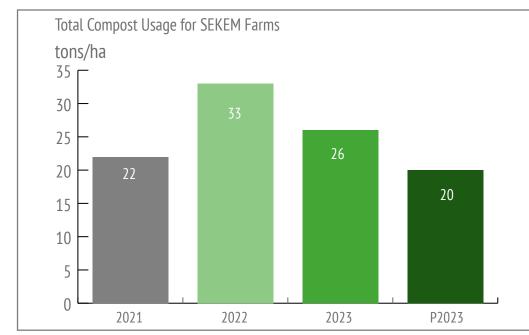
<u>Visit EBDA website</u>

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.

<u>Visit Organic Egypt website</u>

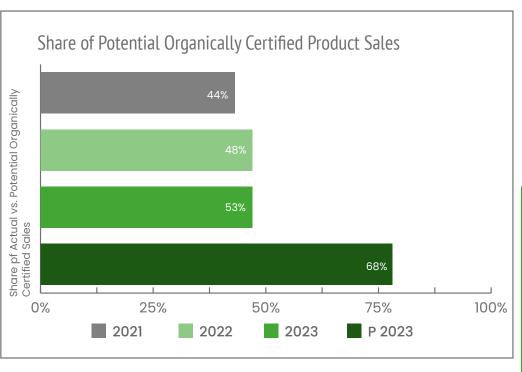
Economy of Love carbon credits is an additional income source for the farmers registered under EBDA. This source of income will help biodynamic agriculture to go mainstream in Egypt and become more competitive with conventional agriculture.

Visit Economy of Love website



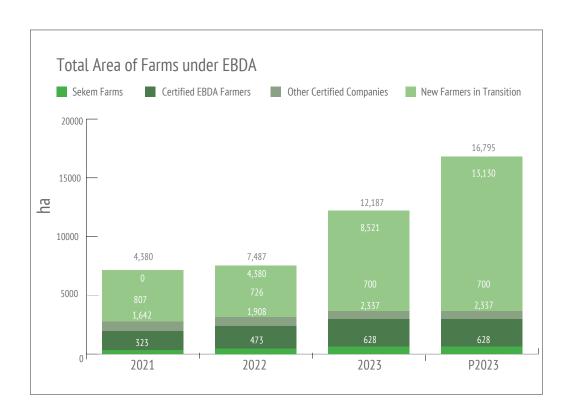
Our Performance in 2023

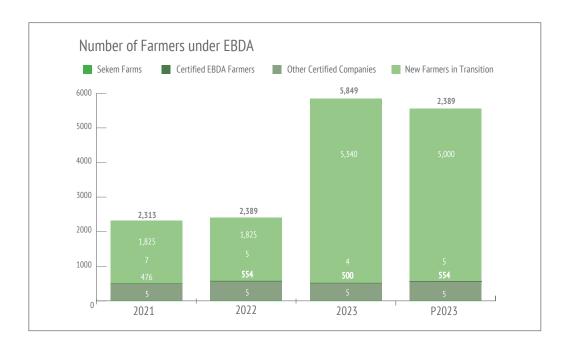
Due to the improving soil quality in 2023 and increased application of green cover crops during summer, we used 20% less compost at our farms, compared to the previous year.



SEKEM's share of organic certified sales from all potentially certifiable sales growing slowly, but still remains below the desired values. The main challenge for this is the residues from environmental pollution in Egypt and limited availability of certifiable raw materials. Of course, this implies a need to shift the focus from product based to process based certification.

The aim is to get 100% share of organically certified products by 2027. For 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 system successfully went through trial testing with a group of Miniya farmers and is planned to be upscaled in the next year. The vast majority of new farmers in transition will enter into the PGS that aims to serve the local market only.





The efforts of EBDA to onboard new farmers, which was supported by several RnD projects, were very successful, and the expansion plans communicated at COP27 could be achieved.

Other News in 2023

In 2023, significant strides were made in agricultural sustainability and innovation. The year saw the launch of the third phase of the EoL upscaling project, aiming to onboard 40,000 farmers by 2025. To support the upscaling, 50 new agronomists were onboarded to join the EBDA team. The Participatory Guarantee System (PGS) pilot testing in Minya Governorate showed promising results, leading to EBDA winning the Smart Green Prize in a competition. Additionally, the EBDA team, in collaboration with the KHNA project, developed training modules focusing on farm transitioning processes, biological fertilizing, pest management, certification procedures, and marketing strategies, enhancing the knowledge of registered farmers. Moreover, the SIF on Technology in Agriculture held at HU drew 185 stakeholders, discussing techniques to optimize

resource management, increase crop yield, and reduce environmental impact, marking a significant step towards a more sustainable agricultural future.

Moreover, the EBDA team embarked on implementing the first Biochar Trial, a promising initiative aimed at enhancing soil quality and mitigating carbon emissions. The trial showcased multiple benefits, including increased soil water holding capacity, improved productivity, and texture, as well as the sequestration of carbon dioxide into the soil.

The EBDA gratefully received a private funding support from the ComeOn Foundation to support the work with the new farmers.

Our Plan for Next Year

- Reach 10,000 farms and farmers under EBDA (mainly in transition).
- Organize the first Biodynamic Conference in Africa.
- Establish the Organic Egypt Foundation after the end of the Organic Egypt project in order to sustain its services.
- Establish a learning center for biodynamic preparations to accommodate the activities of composting, animal husbandry and biodynamic preparations.



sekem.com

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:



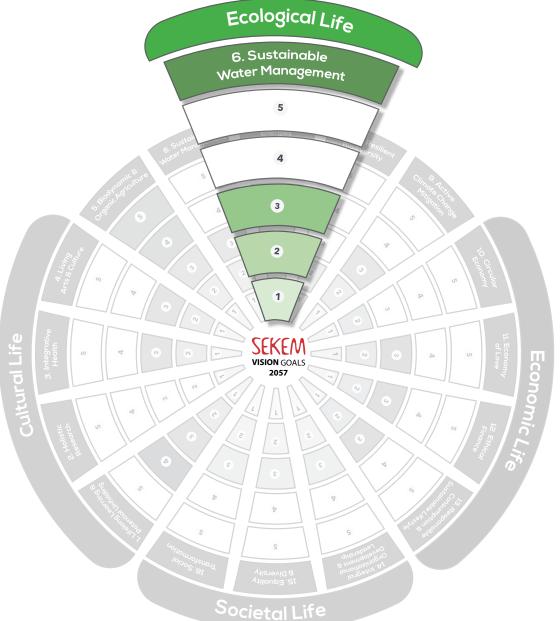




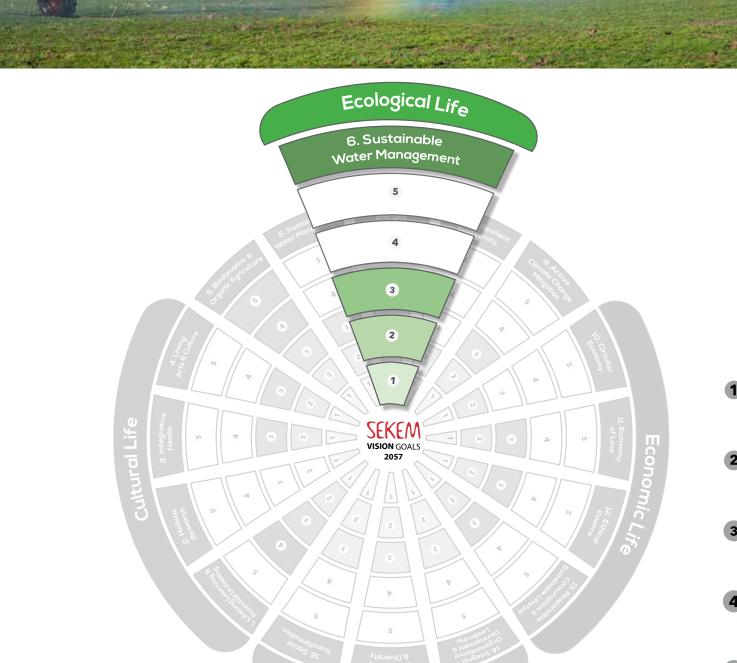








- **VISIONING PHASE** In Vision Groups, Future Council, Individuals
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- **MAINSTREAMING PHASE** All Over Egypt



- Egypt is a water-scarce country with an annual share of 560m3/capita, while the international water poverty line is 1,000 m3/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 be 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 evaporation.

Our Goal 2027

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

Our Approach

Agricultural activities consume around 99% of SEKEM's water share, whilst 1% is shared between processing, production of bottled water and everyday use by employees and community living at the SEKEM farm.

HU holds research projects on **alternative water sources** and prototypes small-scale **wastewater systems**

for neighborhood farmers and rural areas.



SEKEM constantly experiments with **efficient water management** in the agricultural field, while all SEKEM companies and farms share a set of rules for sustainable water use. For example, wastewater is treated and reused as irrigation water at the farms, while run-off water from agriculture is collected if possible.

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

We use **several water sources** for our agricultural activities among which are fossile and renewable groundwater sources, water from river Nile and water provided 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.

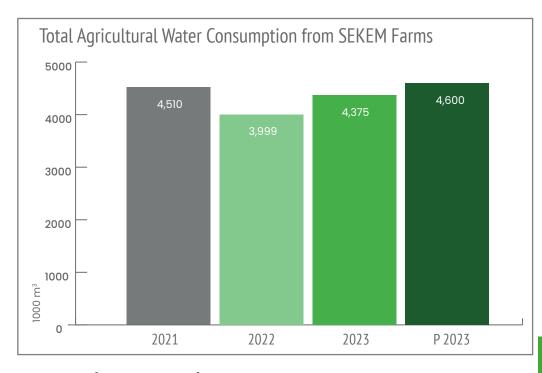
However, we see several reasons for accepting the tradeoff of using fossil water as a valuable resource:

- Researches show that this water resource will last for several generations in the future (up to 100 years)
- Currently the aquifer contains more than 150,000 km3 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.

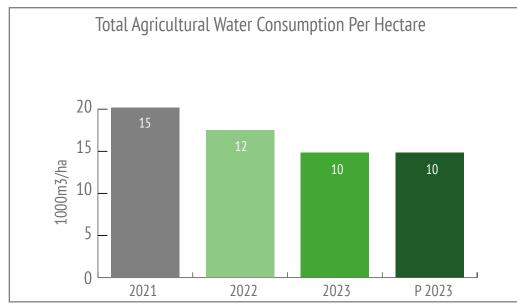
- Agricultural activities expand at SEKEM Wahat farm, mostly driven by conventional techniques. SEKEM is an example of a sustainable agriculture model that can improve water efficiency by increasing water holding capacity of the soil.
- HU constantly researches on water-efficient irrigation systems and technologies and tests them at SEKEM Wahat farm to be further upscaled. Instead of focussin on water offtake we suggest to look a holistic value creation that benefits the local community.

Learn more about other activities at SEKEM Wahat farm

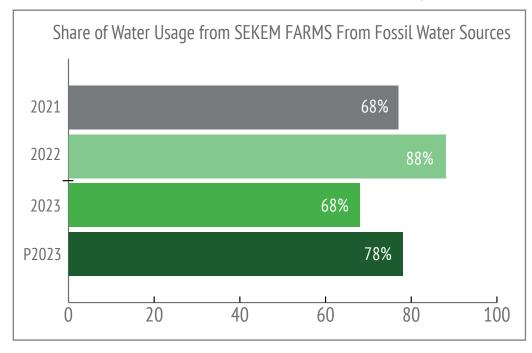


Our Performance in 2023

A night-time irrigation pilot project with a PV system, supported by DEG DeveloPPP has been constructed in SEKEM Wahat farm and entered the monitoring phase. The project aims to harness renewable energy for irrigation, as well as reduce water consumption. Additionally, a low-cost wastewater



treatment unit was installed at Wahat as part of the MED-WET project, led by the HU Engineering faculty. The GWS-SENCE Project conducted an assessment study on groundwater



potentiality in Wahat, crucial for sustainable water resource management in the region, has been started. At SEKEM farm, a prototype of a wastewater sanitation system was developed in collaboration with VTC, HU, and RDC, offering a sustainable solution to wastewater treatment. Furthermore, the WATDEV initiative focused on creating a toolbox of best water management practices, highlighting a concerted effort to promote sustainable water usage practices was launched.

SEKEM Wahat farm is the biggest SEKEM's farm. All water for our irrigation activities there comes from the fossil water source, while at other farms we use water coming from the Nile or renewable groundwater sources.

3,511 k m3 of water was used at the SEKEM Wahat farm this year which stays in line with the amount of water consumed last year at Wahat.



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Our Plan for Next Year

Finalize the groundwater assessment in Wahat el Bahareya.

Upscale the wastewater treatment unit for the local population of Wahat Bahareya under the MED-WET project.

13 villages waste-water treatment project to provide small, affordable, decentralized units..



Renewable Energies

Focus topic in 2021

Our Vision for Egypt 2057:

Egypt optimized energy consumption with the focus on renewable energies.

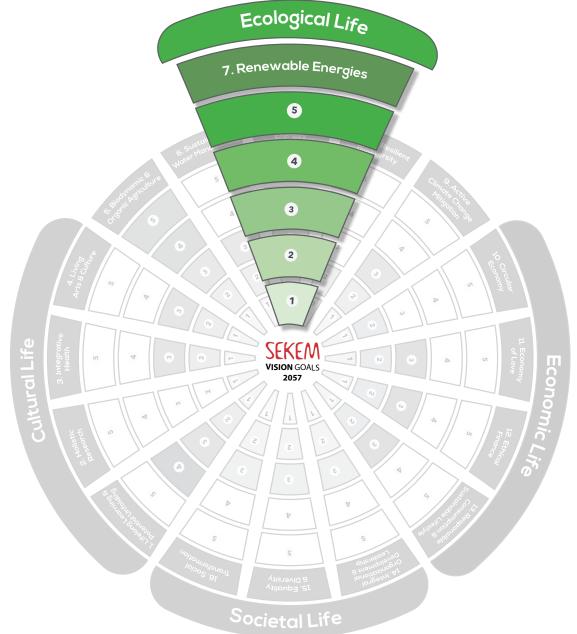
Link to UN Sustainable Development Goals:











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- In 2022 global energy-related GHGs emissions still have been growing, accounting for more than 3/4 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 investment for the first time.
- The share of renewable energy in Egypt's total generated energy was 31% in 2021 that came from such projects as Beneban Solar Park, the Siwa Solar Plant, and the Kuraymat Concentrated Solar. The next goal of Egypt is 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** by providing them access to micro-loans as well as support with maintenance services from the VTC students to facilitate farmers' transition to renewable energy.

HU and **VTC** students gain **professional experience** by installing and maintaining solar panels in the SEKEM Wahat

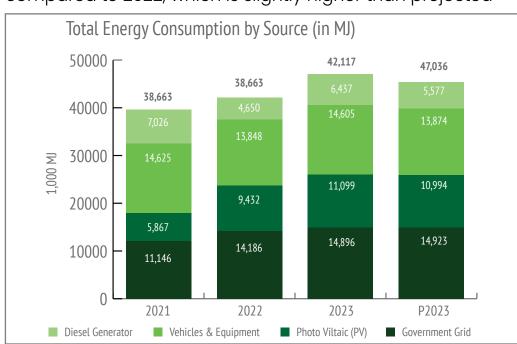


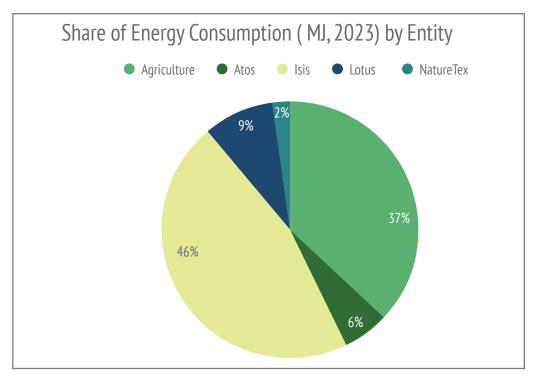
Farm and being involved in research on improving efficiency of solar panels.

Our Performance in 2023

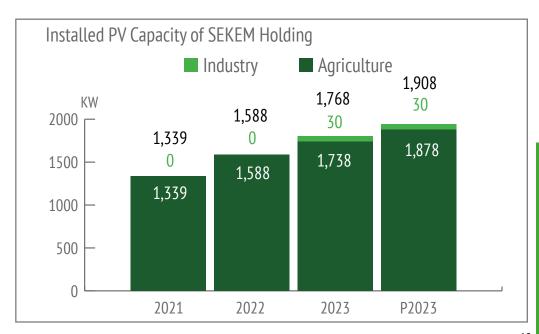
In 2023 SEKEM's energy consumption grew as planned due to the higher electricity demand because of increased volumes of production and new equipment at the ISIS factory.

SEKEM's energy consumption in 2023 had 11% increase compared to 2022, which is slightly higher than projected

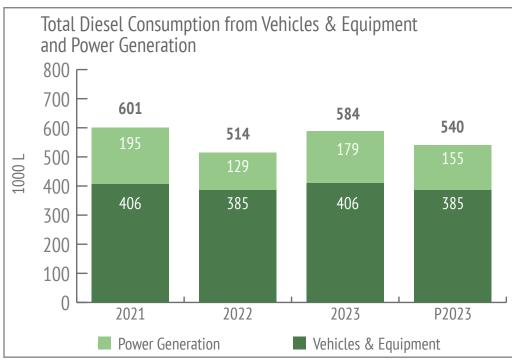




A notable increase in diesel consumption resulted from the frequent power outages and voltage fluctuations that Egypt faced in 2022, due to which SEKEM had to rely on electricity generators. A growth in vehicle and equipment energy usage comes from growing production volumes, particularly at the ISIS water factory.

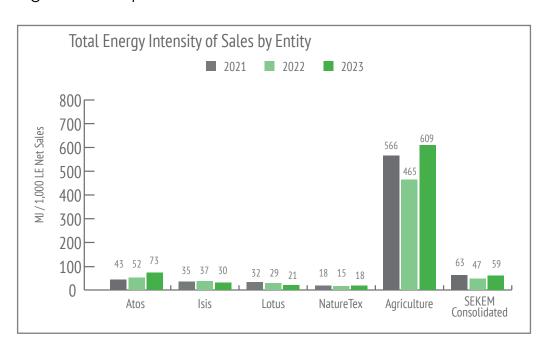


Share of the installed PV capacity has also increased, overachieving its initial target. PV panels were activated at the NatureTex company (30 kW capacity), as well as newly



installed at the SEKEM Wahat and Miniya farms.

by Atos, while Naturetex and Agricultural sector showed significant improvements in their numbers.



Total energy intensity of sales stayed relatively stable for all sectors, except Agriculture, which faced a 30% increase.

Other News in 2023

Regenerative Wahat Bahareya project commenced support for Wahat farmers in transitioning to renewable energies, through offering installations of the PV systems at their farms (ca 42 kW).

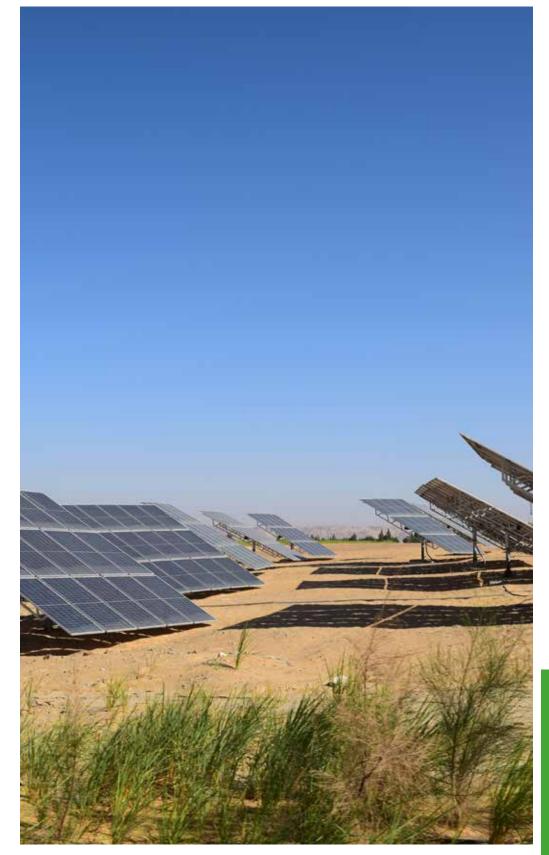
At SEKEM Wahat farm a new solar pumping system of 146 kW has been installed as well as a 2 kW housing unit at SEKEM Minya farm.

Additionally, the apprentices from the VTC solar energy department visited Salem Allam School to educate students on solar energy applications and promote awareness of electricity conservation.

Due to the economic situation and currency drop, it was decided to postpone the project of installation of PV panels at the ISIS Water factory until 2024.

Our Plan for Next Year

- IInstall 170 kW PV capacity at the ISIS Water factory.
- Install 150 kW for an external farm in Minya.
- Install 250 kW for farmers in Minya.
- Install 80 kW at SEKEM Minya farm.



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:

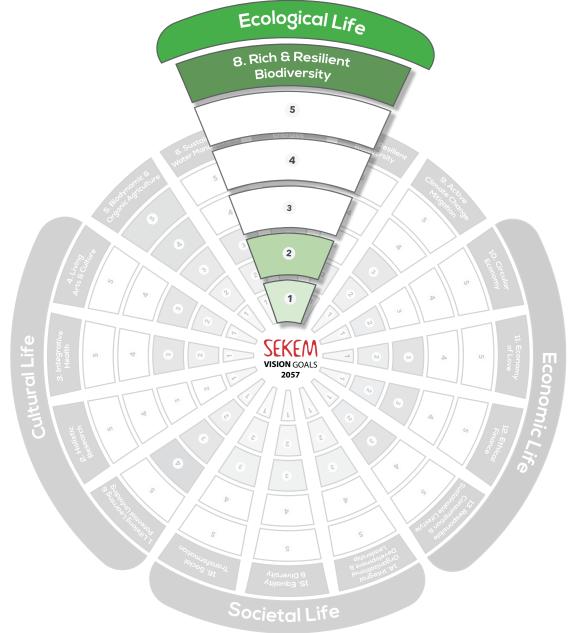












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- Currently, the world faces mass species extinction.
- Land use change is the leading reason for global biodiversity loss, while agriculture is the major driver for land use change.
- Harmful agricultural practices such as overuse of pesticides and fertilizers exhaust land harms and non-target organisms, impacting biodiversity.
- Due to the growing population and intensified agricultural activities, a hope for a thriving future of Egyptian agriculture lies in desert land reclamation (DLR) that creates biodiversity hotspots.

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 set up a botanical garden at the campus with a variety of plants.

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 conditions.

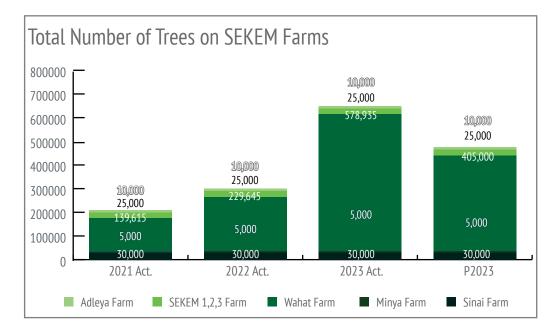
With Greening The Desert Project, SEKEM for land Reclamation turns 1,000 ha of desert land into fertile soil at the farm in Wahat Bahariya.

Learn more about Greening the Desert Project



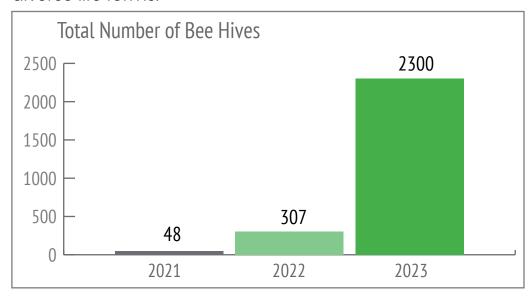
Biodiversity studies conducted in 2021 at the **SEKEM Wahat** farm showed that though the reclamation of desert land leads to a loss of certain species (between 0-49%), many new species emerged in the agroecosystem and the species richness five folded.

Our Performance in 2023



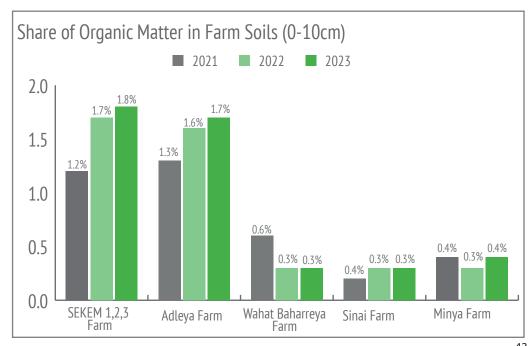
A tremendous progress was made in the tree planting sector with nearly 350,000 new trees planted at SEKEM Wahat farm through various projects and initiatives, which greatly surpassed the initial goal. Aforestation activities in the desert

lead to creation of new habitats for various plant and animal species, thus fostering ecosystem resilience and supporting diverse life forms.



EBDA works on the project of raising the numbers of honey bees in Egyptian organic farms and has had great success with 2000 bee hives increasing in 2023. It is a result of a natural selection process and stronger bee population.

The average amount of organic matter is slowly increasing



in all SEKEM farms due to the farmers' efforts of soil cultivation with biodynamic methods. In Egypt the amount of organic matter in soils varies from 1.8-2.8% in the most fertile lands located in the Nile Delta. For sandy soils an indicator of less than 1% is common with a potential to reach 2% in the best case. For comparison, the most productive agricultural soils worldwide have 3-6% of organic matter.

Other News in 2023

A preliminary biodiversity assessment of Wahat Bahareya was conducted through cooperation with the Nature Conservation Egypt, providing crucial insights into the region's ecological landscape. Concurrently, the launch of the biodiversity credits project at the SEKEM Wahat farm marked a pivotal step by developing the first version of the Project Design Note.

At the SEKEM Mizan farm an agroforestry plot was installed for an additional positive impact for the biodiversity, contributing to the quality of soil, habitat of birds and insects. Besides, the population of owls at the SEKEM farm increased significantly, encompassing four different varieties, which is advantageous as owls play a crucial role in pest control, thus promoting a balanced ecosystem and reducing the need for chemical pesticides.

Our Plan for Next Year

• Collaborate with the Union for Ethical BioTrade (UEBT certification team in order to conduct a biodiversity risk assessment in Egypt.



Active Climate Change Mitigation

Focus topic in 2022

Our Vision for Egypt 2057:

Egypt is carbon-neutral.

Link to UN Sustainable Development Goals:

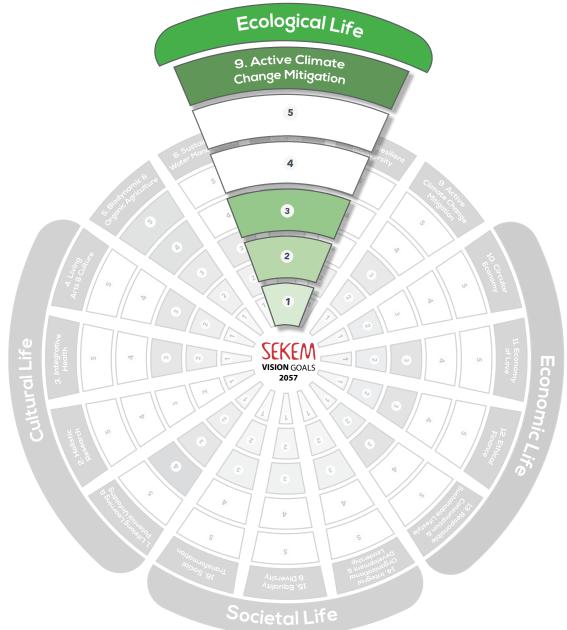












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- **MAINSTREAMING PHASE** All Over Egypt







Council, Individuals

- 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 involves agricultural practices aimed at sequestering CO2 into the soil. With biodynamic farming sharing a focus on soil health and organic methods, makes them complementary approaches in sustainable agriculture and climate change mitigation.
- In 2022 Africa Carbon Markets Initiative (ACMI) was launched at CO27 with an aim to support growth of African voluntary carbon markets.

Our Goal 2027

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

Our Approach

We **generate carbon credits** at **SEKEM farms** to inset our own CO2 emissions and sell the rest to our partners and invest in further development of the **Greening the Desert Project** in SEKEM Wahat farm.

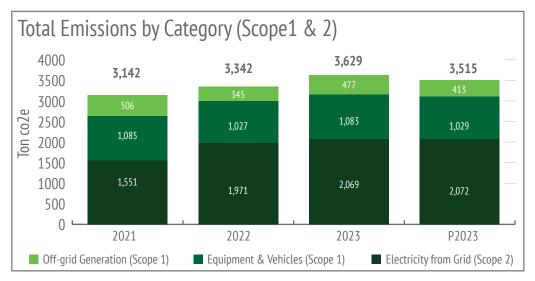
Learn about our next steps in Greening the Desert Project

Our carbon credits are certified with **Economy of Love (EoL)** standard, which uses **IPCC and UNFCCC established methodologies** for carbon sequestration and besides takes social aspects into consideration.

EoL certification is offered to members of **EBDA** that will help farmers to gain **additional income from carbon credits** for their environmental services and motivate smallholder

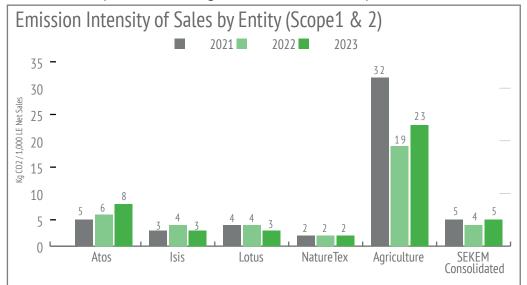
farmers to shift to sustainable agriculture practices.

More about EoL Carbon Credits

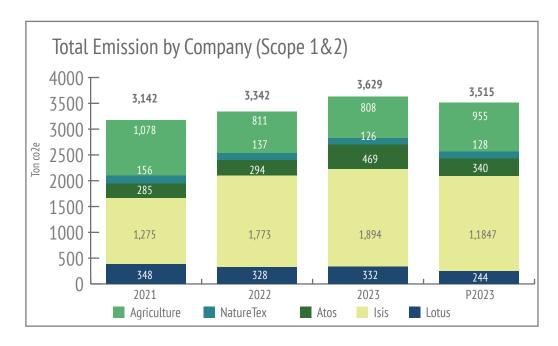


Our Performance in 2023

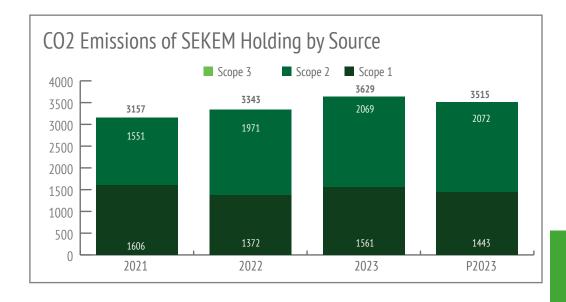
SEKEM's total carbon footprint has slightly increased. The main category that delivers almost 60% of the emissions is electricity from the grid, besides this year SEKEM faced



increase in off-grid power generation due to the frequent electricity short-cuts in Egypt. Roughly half of the emissions comes from ISIS, besides this year it was a significant 60% increase in the emission of Atos due to the growing production volumes.



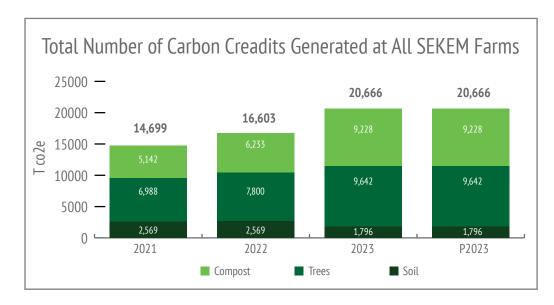
Emissions intensity of sales stayed relatively constant among the companies, besides Atos which faced a 30% increase due to the higher level of absolute emissions.



Almost 1,000 additional tons of CO2 sequestered and avoided through sustainable agricultural practices at all SEKEM farms, compared to 2022.

For comparison, an average citizen of Egypt emits around 2,3 tons of CO2 per year, meaning that the amount of

carbon credits that SEKEM generated in 2023 can offset the emissions of almost 7,600 Egyptian citizens.



Other News in 2023

In 2023, SEKEM continued its advocacy for sustainable agriculture and climate resilience, notably at COP 28, emphasizing agriculture's role as part of the solution to climate change. Basalt experiment for additional sequestration of carbon dioxide, initiated at Wahat farm under the Farms4Climate project, has been started and has already demonstrated some promising results.

EBDA aims to onboard 40,000 farmers in its third phase by 2025, demonstrating a commitment to inclusive and sustainable food systems. As a member of the Climate Resilient Food Systems Alliance, SEKEM contributed to joint efforts aimed at establishing minimum requirements for carbon credit schemes and facilitating smallholder farmers' access to the

Voluntary Carbon Market through the set up of ERPNext as a carbon credits platform. The EoL model gained recognition, serving as a case study in the World Economic Forum's white paper and Dasra's catalyst for social change in India. EoL made significant strides, including submitting applications for ICROA, Integrity Council, and acquiring the IETA membership, enhancing its credibility and enabling collaboration with like-minded projects. Furthermore, SEKEM engaged in carbon footprint assessments and forged partnerships, such as a MoU with ICPM, underscoring its dedication to advancing sustainability and combating climate change.

Our Plan for Next Year

- Purchase carbon credits from 15,000 farmers.
- Selling carbon credits at the African Voluntary Carbon Market **AFRICARBONEX** platform within the Egyptian Stock Exchange (EGX) for the trading of carbon emissions reduction certificates (CERs).
- Get long-term carbon emissions targets validated by SBTi.





Our Approach

The **SEKEM Holding** subsidiary companies operate as independent enterprises, adhering to biodynamic, organic, and **Economy of Love (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 2023

SEKEM Holding Group

In 2023, the main focus for SEKEM Holding Group was export sales. SEKEM demonstrated a robust financial performance, achieving growth in revenues: +3% compared to the budget and +24% in relation to last year. Progress towards the expansion of export sales was made, and payments to the international lenders (principal & interest) were paid fully in due time, as reducing debt still remains the main challenge. Overall, SEKEM demonstrated resilience amidst market fluctuations, despite current economical instability.

Agriculture

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

Overachieved its revenue target by 65%.

Successful high yields of chamomile took place throughout the year.

Agroforest project at SEKEM farm shows good results, improving soil fertility.

Installation of new solar panels at SEKEM Wahat and Minya farms.

Digital monitoring system for water management installed at Pivot 20 at SEKEM Wahat farm

Nearly 350,000 new trees planted at SEKEM Wahat farm.

Atos Pharma

- 42% growth in revenues, compared to the last year.
- Introduced new products such as SEKEM C Zinc and Neuropatex.
- Obtained licenses for new products like Empagloflozine and Osteapatex.

Reached 50% female share in its team.

Naturetex

- Has not achieved the financial target due to challenges in export sales.
- Organized the first cotton festival in Fayoum and participated in one in Damietta.
- Created ready-made garments from 100% Egyptian organic recycled cotton.
- Significantly increased share of natural and recycled materials in the production process.
- Onboarded Under The Nile (UTN) under the SEKEM group brands.

Was chosen to produce T-shirts for the Egyptian Olympic team from 100% organic Egyptian cotton

Isis

- Overachieved the revenue target by 10%.
- Introduced new products such as cotton-seed cooking oil and new spices varieties.
- Expanded market reach through shipments to Switzerland, Qatar and Poland, and new local clients.
- Enhanced production capacity with new tea packaging machines and machinery for ground dates.

 Strengthened international presence through participation in various international exhibitions such as SCO Agricultural Expo and Food Africa Exhibition.

Lotus & Lotus Upper Egypt

- Demonstrated an outstanding financial performance with 58% increase in revenues compared to the budget and 30% growth in relation to last year.
- Introduced white Hibiscus as a new product, and received orders from new clients in England.
- Acquired new customers in Switzerland, Australia and France.
- Participated in the Biofach fair in Nuremberg, fostering business relations with existing and potential clients in different markets.
- Explored potential partnerships through inspections and visits, aiming to expand market reach and product offerings.



Economic Life

Meet Our People



Hatem Shafie

Managing Director of Ecotec

Holding

Hatem Shafie is a managing director of Ecotec Holding, under which the Ecofund project was established. Ecofund exists to finance companies working in renewable energy, green economy and ones that offer sustainable and environmentally friendly products and technologies. Here Hatem tells about his story with SEKEM and his work in the financial sector of the company.

Hello Hatem! How long have you been working with SEKEM?

Since 1986. I was working in the banking sector back then where I was managing some of the loans and financial accounts for SEKEM. I was then asked by Dr Ibrahim to come join SEKEM. I gladly took the opportunity, inspired by its mission and vision. I was heavily involved with the financial side of the company. I served as Helmy's deputy at the IMC, then became

the deputy chair of Egyptian Stock Exchange, followed by the deputy chair of Gulf Bank. I was eventually offered a position at the SEKEM board where I took the position of CFO. When Ecotec and Ecofund were eventually established, I took over the role of the managing director. I also teach at HU's Faculty of Business. Despite holding different roles in SEKEM and outside, I was always connected to its core mission.

Could you tell me a bit about your typical day and responsibilities?

Keeping in mind that Ecofund is newly established, we are currently building and laying out the foundation. Right now I'm focused on building the team who will ensure the success and sustainability of Ecofund. I'm also working on growing the fund through connecting with new partners and stakeholders.

What do you like to do in your free time?

I love music, all types and genres. I listen to it whenever I can. I'm also a huge fan of theater, I watch live plays and I am also involved in writing them. I once put together a play involving colleagues from Heliopolis University and SEKEM, inspired by Faust (a play by Johann Wolfgang von Goethe)

What do you appreciate the most about working in SEKEM?

Endless learning opportunities and diversity. No restrictions on knowledge. In SEKEM you are free to explore, knowledge is not hidden but shared freely and transparently. SEKEM is a school of life.

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:









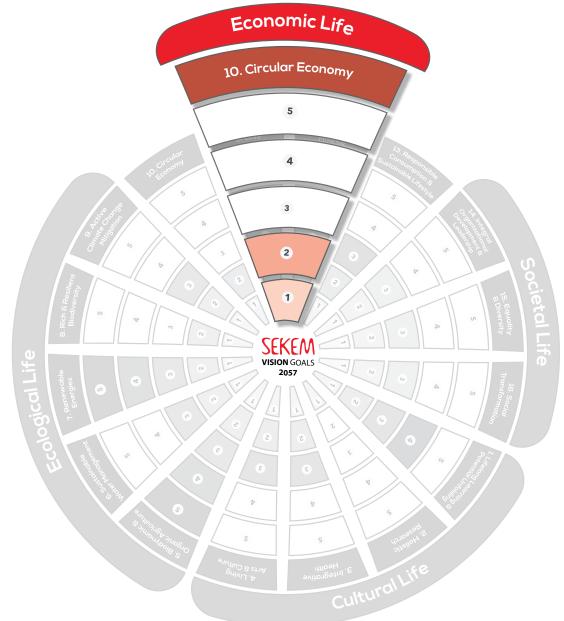












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- A circular economy is an economical model that aims to reduce waste and promote sustainability. It involves reusing, repairing, and recycling of existing products with a goal to create markets that incentivize the reuse of products and minimize waste.
- Egypt is the biggest plastic polluter of the Mediterranean with 250,000 tons of plastic leaking into the sea per year
- In order to eliminate waste we must transform every element of our take-make-waste system and switch to the circular economy model.
- The Egyptian presidency of the COP27 launched an initiative to recycle 50% of Africa's waste by the year 2050.

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 focus lies on **proper waste** management and optimization of its products' packaging material.

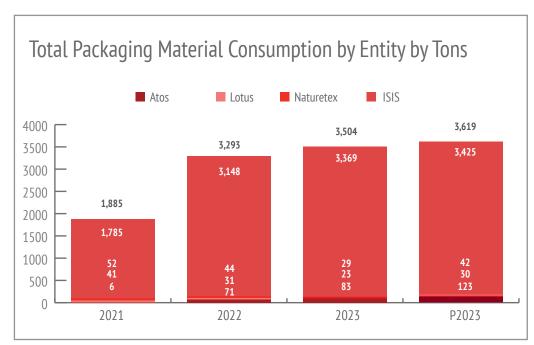
For the packaging of products, **SEKEM Holding** continuously maximizes the share of **recycled input material**: the largest amount of packaging comes from carton and paper.

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

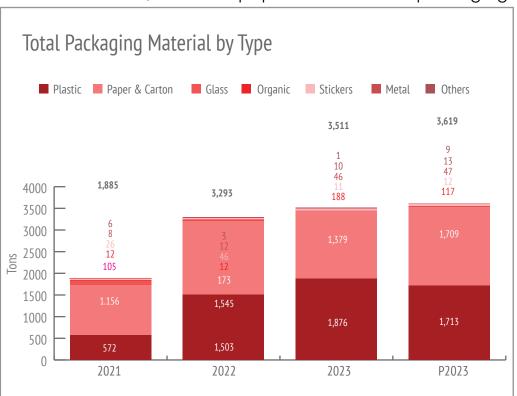
SEKEM has set up a **waste sorting facility** at SEKEM main farm processing the company's output of waste materials.

All organic waste is used for **compost production**.

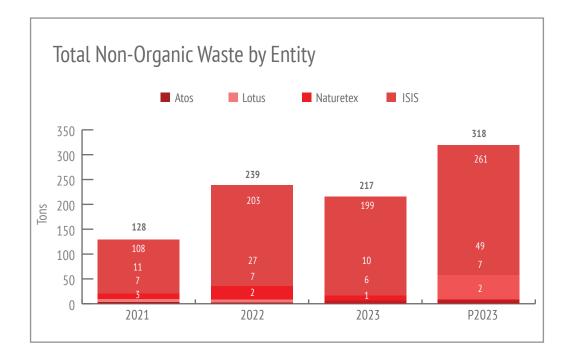
Our Performance in 2023



The share of plastic in packaging material is growing mostly due to the bottled water production and now is equal to 53%. On the other hand, the use of paper and carton for packaging

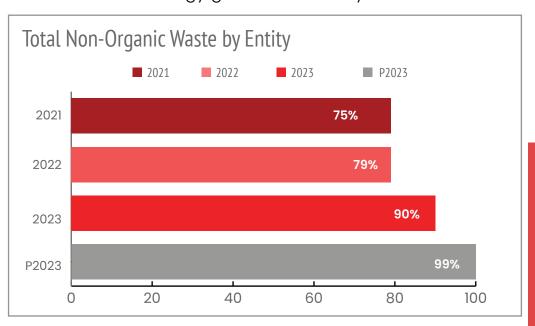


decreased and now is equal to 39%



Non-organic waste production had a positive 9% decrease in 2023, with especially notable waste reduction efforts in Atos (-62%)

Currently, 90% of non-organic waste is being recycled or sent to the waste-to-energy generation facility.



Other News in 2023

Rural Development Center (RDC) initiated a Waste Management project in Wahat el Bahariya targeting agricultural and other solid waste. A significant milestone was the SIF held in December, focusing on solid waste and wastewater recycling that was hosted by the SEKEM Wahat farm. Attended by local residents and specialists from Egypt, the forum facilitated knowledge exchange and collaborative solutions. Additionally, RDC organized a Summer School for the school students from 13 Villages, with a strong emphasis on waste management and upcycling. Through creative and practical learning activities, the Summer School empowered participants with essential skills and knowledge to address waste challenges in the region.

Our Plan for Next Year

- Upscale Waste Management in 13 villages.
- Upgrade waste management unit at SEKEM Wahat farm.
- Start peatmos project from upcycled palm tree waste.



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:



















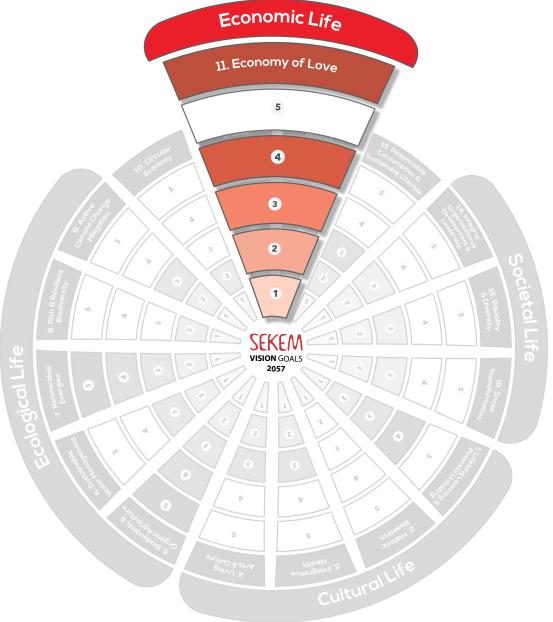






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- Current economic system forms food prices neglecting the negative impact of agricultural practices on the environment, which means these prices do not represent the 'true costs' of the product.
- The Economy of Love (EoL) standard implements 'true costs' accounting in the prices that guarantees a fair income to everyone in the value chain.

Our Goal 2027

EBDA has formed the concept of "Economy of Love" inspired by the SEKEM initiative, implemented and disseminated it in Egypt and beyond.

Our Approach

Economy of Love (EoL) is a certification that was initiated by the **EBDA** for products that arevsustainable, ethical and transparent throughout the entire supply chain.

ImpacTrace is the service created by EoL to make the supply chain behind a product transparent for the customer.

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

With **EoL Carbon Credits** the EoL Standard is committed to actively increase **carbon sequestration** and avoidance on the licensee farms to demonstrate the ecosystem services provided.

SEKEM Wahat farm was **the first carbon farming project** certified by EoL and thus played the role of a prototype.

EoL fund & EoL microloans finance **social and environmental** projects and help farmers to carry investments needed to plant the first trees, for producing the first compost and installing renewable energy to start generating carbon credits.

Find more information on the official EoL website

Our Performance in 2023

EoL received official recognition by the Financial Regulatory Authority in Egypt and is the first African agricultural carbon credit that will be traded on the newly launched African Carbon Exchange.

It was able to support over 2,000 new farmers in receiving a carbon credit certificate. Through EoL the EBDA became a member of the International Emission Trading Association (IETA), which facilitated collaboration and knowledge exchange with like-minded projects, enhancing EoL's reach and impact.

Moreover, there is a number of digital innovations in the certification process, such as the development of the EoL carbon calculator for farmers, a collaborative effort involving environmental experts, software developers, and farmers, that provided a vital tool for estimating carbon credit revenue from adopting EoL practices.

Furthermore, the launch of the EoL Compost Calculator marked a significant step in measuring methane avoidance from biodynamic compost production, aligning with CDM standards.

Our Plan for Next Year

- Expand the EoL standard outside Egypt, in 2024 EoL will focus on the implementation in Italy, India, Kenya, Tunisia and Brazil.
- Acquire the ICROA endorsement and the Integrity Council memberships to bolster the credibility in the carbon credit market.
- Acquire new carbon credit sales channels, e.g. enter new platforms for the sales of carbon credits.
- Implementing new software allowing EoL to effectively collect, manage and verify data from licensees.
- Rolling out the EoL, Demeter PGS program.
 Allowing farmers to receive their EoL and Demeter certification through peer to peer audits. Demeter and EBDA farms.



Ethical Finance

Focus topic in 2020

Our Vision for Egypt 2057:

Egypt has implemented ethical banking and finance.



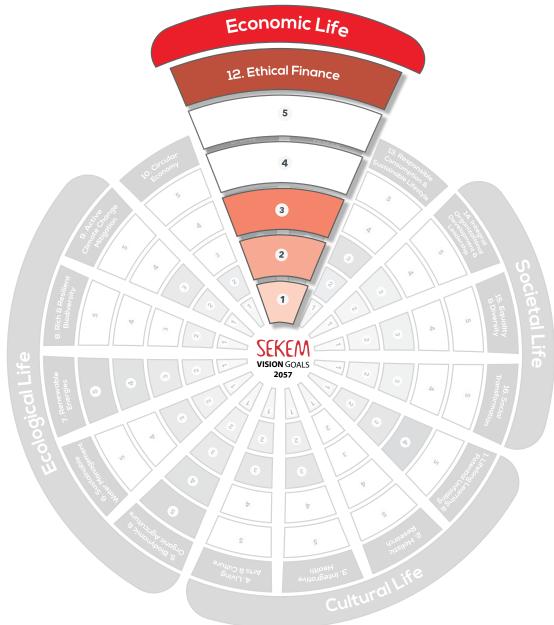




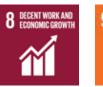








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- Ethical banking is an essential mechanism needed to fulfill the sustainable development goals.
- The key to ethical banking is a set of principles that take into consideration the social and environmental impacts of their investments and loans.
- 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.

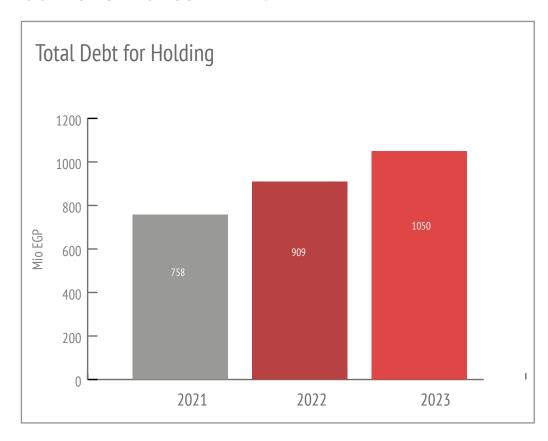
SEKEM Bedaya-Marilou Fund program under **SDF distributes micro loans and supports** the residents of the 13 villages around SEKEM to start their own business that aligns with SEKEM Vision and sustainability standards.

More info about the program in this article

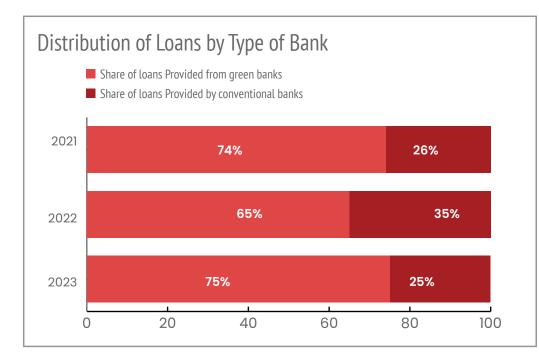
For two years **SEKEM** has implemented a **Miza point system** in which all SEKEM & HU Employees can circulate given bonus points and use them in the SEKEM Shops. In the future these

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 2023

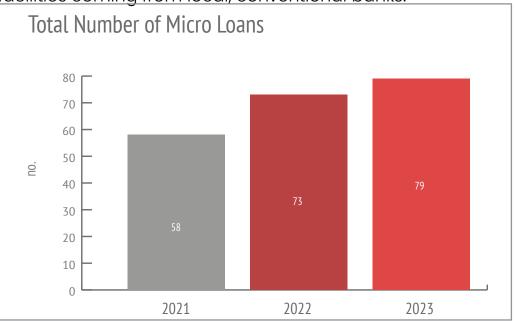


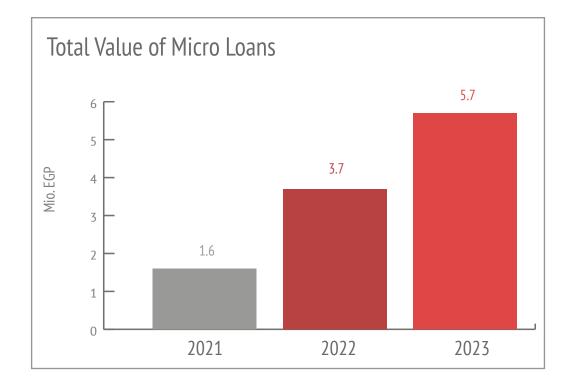
One of the priorities of SEKEM is to reduce its total debts to zero by 2027. However, due to the macroeconomic development and devaluation of the Egyptian Pound (EGP) in 2023 an unrealized book loss of EGP 141M was caused with the consolidated level of debt increased accordingly. However, SEKEM remains committed to its goals of reducing its debt and the principal and interest payments towards SEKEM's international lenders have been paid according to the restructured loan agreements and on time.



SEKEM is focused on getting loans or restructuring debts towards ethical banks with a commitment to sustainability.

In 2023 SEKEM the share of the loans provided by "green" / ethical banks had significant increase mainly driven by the devaluation of local currency that represents the share of local, commercial banks. The ratio reflects not only long-term loans but also short-term loans for working capital facilities coming from local, conventional banks.





In 2023 a total of 79 people benefited from the EcoFund microloans project, with 13 of them originating from Al Wahat. The project encompassed diverse sectors such as animal husbandry, craft activities, agricultural production, PV and irrigation systems installations.

Other News in 2023

- Increase the number of clients and activities for the microloans project to help increase clients' income during the year and to achieve the sponsored projects' goals.
- Activate COOP bank for the members of SEKEM community and EBDA farmers.

Our Plan for Next Year

• Establish EcoFund to manage the SEKEM pension fund and collect savings.



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:



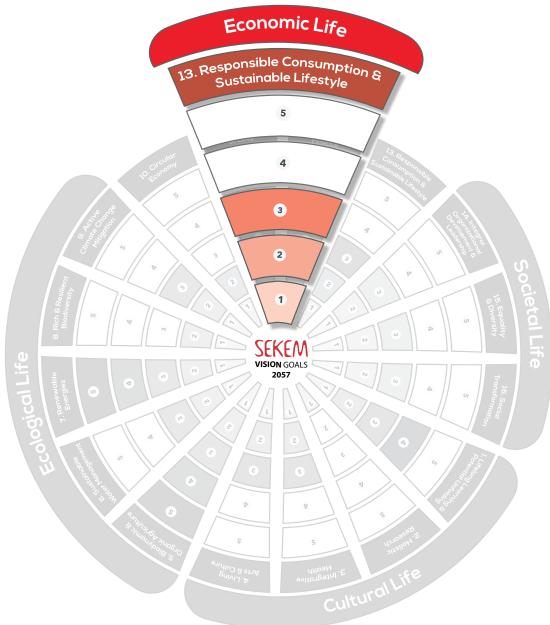












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- Customers' demand on sustainable services and products pressures producers to reduce natural resource depletion and pollution.
- Developing countries including Egypt caught the trend of the green products movement and started to adopt more responsible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

Our Goal 2022

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

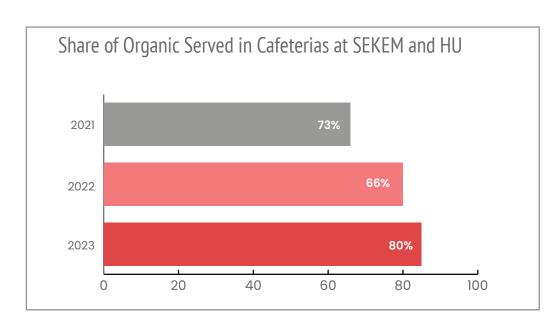
At **SEKEM Wahat Farm** we practice creating new buildings from local materials, offering solar water heaters to the inhabitants and domestic PV energy to private households.

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 2023



Other News in 2023

Through cooperation with RDNA, Organic Egypt was raising the consumer awareness about the healthy lifestyle by producing and sharing recipe videos promoting healthy and easy-to-make meals on social media platforms. It also organizes monthly farms visits for the consumers to connect consumers with local producers, fostering appreciation for sustainable farming practices. It also implements regular Farmers and Processors Markets at KMT house in Cairo, creating opportunities for direct interaction between producers and consumers.

In addition, EBDA launched an online marketplace offering organic production inputs from 20 trusted suppliers. It serves as a B2B platform for organic and biodynamic materials, accessible to both members and enthusiasts alike at

http://shop.ebda.earth/.

SIF in Green Architecture was hosted at HU, which convened specialists and researchers to advance sustainability in construction. Moreover, BioTex project was launched to support regenerative organic cotton production in Egypt.

Our Plan for Next Year

- Develop a Farm Guide, consolidating valuable information and highlighting various organic and clean farms across Egypt. This guide will serve as a resource for consumers, providing insights into farming practices and encouraging support for local producers.
- Establish a sharing platform for second-hand items, inspired by the success of initiatives like Miza and incorporating a points system. This platform will facilitate the exchange of goods, fostering a culture of reuse within the community.
- Create a model for young SEKEM community members to get access to cheap and sustainable housing in order to be able and afford to get married in a simple way.





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 effectively address societal challenges. We foster a network of change agents and actively promote diversity and women's empowerment as core values. The **SEKEM Corporate Governance** Code serves as the guiding principles for the SEKEM Group of Companies. This framework ensures the protection and advocacy of human rights in all our activities and spheres of influence. SEKEM values all members of the community equally and endeavors to create

a dynamic learning environment where everyone can benefit from exchanging knowledge and ideas. This commitment to inclusivity and collaboration forms the cornerstone of our societal life.

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Societal Life

At a Glance 2023

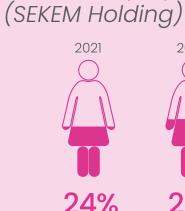
2023 Total Number of seasonal workers (FTE)

> 2022 142

2021



2023 Female Employee Share



2022 26% 2023 17%

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

> 2021 %12

2022



%15

Total Number of Employee by Entity (FTE) in 2023

²⁰²² **175**

EBDA

²⁰²² **25**

²⁰²¹ **EBDA** 19

532 HU

505

Holding

SEKEM Holding

2023

(working for SEKEM +7 years at SEKEM Holding)

2021

46%

2022

43%

Long-term employees



2023

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

2021

2022

1:38

1:38

2023 EGP per month



Minimum Salary paid 2021 2022

2000

2400

EGP per month

Average Amount of Non-Monetary

Benefits per Employee

2021

2022

963

1,620

Societal Life

Meet Our People



Gamal Hekal

Gamal is an ambitious young man, who works as a Senior Business Specialist in Rural Development Center. In 2023 he led an important project of establishing RDC in Wahat. Here, he shares his story of his life and work in SEKEM.

completing my bachelor's degree, I received an offer to work as a Research Assistant in the Business faculty. However, Mr. Helmy, recognizing my background from the 13 Villages, requested my assistance in the RDC center. In 2022, I took on the role of Technical Manager for the Waste Management project in SEKEM Belbeis.

Currently, I have relocated to the SEKEM Wahat community, where my responsibilities include establishing the RDC and working on community development. Additionally, I contribute to the management of the CBL program in Wahat. One of my major projects involves addressing the issue of waste management in Bahariya Oasis, specifically the disposal of palm tree waste. This problem has a significant impact on the entire Bahariya Oasis, as the waste is often burned after each harvest season.

Can you tell me about your typical working day?

A typical day in Wahat begins with waking up at 6:00 AM. I pray, prepare myself, and do some exercises, then join the morning circle. After, I have breakfast and commence my work on the palm waste management project. I am also

responsible for organizing community work for HU students during their visits to Wahat and conducting farm tours for our guests. The duration of my day in Wahat varies as each day presents unique tasks, but I typically return to my room around 11 PM.

What do you like to do in your free time?

I love reading books, listening to podcasts in English, playing football with my friends, and writing poems and stories.

What do you like the most about working in SEKEM?

I deeply appreciate my work within society, as it allows me to assist others and contribute to the well-being of our planet and environment. SEKEM has played a pivotal role in shaping my character, teaching me to be a responsible and compassionate individual. It has instilled in me the importance of safeguarding myself, my community, my country, and the planet.

I extend my heartfelt gratitude to all the members of SEKEM for their support and guidance. Thank you so much.

Hello Gamal! Could you tell me about how your journey with SEKEM began?

It started back in 2002 when my parents enrolled me in SEKEM kindergarten. From that moment on, I developed a deep connection with the place, becoming an integral part of the SEKEM community. As I progressed through my education all the way to Heliopolis University, SEKEM and HU have been my home throughout my entire life. In HU I studied at the Faculty of Business and Economics. Those four years were unforgettable, providing me with valuable knowledge and experiences. In 2018, I had the opportunity to travel to Austria and undertake an internship there. Upon



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:

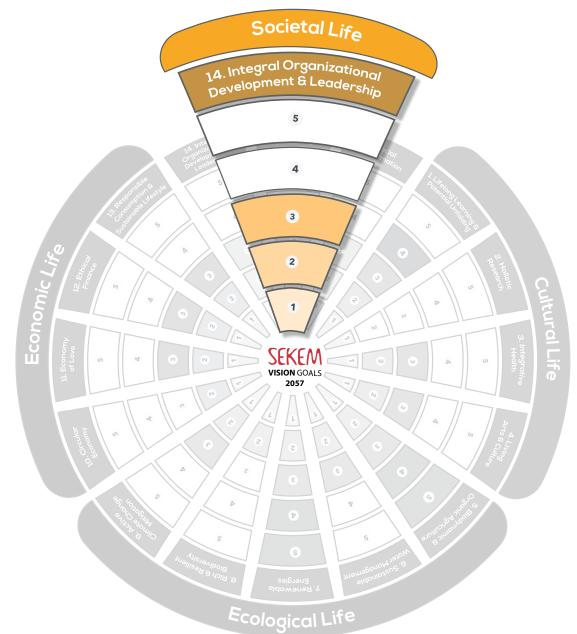












- 1 VISIONING PHASE In Vision Groups, Future Council, Individuals
- 2 RESEARCH PHASE In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs
- 3 PROTOTYPE PHASE In Centers, With Partners, HU, SEKEM Companies and NGOs
- 4 UPSCALING PHASE
 In 13 Villages Around
 SEKEM, SEKEM Wahat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

- 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 unites people with diverse backgrounds: from a farmer, to a factory worker, to a PhD professor. There is no universal management model that would fit all these different mindsets, that is why for many years we have been working with a **co-existence of different organizational systems and leadership styles** adapted to the different context.

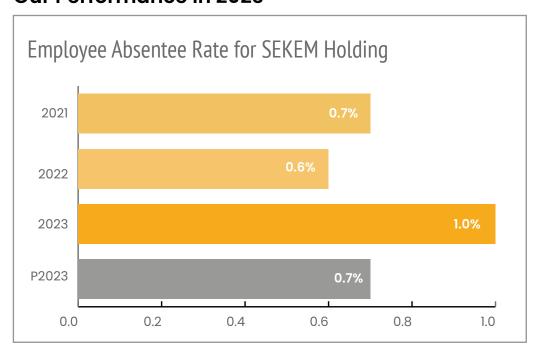
SEKEMsophia concept summarizes dealing with the dynamics of leadership and organization development for the implementation of the SEKEM Vision.

Due to the complexity of **SEKEM's** evolving institutional ecosystem it is not easy for leaders of the single organizations within this ecosystem to make use of the opportunities and synergies between each other. Often, leaders are occupied with the management and challenges of their single entity and have limited capacity to act intelligently as a part of

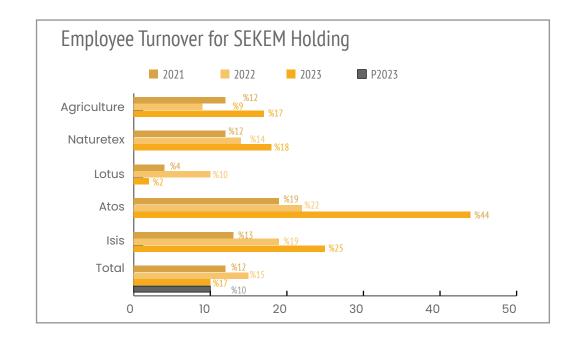
the whole. But this is quite normal if we look into the world. Still, SEKEM is actualizing a unique ecosystem with a high degree of cross-organizational association and cooperation compared to any other place.

For all new employees SEKEM conducts a **Spiral Dynamics Assessment** that illustrates the diverse value systems from people and their consciousness. The aim is to enhance self-understanding in business, educational, and personal development settings. It is often used in bringing out the unseen dynamics in individuals, teams, between leaders and their departments, inter-departmentally, and within organizations.

Our Performance in 2023



Employee absentee rate refers to an unplanned absence of employees due to their sickness or other causes. 1,5% considered as a normal absentee rate, which is assumed for 3-4 days per year off on average. SEKEM resulted in an absentee rate of 1% which is considered as normal.



As a rule of thumb, a normal employee turnover rate at a company is 10% or less. This year we faced a significant increase in employee turnover rate that resulted in 17% among all companies with the especially high rate in Atos (44%), and the lowest in Lotus (2%). The high turnover rate at Atos is attributed to the recent restructuring in the sales team aimed at enhancing sales performance. The overall growth of the turnover rate is also related to the economic situation in Egypt and increased levels of uncertainty among people.

The results included only people that work more than one year for SEKEM.



Other News in 2023

ESD center initiated the LEAD program focused on developing high-potential employees and talent accelerators, nurturing leadership skills within the workforce. 20 HU TAs and 40 cross-SEKEM partners employees took part in this program. Additionally, the Leadership for Sustainability course offered by the HU Training Academy equipped employees with essential skills for sustainable leadership, fostering a healthy work environment and contributing to a sustainable future. Meanwhile, Demeter Egypt embarked on a digital transformation journey, providing training to agricultural engineers on updates to the ERPnext program, aimed at creating a robust database and supporting the association's members.

Our Plan for Next Year

• Initiate SEKEM visioneers training program for the employees, based on the Philosophy of Freedom by Rudolf Steiner.



Equality & Diversity

Focus topic in 2025



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

Link to UN Sustainable Development Goals:

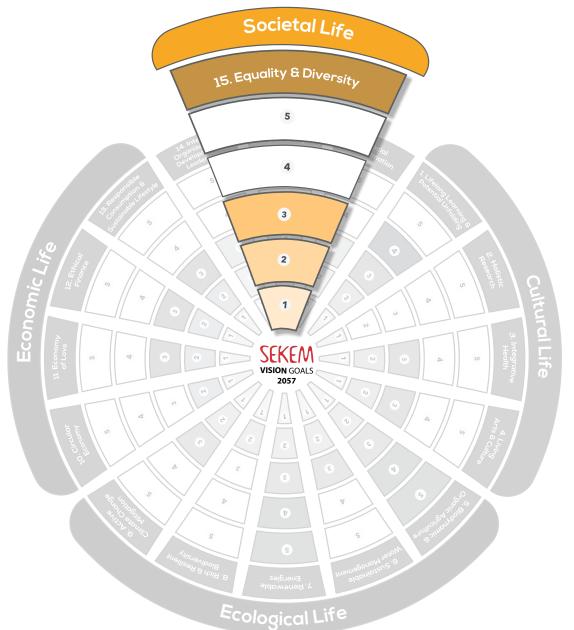




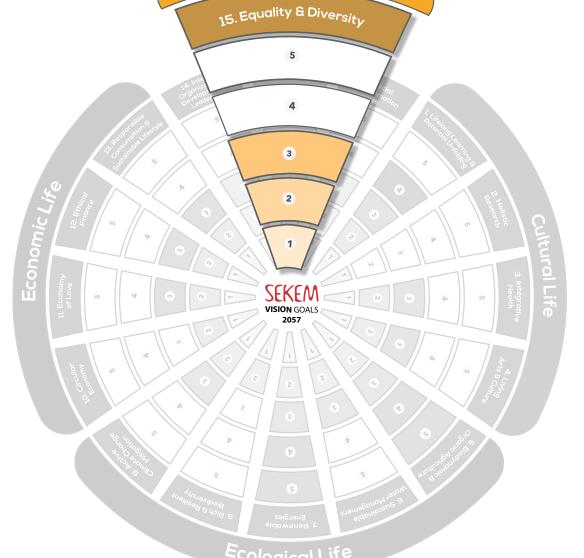








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- **5 MAINSTREAMING** PHASE All Over Egypt



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 in 2021.

Minimum wage ensures that all workers have fair income and equal opportunity to achieve a decent standard of living.

In 2023 minimum wage in Egypt reached EGP 3,000 per month

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 from Islam, Christianity and other spiritual sources of inspiration.

SEKEM provides educational and job opportunities for people with special needs. In our **Special Education Program** they can choose a qualification, according to their capabilities,

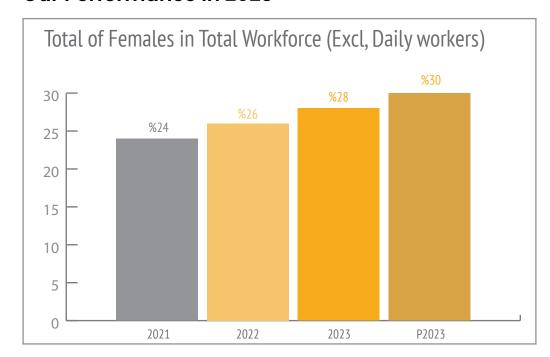
and further join our team (at the moment we have around 30 employees who underwent this program).

Sessions on gender equality in Egyptian society are obligatory for students in **HU** and **SEKEM Schools**.

SEKEM Holding supports female employees by providing childcare facilities, ability to work from home, courses for acquiring additional skills and regular medical advice sessions for reproductive health.

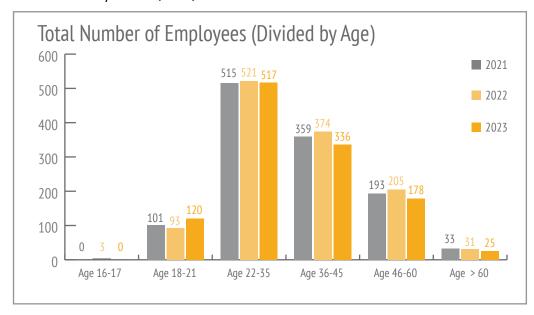
For both **male and female workers SEKEM** provides an unpaid leave for marriage preparations/honeymoon additional to their annual leave and a parental leave for both mothers and fathers.

Our Performance in 2023



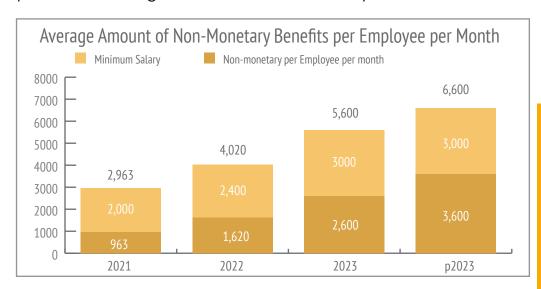
Atos achieved 50% female share, reaching the ultimate goal. ISIS faced a slight but significant 4% increase in female workforce share, while the lowest indicator is in the Agriculture sector (3%) due to the physical type of work that is still classified by Egyptian society as "male".

Because in Egypt the general minimum age for admission to employment is 15 years we have 3 employees at the age of 16-17, while the dominant group is employees aged between 22 and 35 years (42%).



We find it important that different age groups connect with each other in the working life, which adds to the heterogeneity of SEKEM Holding.

The majority of the employees aged between 22 and 35 years (42%), while SEKEM also had an increase in young professionals aged between 18 and 22 by 30%.



www sokom con

Monthly non-monetary benefits for SEKEM employees include subsidized meals and transportation, subsidized onsite accommodation (only individual cases), private health insurance (100% of employees are covered), and access to high quality lower and higher education for employees' children at subsidized rate as well as access to a nursery (individual cases).

Other News in 2023

The third phase of the sexual harassment-free campus project took place through organized booths and interactive theater plays to raise awareness among students and foster a safer environment in the campus. A survey among local women in Wahat Bahareya was done to identify ways to support women in the community effectively. Additionally, the textile department at VTC in 13 villages offered sewing training for women, providing them with valuable skills for economic empowerment. Furthermore, 25 women benefited from sewing and microloans projects, empowering them towards economic independence and decision-making autonomy. The Medical Center initiated a program targeting women from 13 Villages

Our Plan for Next Year

- Train a group of women from 13 Villages to become health coaches.
- Develop a number of projects focused on economic empowerment of women in Wahat Bahareya.



Social Transformation

Focus topic in 2023



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:

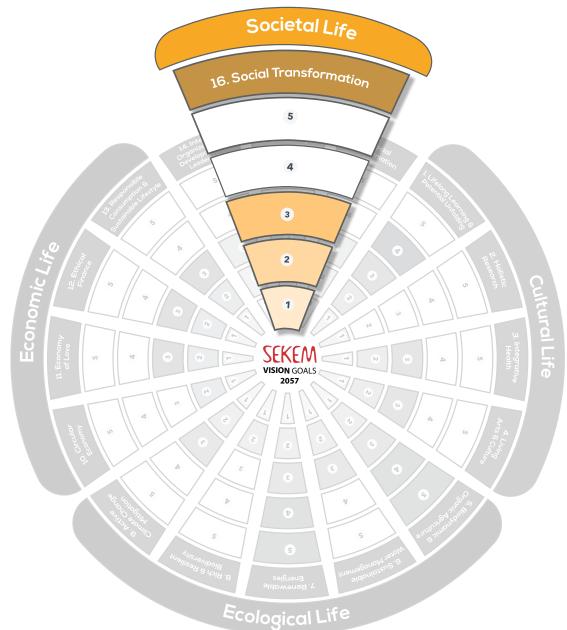












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SEKEM Companies and NGOs

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- 5 MAINSTREAMING PHASE All Over Egypt



 Social transformation is a natural process of change that restructures all aspects of life including culture, social relations, politics, economy, and the way we think. It can be both positive and negative.

Negative social transformation caused by the impact of globalization, environmental change and economic and financial crises, is resulting in 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 units, but rather combine all the spheres and treat them as interconnected parts of one system

Our Goal 2027

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

Our Approach

The ultimate goal of **SEKEM** is to address cultural, societal, ecological, and economic challenges of Egypt from an integral perspective. It is an ambitious, ongoing and never ending journey that requires a lot of support from partners and friends.

SEKEM Initiative is connected with World **Social Initiative Forum (SIF)**, an SIF serves as a platform for engaging local and international activists, collaborating with NGOs, embassies, cultural institutions, and other stakeholders. It aims to create spaces for diverse practices, act as a liaison, and coordinate between stakeholders to support Egyptian Vision 2030 and SEKEM Vision 2057.

We are **addressing social challenges** outside SEKEM through our main social project of **13 Villages**, that aims to improve their living conditions and to create job opportunities for people from the villages surrounding SEKEM Farm.

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

Community-based learning (CBL) programme under HU was created to serve the community and familiarize the students with real-life challenges and teach them how to solve them.

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

Our Performance in 2023

5 Social Initiative Forums were conducted:

- Green Architecture with 200 attendees;
- Technology in Agriculture with 185 attendees;
- Holistic Research with 75 attendees;
- Regenerative Future for Wahat Bahareya with 200 attendees;
- Solid Waste Management and Wastewater Treatment in Wahat with 70 attendees

5 projects for farmers under the Regenerative Future for Wahat Bahareya were initiated in order to support the Wahat stakeholders. In the period from March until December the following results occured:

Afforestation project reached 156 Wahat farmers to assist them in planting 170,000 trees in total

Compost project reached 156 farmers to provide them with

- compost (7,365 ton in total
- 3 centers were opened in Wahat to spread biodynamic pesticides and fertilizers
- 8 farms were reached to assist them with installation of PV panels
- 2 farms were reached to assist them with installation of drip irrigation systems

In total these 5 projects provided support to 503 Wahat farmers.



Other News in 2023

The RDC started operating in the Wahat Bahareya region, engaging with local stakeholders in El Harra to introduce plans for oasis development and offering essential services like medical assistance and physiotherapy. Efforts were also directed towards infrastructure improvements and environmental conservation through tree planting initiatives. Two SIFs in Wahat addressed topics of regenerative agriculture and waste management. Notable visits, such as Mr. Pon's from the ComOn Foundation, provided support for the 40,000 farmers upscaling initiative.

Our Plan for Next Year

- Engage 13 villages around SEKEM main farm at Sharkia governorate (topics: schools, waste water, organic agriculture, waste management) together with HU LEAD students.
- Engage villages and farmers around SEKEM Wahat farm (topics: trees, waste management, bio pest control, compost, education, health).



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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



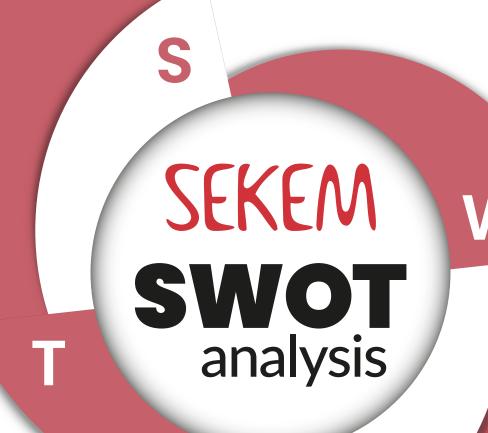
SEKEM on Map

- SEKEM Mother Farm
- Adleya
- **Wahat Bahareya**
- Minya
- North-East Sinai



STRENGTHS

- Diverse local and international ecosystem and good network support for funding.
- Access to cost-efficient, local governance structure for carbon credit production and validation.
- Strong focus on sustainable business practices and social responsibility with proven success model for greening the desert based on biodynamic principles.



WEAKNESSES

- Challenges in scaling up operations due to limited resources and human capacity.
- Limited leadership capacity to manage complexity and new opportunities.
- High debt and debt-to-equity ratio constraining financial flexibility.

THREATS

- Instability of macroeconomic situation leading to devaluation of local currency and high inflation rates.
- Decline in the organic market in Europe affecting sales and revenue.
- Weak educational system and rural human development infrastructure limiting access to talent and resources.

OPPORTUNITIES

- Ability to monetize ecosystem services from biodynamic farming operations through carbon credit market and increased awareness of climate change issues after COP27
- Low labor costs for intensive labor work in agriculture.
- Expansion into new export markets for organic and sustainable products to diversify revenue streams.

SEKEM Risk Analysis

Raw Material Supply and Logistics

- SEKEM's dependence on organic herbs as its main raw material results in fluctuating supply due to environmental pollution of cultivation areas.
- Imported raw and packing materials face delays in shipping schedules, especially from China, due to the backlogs in the global supply chain.
- Scarcity of foreign currency in Egypt leads to fluctuating prices of local packing materials, which rely on imported ingredients.

Macroeconomics (Inflation, Exchange Rate)

- High inflation rates in Egypt, reaching an average of 34% in 2023, have increased the prices of local raw materials.
- Continuous devaluation of the Egyptian Pound (EGP) against the US Dollar due to high demand for foreign currency with limited supply has impacted SEKEM's purchasing power.

Cash Flow

• SEKEM's long cash conversion cycle, along with delays in local collections and the increasing demand for raw materials and packaging materials, puts high pressure on its cash flow.

Local Market

- The local demand for organic premium products may decline due to high inflation and stagnating consumer incomes.
- Export Markets

- The instability of export markets, such as the decline in export orders from foreign customers due to the Russian-Ukrainian war, may impact SEKEM's revenue streams.
- Meeting the elevated EU standards for importing products.

Human Resources

 High turnover rates of employees impacts the business performance.

Financial Flexibility

 SEKEM has a high debt in foreign banks and a high debtto-equity ratio, which could limit its financial flexibility and constrain its growth.

Market Competition

• SEKEM faces increasing competition by companies that emphasize or make claims with regard to organic quality or sustainability, which could limit its market share.

Digital Transformation

- Digital transformation (DT) is crucial for sustainable growth, the main challenge is financing the large investments to achieve DT objectives.
- DT requires fundamental shifts in the internal system of the companies, including the management approach and organizational development plans and activities, in order

to achieve high level of engagement across functions and employees.

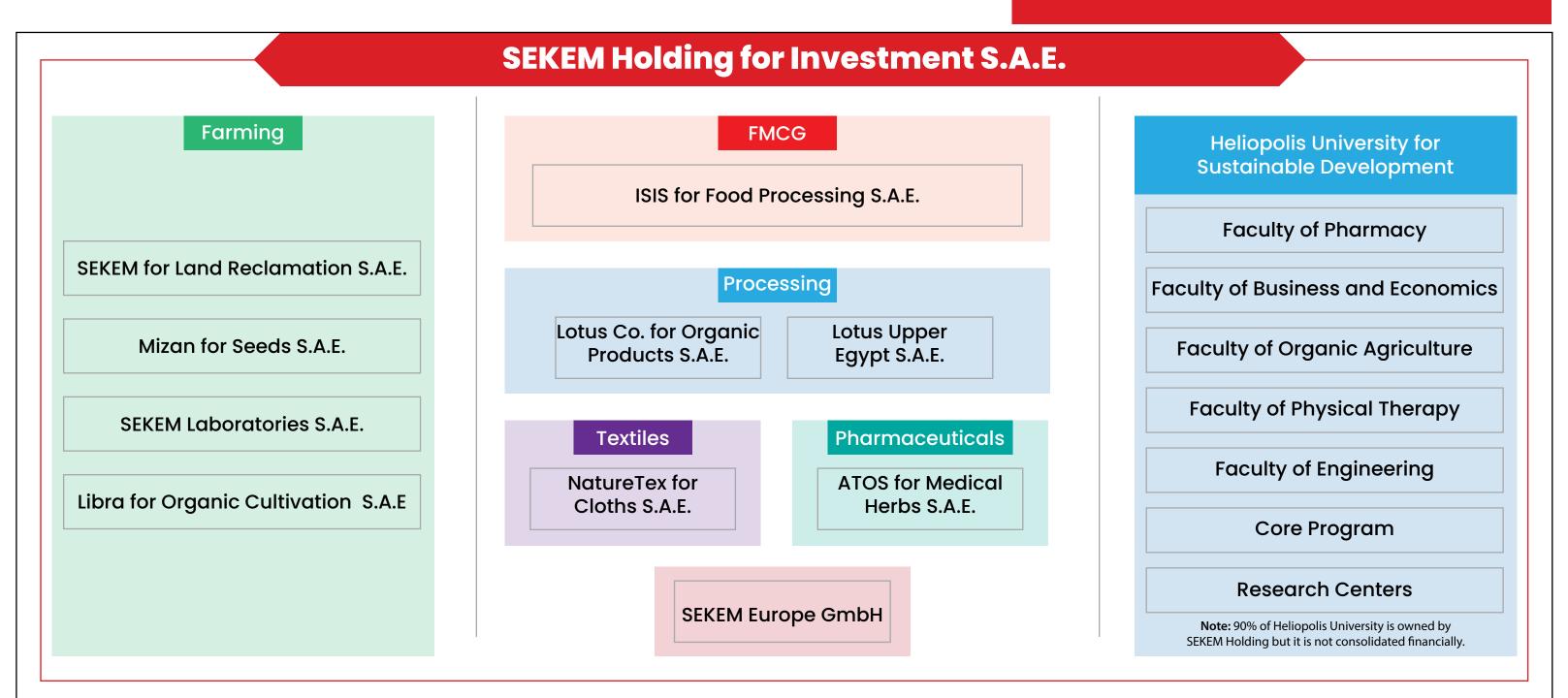
Registration of New Land

• A process of acquiring a license for the new land for reclamation in Egypt is long and complicated.

Organizational Structure of SEKEM Holding for Investment S.A.E.

Share Holders

SEKEM Treuhand gGmbH 59,64% Triodos BV 8,44% GLS Beteiligungs AG 18,66% EcoTec Holding SAE 3,05% Oikocredit EDCS 10,17% Abouleish Foundation 0,05%



SEKEM Holding for Investment S.A.E.

SEKEM Holding: Board of Directors



Helmy Abouleish Nationality: Austrian/Egyptian

Internal positions: Chair of the Board of Directors, CEO of SEKEM Holding, Chair of the StraDe Committee, Chair of the **SEKEM Future Council**

External positions: Member of the World Future Council, President of Biodynamic Federation Demeter International, Member of the Board of the German Arab Chamber of

Industry & Commerce, Member of the Board of Trustees of the Egyptian Junior Business Association, Member of the Social Section of the Goetheanum, Member of the Advisory Council of Cradle2Cradle, Member of the Social Entrepreneur

Council (Schwab Foundation), Member of Advisory Council of Ecosystem Restoration Camps

Background: Sustainable Economics, Education, Social Entrepreneurship, Biodynamic Agriculture.



Christophe Floride Nationality: German

Internal positions: Executive Member of the Board of Directors, Managing Director of Lotus, Technical Manager for the SEKEM Holding Group, Member of the SEKEM Future Council

Background: Mechanical Engineering



Dr. Ahmed Abu Ali Nationality: Egyptian

Internal positions: Non-Executive Member of the Board of

Directors, Member of the CG&R Committee

External positions: Founding Partner of Hassouna & Abou Ali Law Firm and Attorney at the Supreme Court

Background: Banking, Capital Market, Investment, Project Finance and Restructuring, Legislative and Economic Reforms



Elfrieke van Galen **Nationality:** Dutch

Internal positions: Non-Executive Member of the Board of Directors, Chair of CG&R Committee, Chair of the SD Committee

External positions: Partner and Co-founder of The Rock Group, Director of enerGQmobility, Chair of the Supervisory Board of GVB, Supervisory Board member Royal Schiphol Group, Supervisory Board member of Meerlanden, Supervisory, Supervisory Board

member of Triodos Groenfonds NV, Fair Share Fund, Organic Food Fund, Energy transition fund Europe. Board member of Bergplaas van Lippe Biesterfeld foundation

Background: Sustainability, Law, Logistics and Service Industry



Heather Henyon Nationality: USA

Internal positions: Non-Executive Member of the Board of Directors, Member of the A&R Committee

External positions: Founding Partner at Mindshift Capital

Background: Entrepreneurship, Emerging Markets, Angel

Investing, Financial Technology, Micro-Finance and Impact Investment



Dr. Jakob Müller Nationality: German

Internal positions: Non-Executive Member of the Board of Directors, Chair of the A&R Committee

External positions: Member of the Board of GLS Beteiligungs Aktiengesellschaft, Director of Bürgerenergie Windpark Gagel Verwaltungsgesellschaft mbH and Authorized Officer of GLS Energie AG

Background: Renewable Energies, Organic Food, Equity Financing, Investment Management



Konstanze Abouleish Nationality: German

Internal positions: Executive Member of the Board of Directors, Co-Managing Director of NatureTex and Member the SEKEM Future Council Background: Music, Textile, Sustainable Community Building



Rembert Biemond Nationality: Dutch

Internal positions: Vice Chairman and Non-Executive Member of the Board of Directors, Member of the CG&R Committee, Member of the Sustainable Development Committee, Member of the Strategic Development Committee, Member of the SEKEM Future Council

External positions: Founder of and Entrepreneur at Rembert Biemond AB and Chairman at Darjeeling Organic Tea Estates Pvt. Ltd., India.

Background: Finance, Real Estate, Culture, Education, Management Consultant, Cultural Entrepreneurship



Matti Spiecker
Nationality: German/Finnish

Internal positions: Non-Executive Member of the Board of Directors, Member of the Sustainable Development Committee

External positions: Founder and Director of LIMBUA Group Limited, Kenya

Background: Social Entrepreneurship, Sustainable Food

Value Chains, Organic Smallholder Farming, Food Processing Technology and Certifications, Software for Smallholder Farming and Value Chains, International Sales/Marketing of Organic Products

Board Committees

Corporate Governance & Remuneration Committee (CG&R)

Elfrieke van Galen (Chair)

Ahmed Abou Ali (Member)

Rembert Biemond (Member)

Konstanze Abouleish (Member)

Thomas Fischer (Interim Secretary)

Audit & Risk Committee (A&R)

Dr. Jakob Müller (Chair)

Heather Henyon (Member)

Rembert Biemond (Member)

Thomas Fischer (Secretary)

Sustainable Development Committee (SD)

Elfrieke van Galen (Chair)

Christophe Floride (Member)

Matti Spiecker (Member)

Maximilian Abouleish-Boes (Secretary)

Strategic Development Committee (StraDe)

Was discontinued in 2023.

Advisory Board

Was discontinued in 2023.

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: 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: ISIS Organic S.A.E.

Year of establishment: 1997

Services: Production of organic food

Products: Herbal teas, honey, juices, spices, fruit and

vegetables, oil

Pharma VIOS

Name: ATOS Pharma S.A.E.

Year of establishment: 1986

Services: Manufacture & marketing of phytopharmaceuticals

Products: Natural medicines and healthcare products



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: 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

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

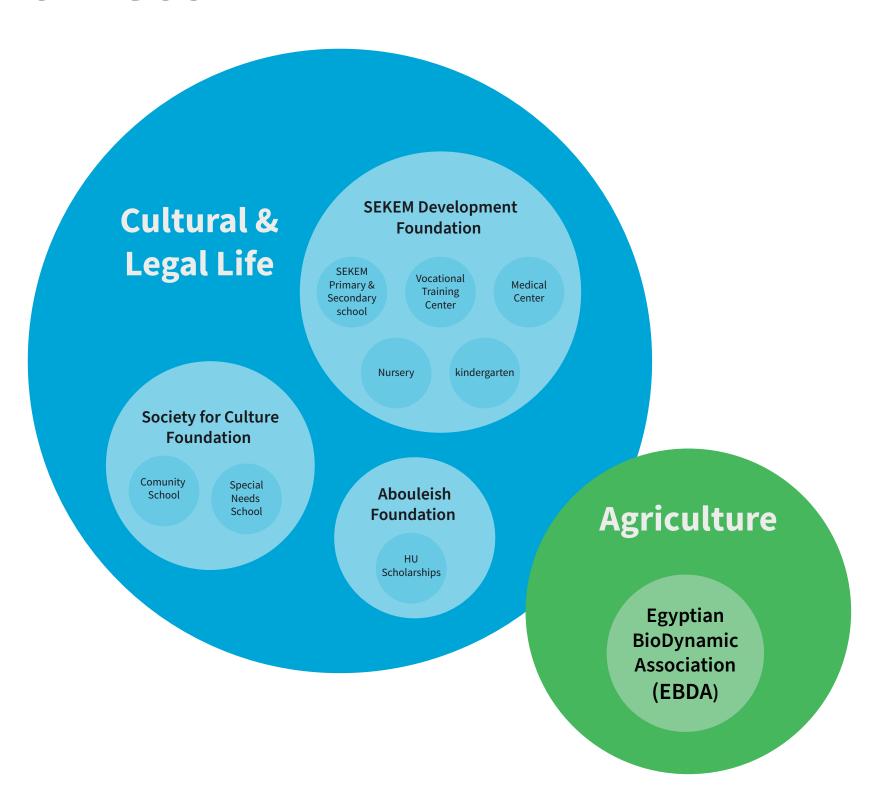
Providing administrative support in office work, gardening, and building maintenance

SEKEM Holding Shareholders

- SEKEM Treuhand gGmbH 59,64%
- GLS Beteiligungs AG 18,66%
- Oikocredit EDCS 10,17%
- Triodos BV 8,44%
- EcoTec Holding SAE 3,05%
- Abouleish Foundation 0,05%

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Partner NGOs



Egyptian Biodynamic Association (EBDA)/ Demeter Egypt

Founded by Dr. Ibrahim Abuleish 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)

HHeliopolis 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/

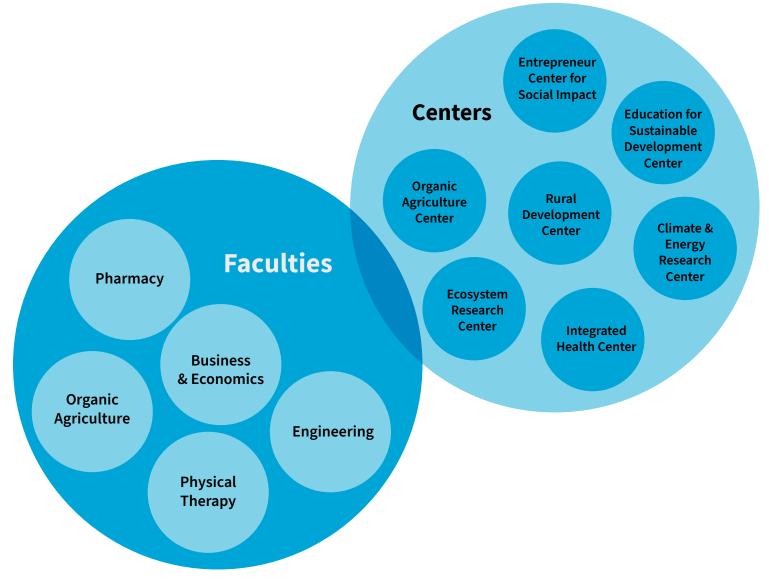
HU Faculties

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 pharmaceutics 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.

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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 in the future.

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); EcoFund (micro-loans and banking for farmer and community members).

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

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

Consolidated Income Statement for the year ended December 31, 2023 (All amounts in Egyptian Pounds)

	31/12/2022	31/12/2023
Sales	701,355,511	877,929,071
Cost of sales	(466,134,037)	(572,609,686)
Gross profit	235,221,474	305,319,384
Selling and distribution expenses	(85,467,404)	(101,147,166)
Administrative expenses	(44,943,125)	(48,833,882)
Board of directors remunration	(820,178)	(1,620,165)
Expected credit losses	(5,925,816)	(4,447,897)
Refund expected credit losses		131,078
Biological assets (Losses)		(155,966)
Capital (losses)/gains	(13,801)	(314,301)
Foreign currency exchange translation difference		(190,319)
Other revenue	37,602,404	31,092,962
Operating profit	135,653,554	180,462,330
Net finance cost	(52,364,530)	(115,545,080)
Net profit before income tax	83,289,024	64,917,250
Income tax expense	(14,029,534)	(24,651,007)
Net profit for the year	69,259,490	40,266,243

For the year ended

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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)

	31/12/2022	31/12/2023
Assets		
Non -current assets		
Fixed assets	343,722,637	574,737,597
Projects under construction	542,024,830	723,543,494
Plant wealth	49,732,379	71,278,373
Biological assets	2,520,595	3,687,666
Goodwill	53,867,282	53,867,282
Investments at fair value through profit or loss	18,013,130	18,017,086
Total non - current Assets	1,009,880,853	1,445,131,498
Current assets	240 000 222	2/7 200 000
Inventory	218,980,332	267,299,989
Trade and notes receivables	229,525,118	285,554,173
Debtors & other debit balances	108,052,686	149,550,937
Accrued revenue	11,991,246	13,861,010
Due from related parties	76,407,588	74,758,446
Cash and cash equivalents	57,297,162	73,480,521
Total current assets	702,254,132	864,505,076
Total assets	1,712,134,985	2,309,636,574
Equity Share Capital	211 105 000	211 105 000
Share Capital Reserves	211,195,900	211,195,900
Reserves of fixed assets revalution	65,074,168	65,074,168
	(1 002 275)	166,173,177
Foreign operations - foreign currency translation differences Retanied earning / (losses)	(1,093,375) 45,856,413	12,095,201 (3,098,745)
Net equity of parent company	272,077,948	500,394,859
Non controlling interests	11,841,166	21,521,379
Total equity	521,916,238	283,919,114
Non - current liabilities	321,710,230	203,717,114
Long - term loans	637,115,505	710,472,995
Lease Liabilities	40,137,429	32,194,463
Deferred tax liabilities	18,323,704	22,117,517
Total non - current liabilities	695,576,638	764,784,975
Current liabilities	0,0,0,0,00	70 1770 17770
Bank overdraft	282,660,035	240,198,552
Banks credit balance	13,305	272,503
Amounts due to related parties	3,918,955	41,556,604
Current Portion of Long Term Loan	92,243,408	124,210,408
Suppliers & notes payables	117,187,169	114,453,572
Creditors & other credit balances	256,868,618	439 332 525
Lease Liabilities	6,939,071	8,303,491
Advanced payments	7,740,672	7,098,000
Claims Provisions	7,529,483	5,048,223
Total current liabilities	732,639,233	1,022,935,361
Total liabilities	1,428,215,871	1,787,720,336
Total equity and liabilities	1,712,134,985	2,309,636,574
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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, 2023, 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 468 005 678 and EGP 111 829 507 respectively which represent 12 % and 13% 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, 2023 its financial performance and its cash flows for the year then ended in accordance with Egyptian Accounting Standards and in light of governing laws and regulations.

Cairo: 14 May 2024



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. Our Economy of Love (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.

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Sustainability Indicators

SVG	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.		
	Cultural Life								
1	Number of babies in SEKEM Nursery	no.	24	27	33	38			
1	Number of children iin SEKEM kindergarten	no.	41	36	40	44			
1	Number of students in SEKEM School	no.	276	258	299	max. 360			
1	Number of students in SEKEM special education	no.	27	34	30	36			
1	Number of students in vocational training center	no.	268	265	288	300			
1	Total man hours of training provided	man- hours	120,833	132,051	138,567	139,085	GRI 404-1		
1	Average hours of training per employee	hrs	100.86	108	118	111	GRI 404-1		
2	Number of students in Heliop- olis University	no.	2,533	2,777	2,659	max. 5125			
3	Number of employee visits at the medical center	no.	15,609	19,246	17,816	18,000	GRI 403-6		
3	Number of external visitors at the Medical Center	no.	13,702	11,100	16,590	17,000	GRI 403-6		
3	Total number of medical cen- ter visits	no.	29,311	30,346	34,406	35,000			
3	Share of employees with private health insurance	%	100%	100%	100%	100%	GRI 401-2		
3	Total number of work related injuries	no	9	7	6	0.00	GRI 403-2		

svg	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.
		Ecolo	gic L	.ife			
5	Share of net revenue of potentialy organically certifiable products	%	47%	48%	53%	68%	
8	Total number of bee hives	no.	48	307	2,300	2,300	GRI 304-1
5	Number of dairy cows per 10 hectare of cultivated land	no.	3	3	2	3	GRI 304-1
5	Total number of dairy cows	no.	96	92	63	120	GRI 304-1
5	Total amount of compost used	t	7,777	5,904	16,070	N/A	
5	Average amount of compost per hectare (SEKEM owned land)	t/ha	22	12	26	20	
5	Total cultivated area (SEKEM + supplying farmers)	ha	1,965	2,380	2,966	3,218	
5	Total cultivated area from SEKEM farms	ha	323	473	628	628	
5	Total cultivated area from supplying farmers	ha	1,642	1,908	2,337	2,590	
5	Share of cultivated area from SEKEM farms from total cultivated area	%	16%	20%	21%	20%	
8	Share of organic matter in farm soils (0 - 10cm)	%	0.8%	1%	1.5%		GRI 304-2
8	Share of organic matter in farm soils (0 - 35cm)	%	0.4%	0.8%	0.9%		GRI 304-2

svg	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.
8	pH - Value of Farm Soils (1:2.5)	no.	7.9	7.8	7.7		GRI 304-2
8	Sodium Absorbtion Ratio	%	6.3%	6.4%	6.6%		GRI 304-2
8	Number of seed varieties in own seed bank	no.	280	307	333	333	
8	Amount of effective micro-organisms per gram in farm soils	no.	9*10^5				GRI 304-2
6	Total amount of water usage for agricultural use on SEKEM farms	m3	4,510,343	3,999,104	4,375,306	4,600,000	GRI 303-5
6	Total amount of water usage for agricultural use on SEKEM farms from fossile water source	m3	3,462,903	3,511,305	3,011,411	3,600,000	GRI 303-3
6	Share of water usage for agricultural use on SEKEM farms from fossile water source	%	77%	88%	69%	78%	GRI 303-3
6	Share of waste water recycled and reused for tree irrigation	%	100%	100%	100%	100%	GRI 303-1
7	Total amount of gasoline consumption	L	601,421	513,849	584,479	540,282	GRI 302-1
7	Total amount of gasoline consumption for vehicles	L	406,252	384,669	405,683	385,379	GRI 302-1
7	Total amount of gasoline consumption for power generation	L	195,169	129,180	178,796	154,903	GRI 302-1
7	Relative amount of gasoline consumption per 1000 EGP sales	L / 1000 EGP	1.0	0.7	0.7	0.6	GRI 302-4

SVG	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.
7	Total electricity consumption (grid, diesel and renewables)	MWh	6,677	7,852	9,009	8,748	GRI 302-1
7	Total electricity consumption from grid	MWh	3,096	3,940.58	4,137.73	4,145.38	GRI 302-1
7	Total electricity consumption from renewable sources	MWh	1,630	2,620.02	3,083.18	3,053.99	GRI 302-1
7	Total electricity consumption from diesel generator	MWh	1,952	1,291.80	1,787.96	1,549.03	GRI 302-1
7	Share of electricity consumption from renewable sources	%	24%	33%	34%	35%	GRI 302-1
7	Relative amount of electricity consumption (grid, diesel and renewables) per million EGP net sales	KWh / 1000 EGP	10.9	11.1	10.3	10.4	GRI 302-4
9	Total amount of corporate emissions (scope 1+2+3)	tCO2e	3,579	3,764	4,032	3,941	GRI 305-1
9	Growth of total emissions caused (scope 1 + 2+3)	%	6%	5%	7%	-2%	GRI 305-1
9	Total amount of emissions scope 1	tCO2e	1,606	1372	1561	1443	GRI 305-1
9	Total amount of emissions scope 2	tCO2e	1,551	1971	2069	2072	GRI 305-1
9	Total amount of emissions scope 3	tCO2e	422	421	402	426	GRI 305-1
9	Relative amount of emissions per thousand EGP sales	kgCO2e / 1000 EGP	5.8	5.3	4.6	4.7	GRI 305-2
9	CO2 sequestration from soil	tCO2	2,569	2,569	1,796	1,796	

SVG	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.
9	CO2 sequestration from soil	tCO2	2,569	2,569	1,796	1,796	
9	CO2 sequestration from trees	tCO2	6,988	7,800	9,642	9,642	
9	CO2 sequestration from Compost		5,142	6,233	9,228	9,228	
9	Total sequestered CO2	tCO2e	14,699	16,603	20,666	20,666	
9	Total of sequastered emissions sold	tCO2e	11,243	4,182	23,274	23,274	
9	Total number of trees	no.	209,645	369,645	648,935	475,000	GRI 304-1
9	Newly planted trees in 2023	no.	59,645	160,000	279,290	175,355	GRI 304-1
10	Total weight of waste	t	306	358	316	441	GRI 306-3
10	Total weight of plastic waste	t	25	80	111	110	GRI 306-3
10	Total weight of paper & carton waste	t	48	97	84	125	GRI 306-3
10	Total weight of glass waste	t	21	7	1	8	GRI 306-3
10	Total weight of organic waste	t	178	119	100	123	GRI 306-3
10	Total weight of hazardous waste	t	4	4	1	4	GRI 306-3
10	Total weight of other waste	t	31	51	20.02	71.10	GRI 306-3
10	Growth of total waste	%	5%	17%	-12%	39%	GRI 306-3

svg	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.
10	Share of non-organic waste recycled	%	79%	90%	100%	100%	GRI 306-3
10	Relative amount of waste pro- duction per 1000 EGP sales	Kg / 1000 EGP	0.2	0.51	0.36	0.52	GRI 306-3
10	Share of organic waste	%	58%	33%	32%	28%	GRI 306-3
10	Total weight of all packaging material input	t	1,885	3,293	3,504	3,619	GRI 301-1
10	Growth of packaging material input	%	-12%	75%	6%	3%	GRI 301-1
10	Total weight of plastic material input for packaging	t	572	1,503	1,876	1,713	GRI 301-1
10	Total weight of paper & carton material input for packaging	t	1,156	1,545	1,379	1,709	GRI 301-1
10	Total weight of glass material input for packaging	t	105	173	188	117	GRI 301-1
10	Total weight of organic materi- al input for packaging	t	12	12	11	12	GRI 301-1
10	Total weight of stickers materi- al input for packaging	t	26	46	46	47	GRI 301-1
10	Total weight of metal material input for packaging	t	8	12	10	13	GRI 301-1
10	Total weight of others material input for packaging	t	6	3	1	9	GRI 301-1
10	Share of recycled packaging material input	%	2%	1%	2%	100%	GRI 301-2

svg	Indicator	Unit	2021	2022	2023	2023 - Plan	GRI Ref.			
	Economic Life									
11	Share of Local sales	%	66%	66%	63%	63%	GRI 201-1			
11	Share of Export sales	%	34%	34%	37%	37%	GRI 201-1			
14	Share of loans provided by conventional banks	%	26%	35%	25%	3%	GRI 201-1			
14	Share of loans provided from green banks	%	74%	65%	75%	97%	GRI 201-1			
14	Number of Micro Loans	no.	58	73	79		GRI 413-1			
14	Value of Micro Loans	1000EGP	1,643	3,709	5,673		GRI 413-1			
		Socie	etal L	ife						
15	Ratio of highest to lowest an- nual full-time salary	no.	1:38	1:38	1:40	1:40	GRI 202-1			
15	Share of females in senior and middle manager positions	%	17%	11%	8%	20%	GRI 405-1			
15	Share of females in total work- force (excl. daily workers)	%	24%	26%	28%	30%	GRI 405-1			
15	Number of Senior Managers	no.	7	6	6	6	GRI 401-1			
15	Number of Middle Managers	no.	100	103	78	105	GRI 401-1			
15	Number of Specialists	no.	418	418	374	430	GRI 401-1			

15	Number of Labourers	no.	689	700	718	715	GRI 401-1
15	Number of Daily Workers	no.	118	142	113	5	GRI 401-1
15	Total number of employees (without daily workers)	no.	1,214	1,227	1,289	1,256	GRI 401-1
15	Share of young employees (below the age of 36)	%	51%	50%	54%	65%	GRI 405-1
15	Share of employees with dis- abilities	%	1%	1%	1%	5%	GRI 405-1
15	Employee turnover	%	12%	15%		10%	GRI 401-1
15	Share of longtime employees in the company (7+)	%	46%	43%	23%	50%	GRI 401-1
15	Total number of part time workers	no.	5	5	5	0	GRI 401-1
15	Number of supplying farmers	no.	476	554	500	500	GRI 401-1
15	Absentee rate	%	0.7%	0.6%	0.96%	0.70%	GRI 401-1

Index of Abbreviations

A&R	Academic and Research	EoL	Economy of Love	ICROA	International Carbon Reduction and Offset
ACMI	Africa Carbon Markets Initiative	EOST	École et Observatoire des Sciences de la Terre		Alliance
AUC	American University of Cairo		(School and Observatory of Earth Sciences)	ICU	Intensive Care Unit
BMZ	Bundesministerium für wirtschaftliche Zusam	ERC	Ecosystem Research Center	IETA	International Emissions Trading Association
	menarbeit und Entwicklung (Federal Ministry for Economic Cooperation and Development)	ESD	Education for Sustainable Development	IFOAM	International Federation of Organic Agriculture Movements
		ESDC	Education for Sustainable Development Center	100	
ca.	circa (approximately)	ESIC	Entrepreneurship Center for Social Impact	ISO	International Organization for Standardization
CBL	Community-based learning	e.V.	eingetrangener Verein (Registered Association	IUCN	International Union for Conservation of Nature
CEO	Chief Executive Officer		under German Law)	IHC	Integrated Health Center
CERC	Climate and Energy Research Center	FMCG	Fast-Moving Consumer Goods	IPCC	Intergovernmental Panel on Climate Change
CFC	Carbon Footprint Center	FTE	Full-time Equivalent	IT	Information Technologies
CG&R	Consumer Goods and Retail	GDP	Gross Domestic Product	KBA	Key Biodiversity Areas
cm	centimeter	GHG	Greenhouse Gas	kg	kilograms
Co.	Company	GIZ	Gesellschaft für Internationale Zusammenarbeit	km	kilometers
CO2	Carbon Dioxide		(Society for International Cooperation)	kW	kilowatt
CO2e	Carbon Dioxide Equivalent	GLS	General Logistics Systems	kWh	kilowatt/hour
COP27	The 27th Conference of the Parties to the Unied	GmbH	Gesellschaft mit beschränkter Haftung (Company with Limited Liability)	1	liters
	Nations Framework Convention on Climate Change	GRI	Global Reporting Initiative	Ltd.	limited
DLR	Desert Land Reclamation	GVB	Gemeente Vervoerbedrijf (Municipal Transport	m	meters
		GVB	Company)	M	Million
EBDA	Egyptian Biodynamic Association (Demeter Egypt)	ha	hectare	Mio	Million
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization.	Hrs	Hours	MJ	Megajoules
EBRD	European Bank for Reconstruction and Develop-	HU	Heliopolis University for Sustainable	MW	Megawatt
	ment	- 	Development	MWh	Megawatt/hour
EGP	Egyptian Pound	HUC-RD	Heliopolis University Rural Development Center	mm	millimeters

Non-governmental organization NGO

number no.

Organic Agriculture OA

Organic Agriculture Center OAC

OSP Office for Sponsored Programs

Plan for 2022 P2022

Pcs Pieces

PET Polyethylene Terephthalate

Participatory Guarantee System **PGS**

Doctor of Philosophy PhD

Photovoltaic PV

Private company limited by shares Pvt.

Research & Development R&D

Ref. Reference

Société anonyme égyptienne (Egyptian share company) SAE

Sustainable Development SD

SEKEM Development Foundation **SDF**

Sustainable Development Goals **SDG**

Space of Culture SoC **SEKEM Vision Goal SVG**

Strengths, Weaknesses, Opportunities, Threats **SWOT**

tons t

UN **United Nations**

United Nations Framework Convention on UNFCCC

Climate Change

United States US

USA United States of America Vocational Training Center **VTC**

World Database on Protected Areas **WDPA**

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Responsible for Content

Helmy Abouleish, Chief Executive Officer, SEKEM Holding

Data Collection & Evaluation:

Maximilian Abouleish-Boes, Ph.D., Sustainable Development Lead, SEKEM Holding

Khaled Mohsen, Sustainable Development Auditor, SEKEM Holding

Text:

Maximilian Abouleish-Boes, Ph.D., Sustainable Development Lead, SEKEM Holding

Kseniia Popova, Sustainable Development Project Manager, SEKEM Holding

Design, Realization & Web optimization:

Waleed Shash, Social Media and PR Team Leader, SEKEM Holding

Peter Sameh, Senior Graphic Designer, SEKEM Holding Maged Hanna, Senior Graphic Designer, SEKEM Holding

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Contact

SEKEM Holding Group

3, Cairo-Belbeis Desert Road,

El-Salam City. P.O. Box: 2834 El-Horreya, 11361 Cairo, Egypt

Tel.: (+20) 2 265 88 124/5 Fax: (+20) 2 265 88 123

Hotline: 19792

Mail us: cs@SEKEM.com Visit us: www.SEKEM.com

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