



SEKEM 2025 REPORT



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

Dr Ibrahim Abouleish
Founder of SEKEM
(1937-2017)



Table of Contents

03	Table of Contents	55	SVG 10: Circular Economy
04	CEO Statement	59	SVG 11: Economy of Love
05	Introduction	61	SVG 12: Ethical Finance
08	Vision	64	SVG 13: Responsible Consumption & Sustainable Lifestyle
09	Mission	66	Societal Life
10	Institutional Ecosystem	66	Societal Life
12	Our Sustainability Strategy	67	At a Glance 2025
13	Focus Topics in 2025	68	Meet our People
16	Cultural Life	69	SVG 14: Integral Organizational Development and Leadership
16	Cultural Life	71	SVG 15: Equality & Diversity
17	At a glance 2025	74	SVG 16: Social Transformation
18	Meet Our People	78	About This Report
19	SVG 1: Lifelong Learning and Potential Unfolding	79	SEKEM on Map
22	SVG 2: Holistic Research	80	SEKEM Risk Analysis
25	SVG 3: Integrative Health	81	Organizational Structure of SEKEM Holding for Investment S.A.E.
28	SVG 4: Living Arts & Culture	82	SEKEM Holding: Board of Directors
31	Ecological Life	86	SEKEM Holding Group of Companies
31	Ecological Life 2025	87	SEKEM Holding for Investment S.A.E.
32	At a glance 2025	88	Partner NGOs
33	Meet Our People	89	Heliopolis University for Sustainable Development (HU)
34	SVG 5: Biodynamic & Organic Agriculture	91	Other SEKEM Related Entities
38	SVG 6: Sustainable Water Management	92	SEKEM Holding For Investment S.A.E. Financial Statement
41	SVG 7: Renewable Energies	93	SEKEM Holding for Investment S.A.E. Balance Sheet
45	SVG 8: Rich & Resilient Biodiversity	94	Auditor's Report
48	SVG 9: Active Climate Change Mitigation	95	Standards
51	Economic Life	96	Timeline of the SEKEM Initiative
51	Economic Life	98	Sustainability Indicators
52	At a Glance 2025	102	Index of Abbreviations
53	Economic Life	104	Issuer/Publisher
54	Meet our People		

CEO Statement

Dear SEKEM Friends,

We reflect on 2025 with deep gratitude and a profound sense of purpose. This was a year that tested our resilience – Egypt’s economy navigated persistently high interest rates and volatile global markets – yet it was also a year in which SEKEM grew stronger, more deeply rooted, and more widely recognized than ever before. We grew our consolidated revenues to to EGP 1,726 billion with a small decline in gross margins from 33% to 32% despite increasing production costs. We honored every international debt obligation, thanks to the discipline and dedication of our teams. More than any financial figure, however, what defines 2025 is the scale at which we realized our founding vision.

The most significant milestone of the year is one we had set as an ambitious goal in 2022: reaching 40,000 registered farmers in the Economy of Love ecosystem. We ended 2025 at 40,146 farmers across 8,847 farms and 67,334 ha in 23 governorates – a 163% increase in a single year. This achievement was made possible by 120 dedicated agronomists, a Farmer Multiplier system that enabled peer-to-peer training, and over 60,000 training engagements across every region of Egypt, from the Nile Delta to Sinai’s Bedouin communities and the New Valley. For the first time, 1,500 Economy of Love Carbon Credits were traded on the Egyptian Stock Exchange – a moment that marked not only a financial milestone, but a proof of concept that regenerative agriculture can be measured, valued, and rewarded in global markets.

Our commitment to holistic and sustainable development deepened on every front. SEKEM remained climate-positive, sequestering a net balance of over 17,000 tons of CO₂. Renewable energy now covers 32% of our consumption, while diesel use across our agricultural operations declined by 29% through the shift to solar and grid electricity.

Packaging volumes fell 9%, and female participation in our workforce stayed stable at 30%, approaching our target of 40%. Across our schools, 815 students learned under a Waldorf-inspired pedagogy enriched by international guest educators; our Medical Center served over 34,500 patients; and the graduation of the first cohort of women from our rural empowerment program – marking new livelihoods for women in 13 villages – was among the most moving moments of the year.

As we look ahead, we do so with humility and renewed determination. The Economy of Love is no longer a vision held by a few – it is a growing international standard, explored by delegations from Brazil, expanded to Saudi Arabia, and aligned with IFOAM’s global Family of Standards. My father planted seeds in the desert and believed the world could be different. We continue to carry that belief forward, together with our partners, employees, and the tens of thousands of farmers who are choosing a regenerative path. The TAKREEM Award we received at the close of the year is not an endpoint – it is an encouragement to keep going. As trustees of this Earth, we will continue striving to ensure a just and sustainable future for generations to come.

Helmy Abouleish

SEKEM, May 2026



Introduction

It is our pleasure to introduce the 19th Annual Report of SEKEM, where we aim to encompass all the main events and activities that took place in the past year.

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

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

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





About SEKEM

SEKEM Story

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

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

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

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

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

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

Dr Ibrahim Abouleish
SEKEM’s Founder (1937–2017)



Vision

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



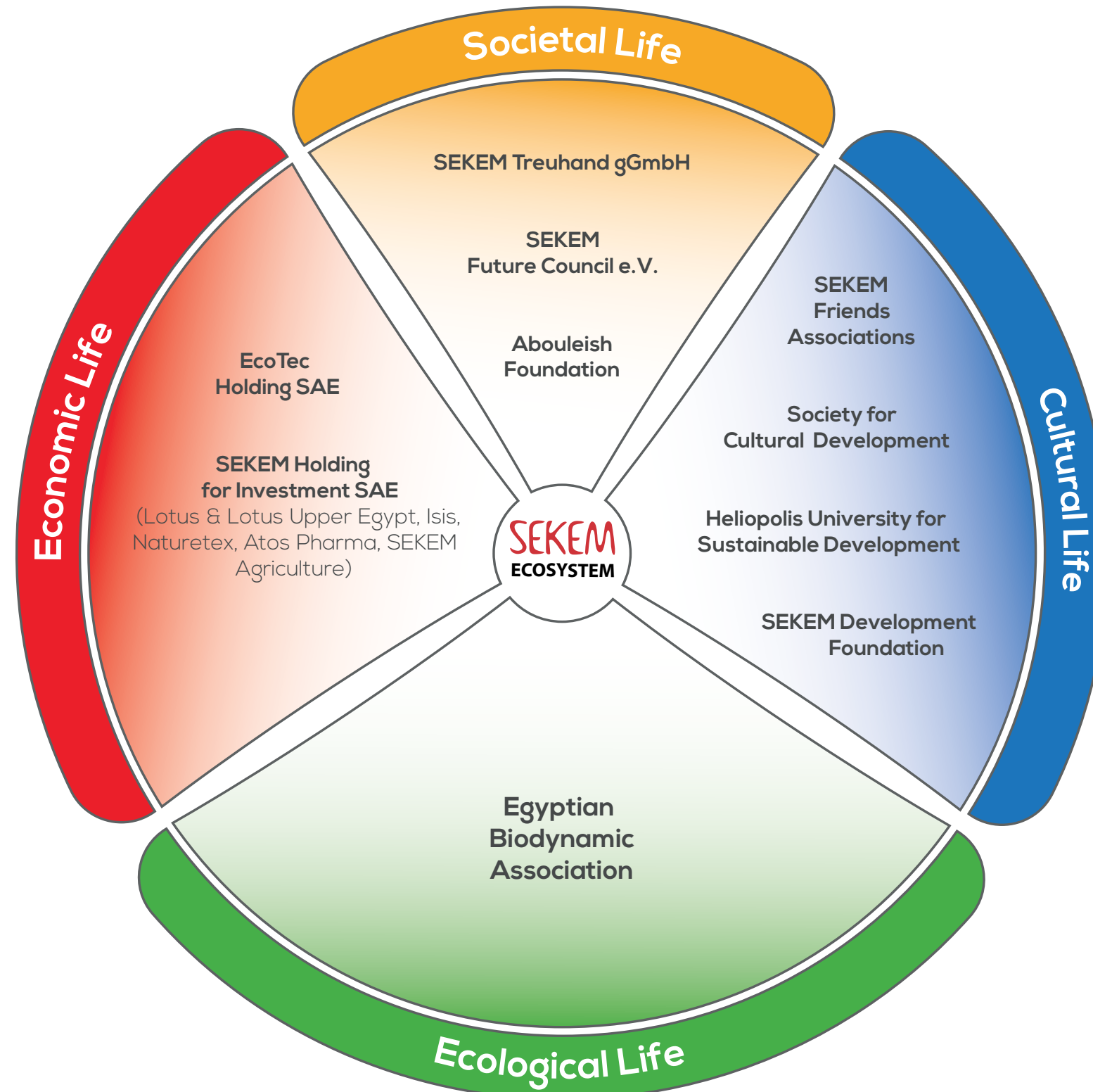
Mission

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



Institutional Ecosystem

The SEKEM Initiative consists of several entities, all connected and working together towards the SEKEM Vision. Each entity has its own structure in line with its legal status and practices of good governance. This report focuses mainly on the organizational structure of SEKEM Holding for Investment S.A.E..



Our Sustainability Strategy

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

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

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

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

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

1. Vision finding.

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

2. Research

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

3. Prototyping

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

4. Upscaling

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

5. Establishing

(In Egypt)

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



Focus Topics in 2025

SVG 4: Living Arts & Culture

Arts and culture support creativity, identity, and social connection. At SEKEM, they are an important part of daily life and holistic development. In 2025, we continued to encourage artistic expression through cultural activities that bring people together.

SEKEM also opened its arts programs to employees from different companies. Participants joined practical workshops to learn visual arts, piano, guitar, and other creative skills. Twelve women completed a 10-week intensive training that combined community care with creative learning and ended with a final performance on stage.

Through art and music, SEKEM fosters an inclusive and creative community. These initiatives promote personal growth and cultural exchange. They contribute to stronger connections and sustainable social development.

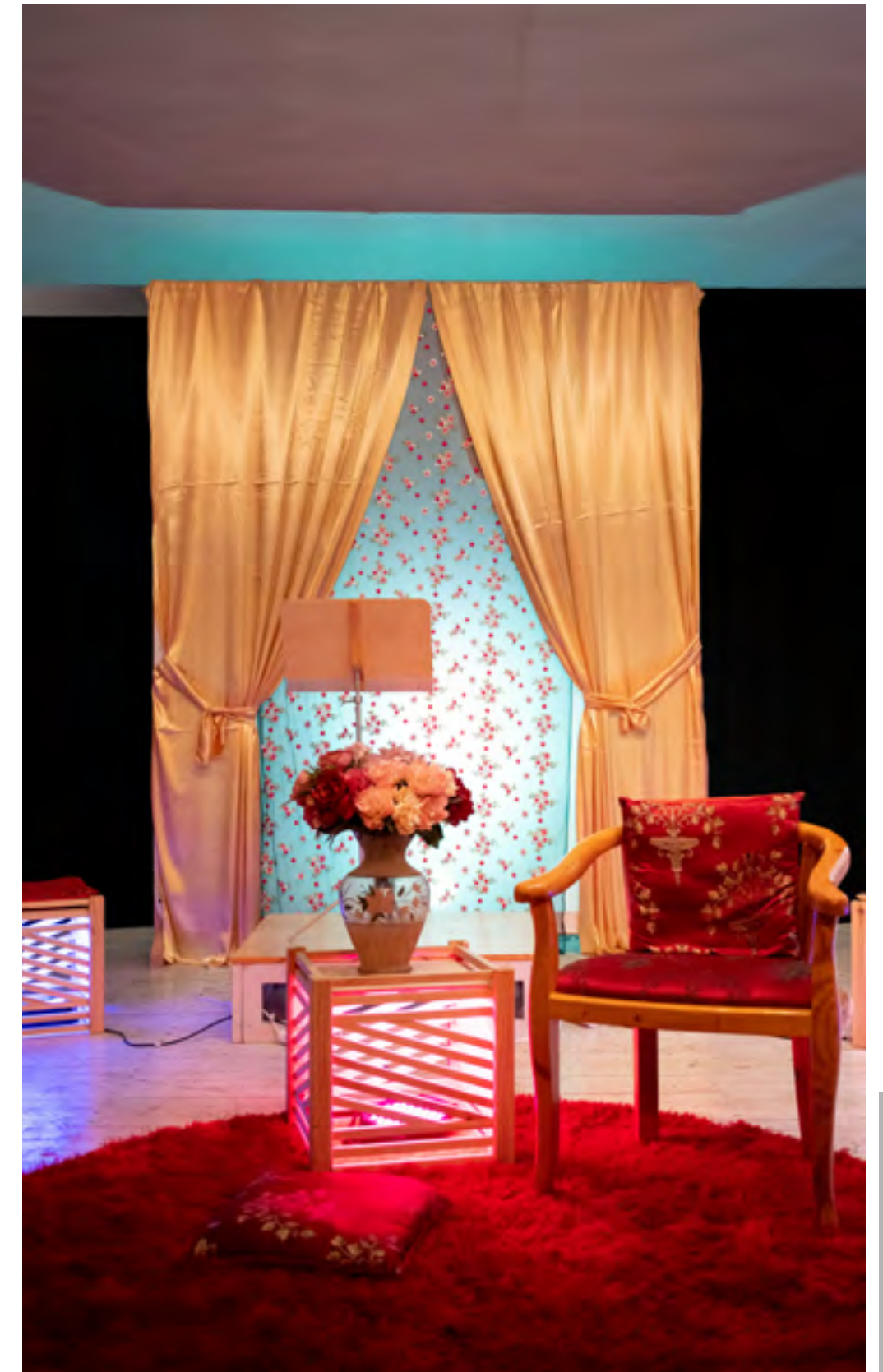
SVG15: Equality & Diversity

SEKEM promotes diversity and non-discrimination by creating inclusive environments where everyone is treated equally, regardless of gender, background, or ability. These values are embedded in daily life and holistic development, ensuring participation, dignity, and a strong sense of belonging for all. In 2025, SEKEM continued to strengthen inclusive practices that bring people together and provide equal opportunities across the community.

Equal access is reflected in SEKEM's workforce and programs, with women representing 30% of the total workforce. Through

the Rahma initiative for women's care, SEKEM supported women's wellbeing, empowerment, and active participation in community life. SEKEM also expanded its medical center to include a dedicated women's birth center, improving access to respectful and inclusive healthcare. In parallel, programs and activities were open to participants from diverse backgrounds, ensuring fair participation for all.

SEKEM further promotes inclusion by actively involving people with disabilities in festivals, celebrations, and community activities, ensuring accessibility and full participation. Through these inclusive approaches, SEKEM advances gender equality, diversity, and equal opportunity. These initiatives reduce barriers, strengthen social cohesion, and contribute to sustainable development rooted in fairness, dignity, and inclusion.

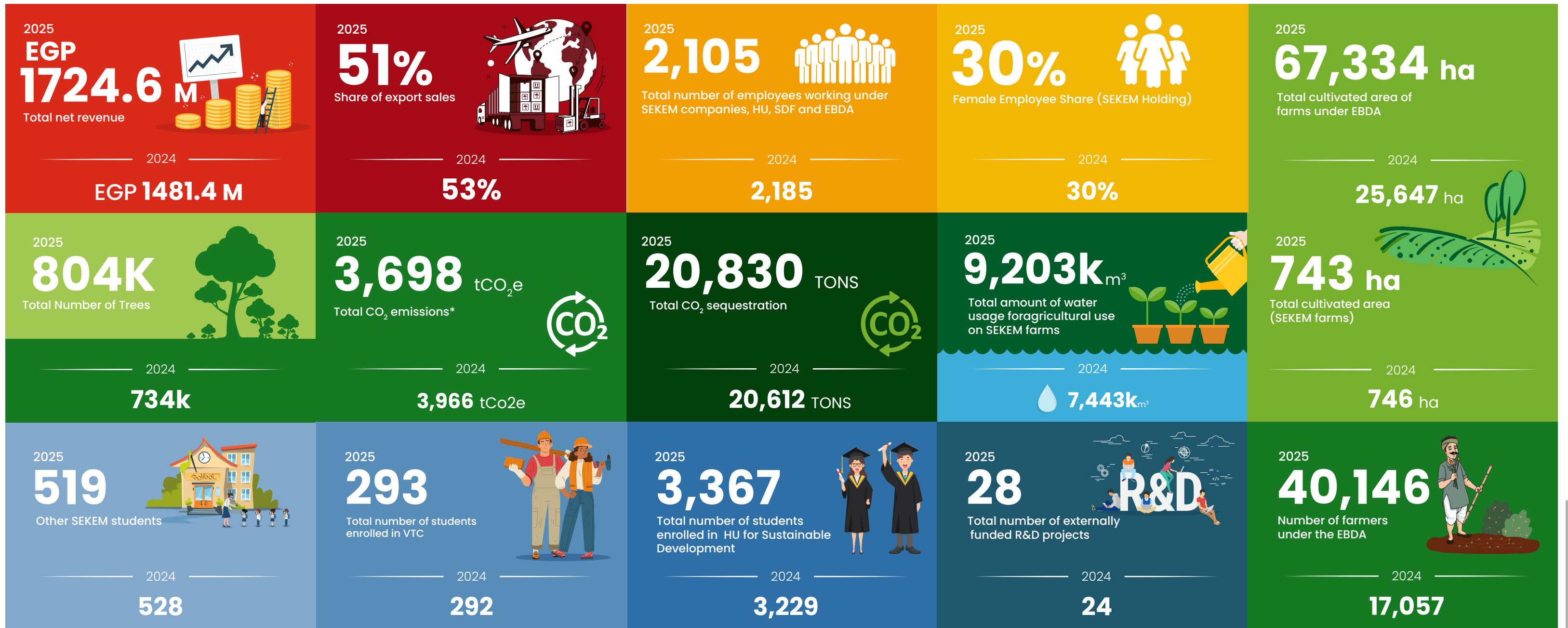




SEKEM Report

SEKEM Report

2025 Key Figures





Cultural Life

- SVG#01: Lifelong Learning and Potential Unfolding
- SVG#02: Holistic Research
- SVG#03: Integrative Health
- SVG#04: Living Arts & Culture



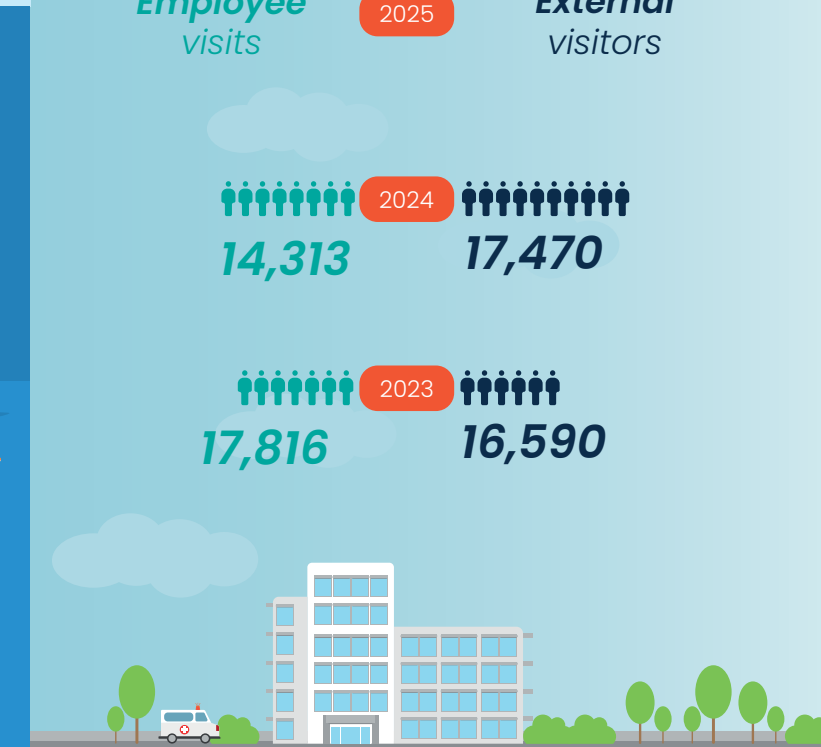
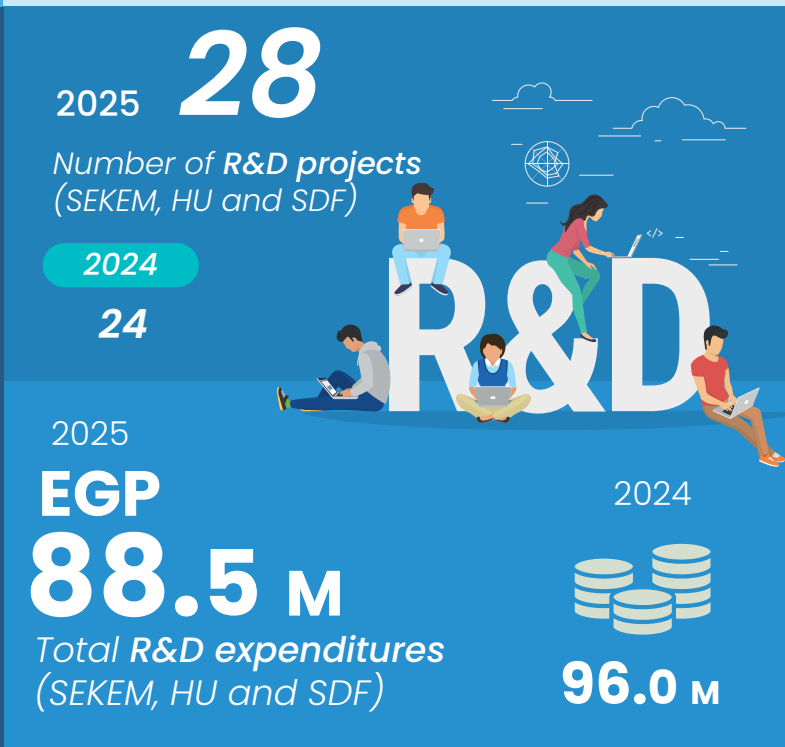
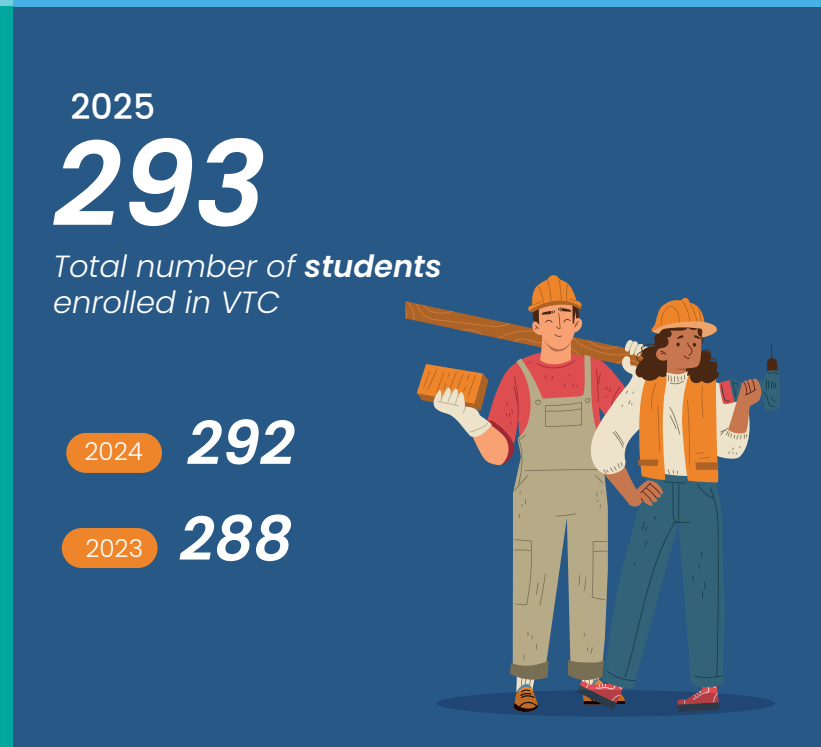
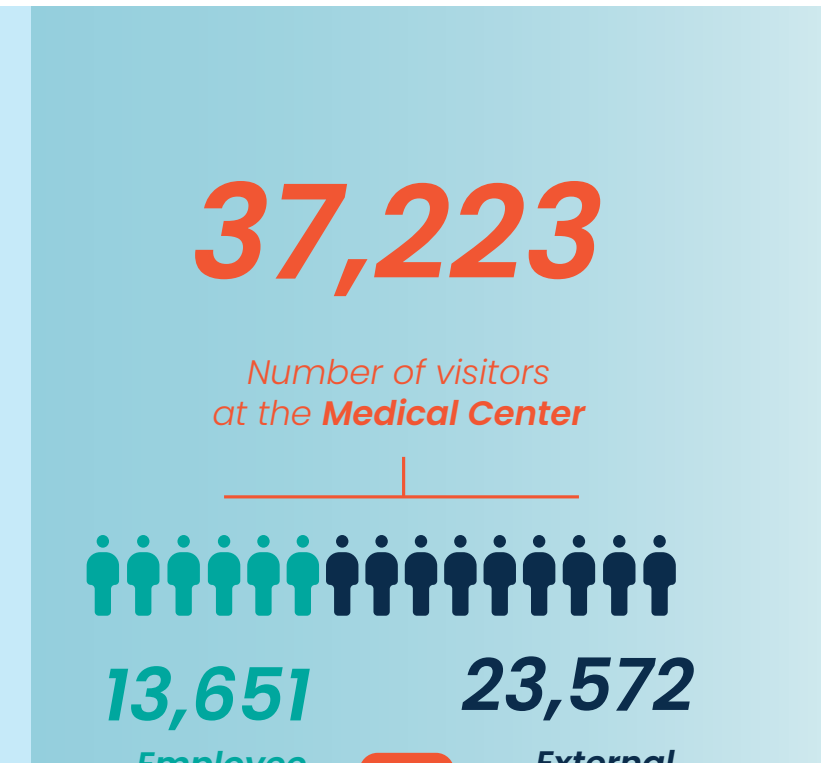
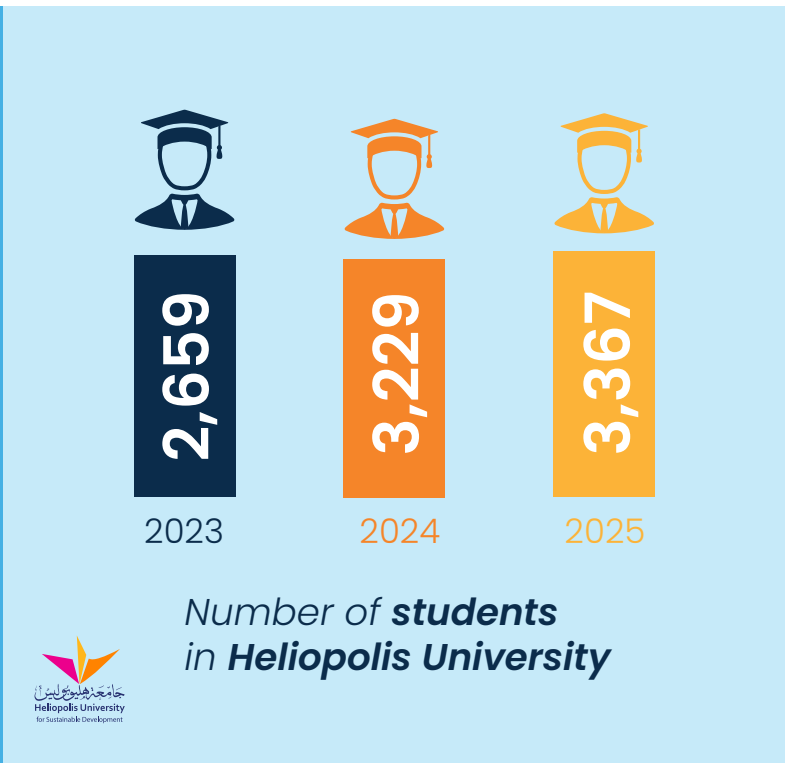
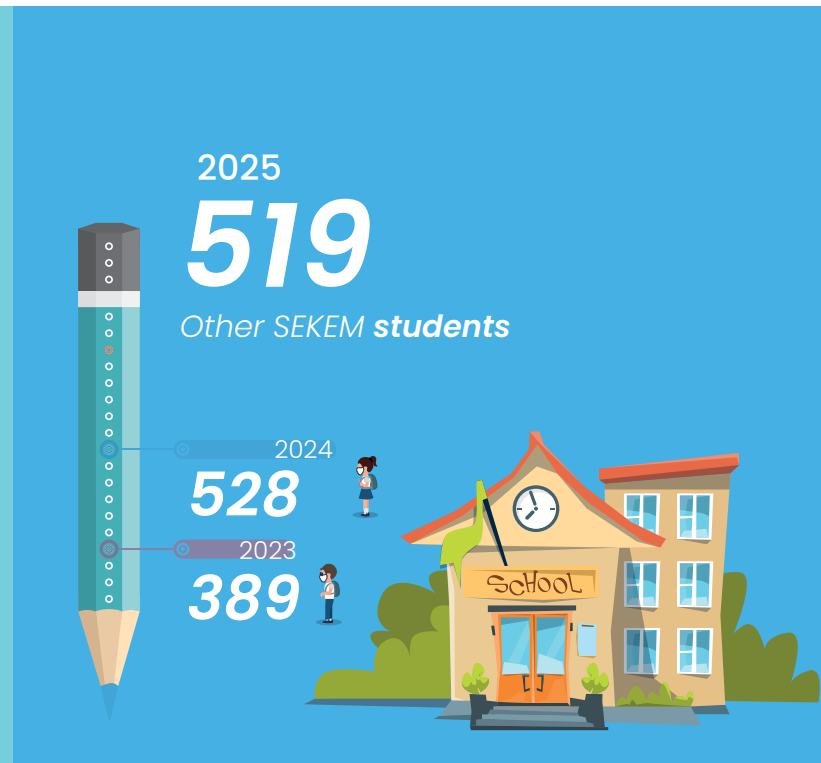
Our Approach

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

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

Cultural Life

At a Glance 2025



Cultural Life

Meet Our People



Dr. Ahmed Elshazly

*Heliopolis University Vice President
for Community Development and
Partnerships*

How long have you been part of Sekem and Heliopolis University-HU Community?

I Almost four and a half years ago, I joined Heliopolis University, which is considered the Higher Education and Research arm of Sekem. I started as the Director of the Office of Sponsored Programs and Centers, then I held the responsibilities of the International Relations Office. Starting August 2025. I was appointed for my current role.

What's your perspective about Cultural Life at Sekem and HU?

When I learned about the Sekem Vision Goals as I first joined the community, I was impressed with the attention given to the culture aspect for sustainable Development at Sekem. Global sustainable development models usually don't include efforts for the cultural dimension, yet for Sekem, this is the first pillar with the first 4 goals, focusing on human development.

How does your role impact the cultural life at Sekem?

As someone responsible for community development and international projects, my role connects internal and external stakeholders together. This creates ample opportunities for intercultural dialogue and exchange for our community at Sekem and Heliopolis university.

How does HU focus on human development and unfolding the potential of its staff and students?

We created dedicated programs that are continuously evolving to unfold the potential of every community member. The Core Program is dedicated to HU students, the Education for Sustainable Development-ESD Program is dedicated to HU academic staff, the Training Academy Programs are dedicated to HU admin staff and Sekem companies employees, while the Mindful Leadership for Visionaries Program is dedicated to Sekem and HU management teams. These programs integrate cultural, artistic, historic, and mindfulness aspects so that each individual gets the chance to delve into personal and character traits they never knew existed.

How do you see holistic research evolving at HU?

We're working on a mindset shift with our researchers to integrate spiritual and socioeconomic dimensions into their research topics and views. This year also marks the launching of the inaugural edition of Sustainable Development for Global Impact-SDGI International Conference. The idea is to bring together researchers from across the world to present

the most recent research findings in regard to the 4 pillars of our Sekem Vision Goals.

What's your take on Integrative Health focus at HU and Sekem?

HU includes an Integrative Health Center that doesn't only serve our community but also SEKEM communities in rural areas through multiple initiatives targeting diverse groups. Initiatives dedicated to farmers' health, women's health as well as children's health are being implemented in order to shift mindsets to focus on physical health, while also mental and spiritual health.

How was Sekem Vision Goal dedicated to Living Arts and Culture celebrated this year?

Besides continuing with our regular cultural events in HU and Sekem farms in Sharkeya and Wahat, we also launched events for our communities in the governorates of Minya and Luxor; delivering a cultural and artistic experience for free, which otherwise they wouldn't have experienced. The true celebration of living arts is when we created a space for our community members, from students to staff, to select an artistic talent that they would want to develop, and saw the results after a few months of practice in multiple events.

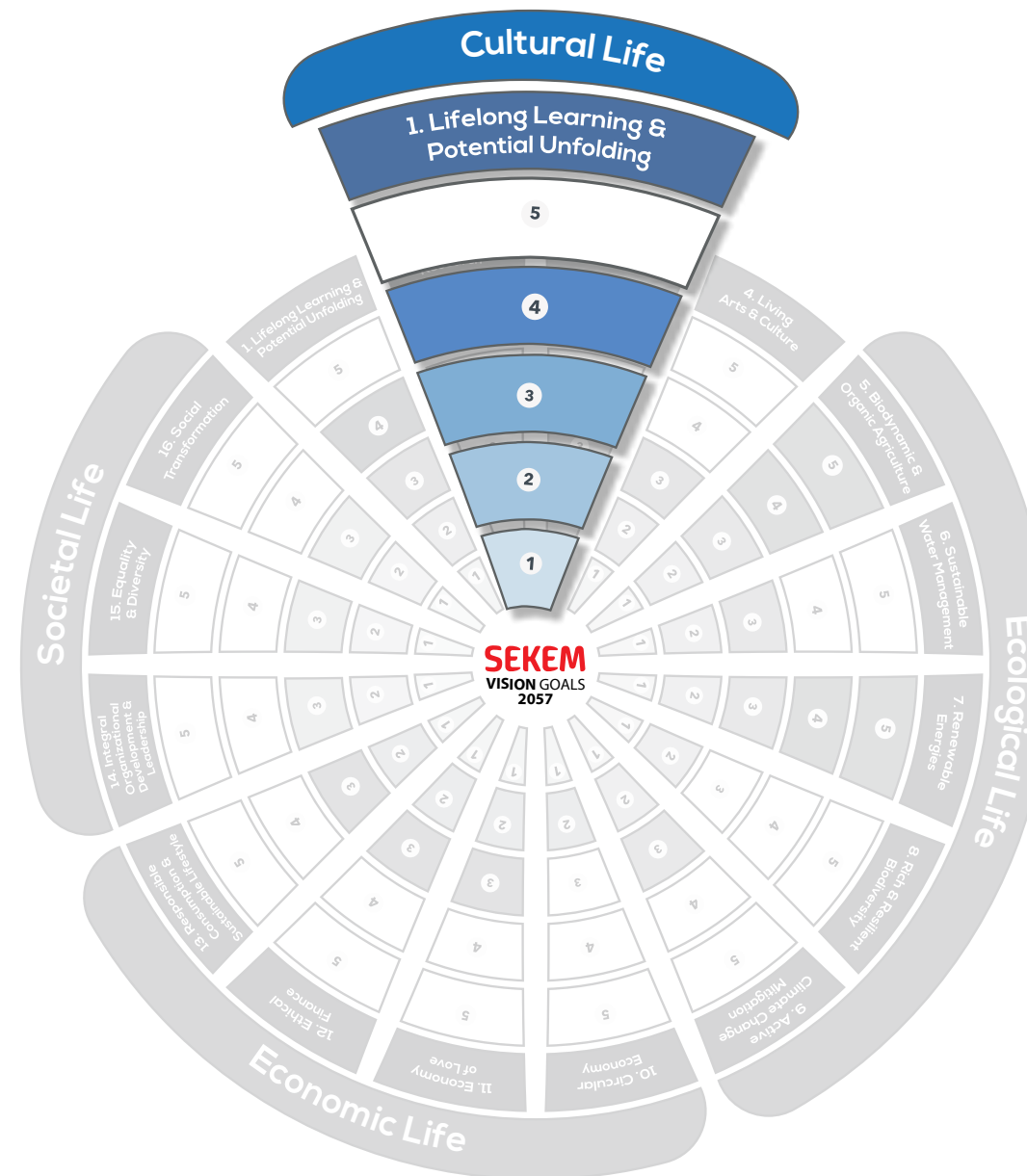
SVG 1: Lifelong Learning and Potential Unfolding

Focus topic in 2019

Our Vision for Egypt 2057:

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

In Relation to the UN Sustainable Development Goals:



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

Why It Matters

- Based on the latest World Bank data, Egypt’s adult literacy rate reached 79.5% in 2022, reflecting a significant upward trend from 74.5% in previous years. While this progress highlights successful national efforts to expand educational access, a gender gap remains, with male literacy at 85.3% and female literacy at 73.3%.
- Low positions in international educational ranks (86/132 according to the World Intellectual Property Organization (WIPO) for the year 2023).
- Lack of educational services in remote areas.
- Limited educational opportunities for children with disabilities.

Our Goal 2027

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

Our Approach

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

[Learn more](#)

Providing inclusive access to education for all, regardless of their socioeconomic background or physical abilities, through initiatives such as **Special Needs Program, Vocational Training Center, and Community School “Bastana”**



program under the SEKEM Development Foundation (SDF).

[Learn more](#)

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

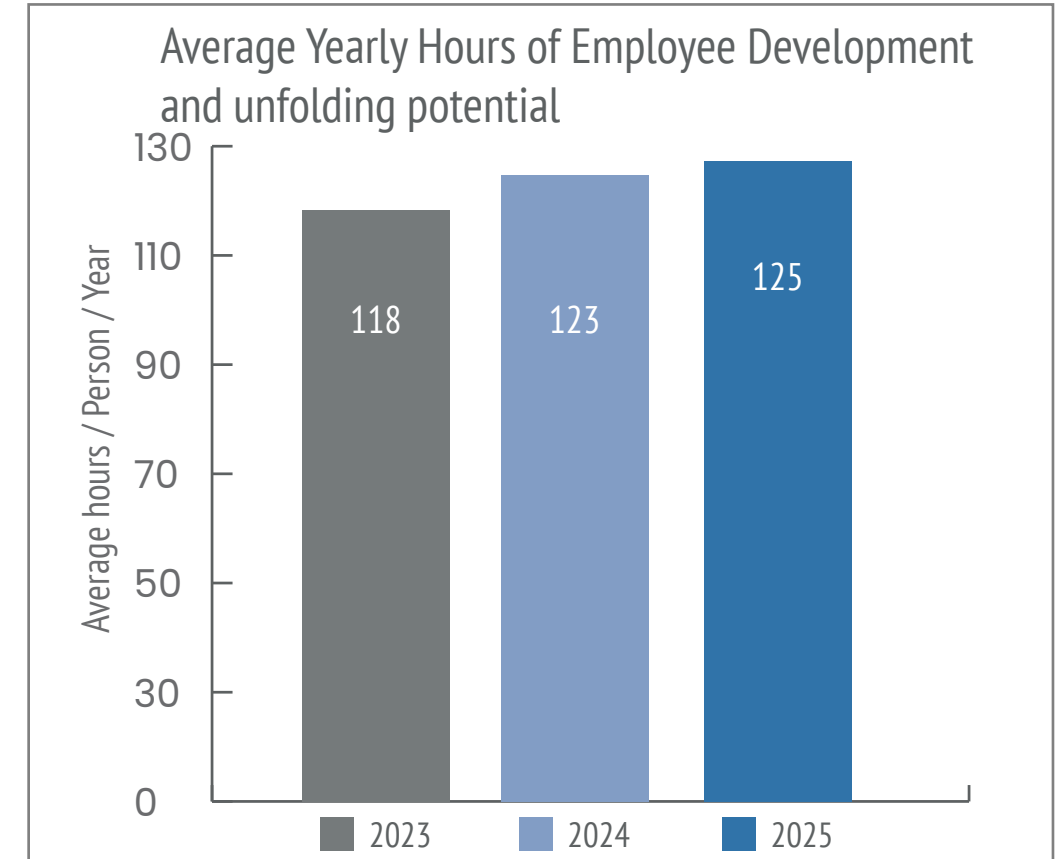
[Visit our community school](#)

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

[More about Core Program](#)

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

Our Performance in 2025



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

The average training hours per employee continued to increase, rising from 123 hours in 2024 to 125 hours in 2025. This sustained upward trend—from 118 hours in 2023—keeps us on track to achieve our target by 2027. This progress is reflected in the continued increase in the share of working time devoted to training, which rose from 4.8% in 2024 to 5.1% in 2025.

Other News in 2025

- Wahat School building was extended to accommodate preparatory level students (class 7 to 9)
- Expand the variety of courses offered by the Training Academy to include those focused on both personal and professional skills development
- The Vocational Training Center launched its new Chef Expert department, bringing total enrollment to 293 apprentices across 11 departments.
- Five SEKEM School teachers received ESD Diplomas from Heliopolis University after completing one year of action research projects.
- EBDA's farmer training programs reached over 60,000 cumulative trainees across 23 governorates through ComON Foundation, KHNA, and Alfamar-funded programs.
- 16 teachers continued the 3-year inclusive education program with Step Together (Lebanon), now in its third year.

Our Plan for Next Year

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



SVG 2

Holistic Research

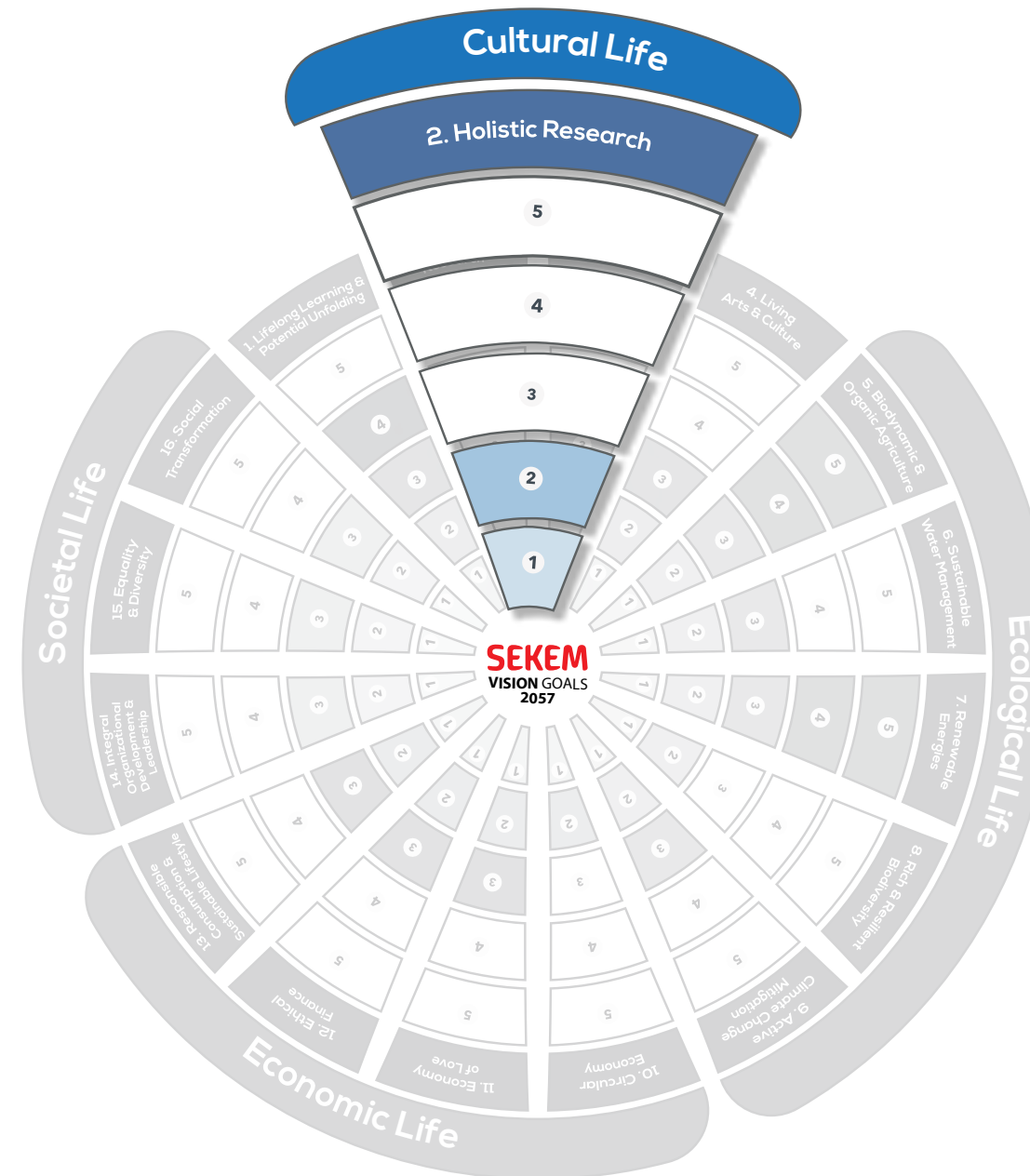
Focus topic in 2023

Our Vision for Egypt 2057:

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



Link to UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individuals
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In Centers, Vision Groups, Partner Organizations, HU, SEKEM Companies and NGOs
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All Over Egypt

Why It Matters

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



Our Goal 2027

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

Our Approach

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

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

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

[More about the research centers](#)

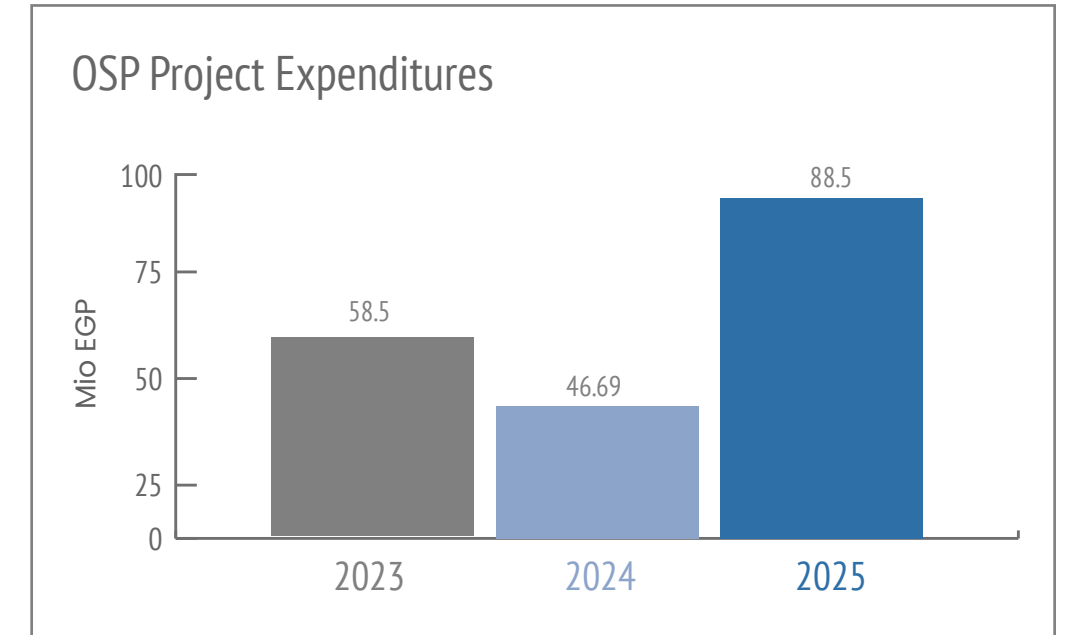
The Office of Sponsored Programs (OSP) at HU is dedicated to creating a positive impact on communities by supporting and coordinating various developmental projects.

[OSP on LinkedIn](#)

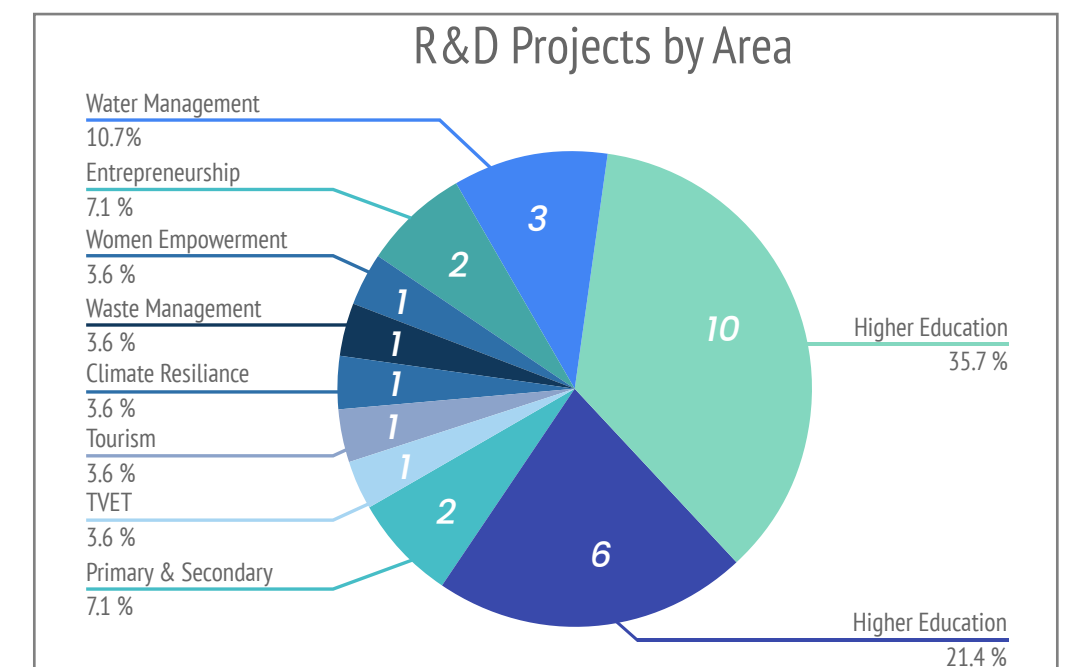
The HU Faculty of Pharmacy houses several research laboratories that conduct applied medical research together with Atos.

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

Our Performance in 2025



In 2025, the OSP oversaw a total of 28 research and development projects, with combined expenditures amounting to 88.5 million EGP. These projects were financed through sustained partnerships with key organizations such as GIZ, BMZ, PRIMA, H2020, Erasmus+, and EuropeAid.



At the same time, project proposals were submitted across several important areas, including women's empowerment, climate resilience, higher education, entrepreneurship, and waste and water management. This demonstrates our broad focus on addressing real-world challenges through practical and impactful initiatives.

New Projects in 2025

- A Plant Breeding Center was established with Mizan Company following an international workshop with Swiss breeder Peter Kunz and Italian breeders, with planned internship collaborations with Wageningen University (Netherlands).
- A biochar research project was launched in collaboration with Heliopolis University, investigating carbon sequestration through biochar application in agricultural soils.
- EBDA pioneered biodiversity baseline studies using KoboToolbox field surveys, the Cool Farm Tool, and Mean Species Abundance (MSA) metrics across pilot farms.
- ATOS Pharma initiated internal production of Nervapatex FCT, advancing SEKEM's capacity for in-house pharmaceutical R&D.
- Research trials at El Mizan Farm included the DOC Trial, BD Preparations Experiment, and variety breeding experiments with zucchini, tomato, and pepper.

Our Plan for Next Year

- Acquiring funding to support biodiversity assessment and ecosystem restoration efforts in Wahat
- Collaborate with ECSI to launch research incubation and innovation competitions.
- Encourage students' graduation projects to be problem-based, tackling challenges in the 13 villages.



SVG 3

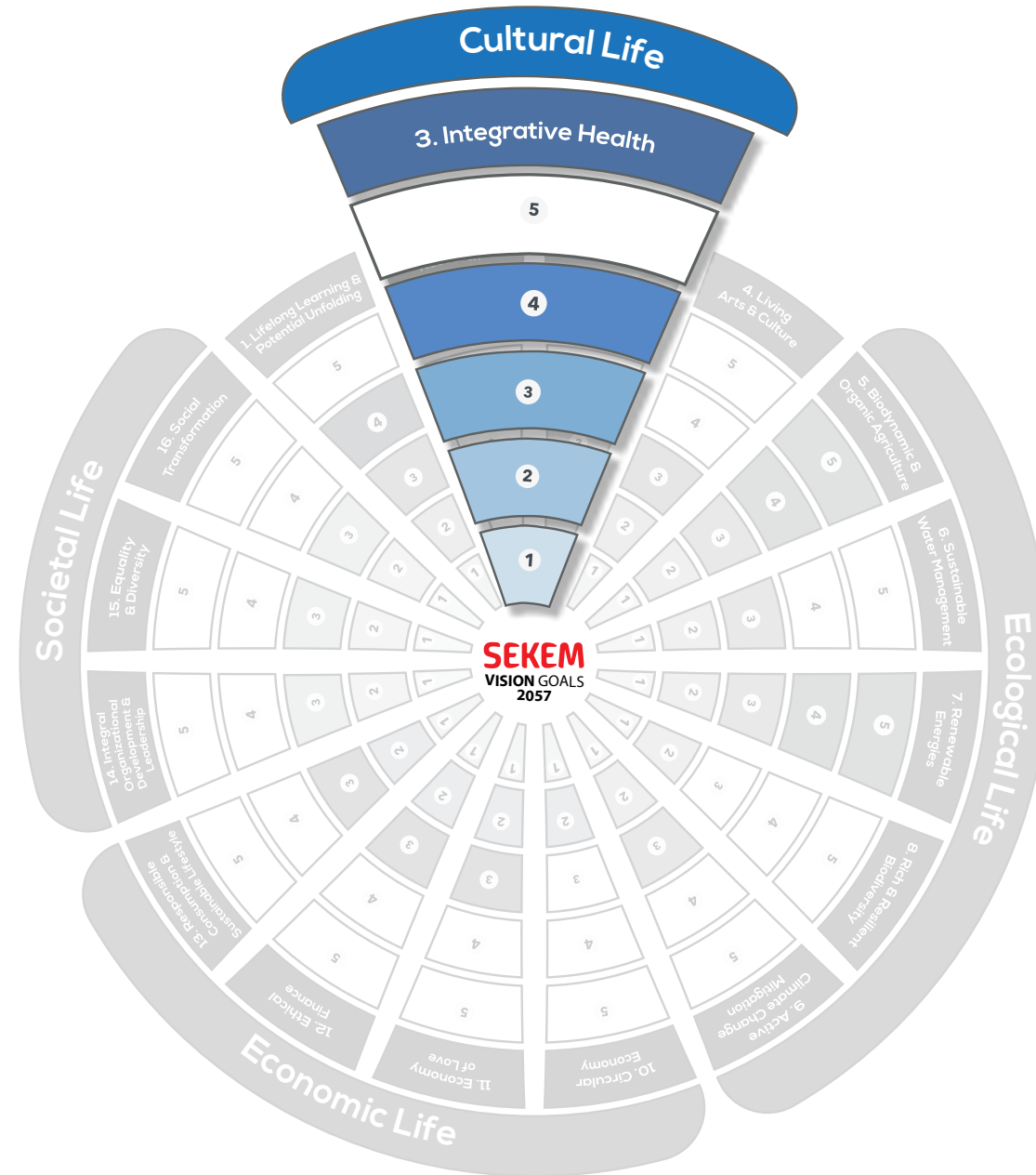
Integrative Health

Focus topic in 2020

Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why It Matters

- Egypt’s medical insurance coverage reached a significant milestone, with 78% of the population now insured, effectively reducing the uninsured gap to 22% (down from 35% in previous years). This progress is supported by the ongoing rollout of the Universal Health Insurance System (UHS) and a robust 30.6% growth in the insurance sector’s total premiums during 2025. The national strategy remains focused on bridging the remaining gap to achieve 100% universal health coverage by 2030.
- While conventional medicine effectively addresses serious and urgent medical conditions, it often falls short in treating chronic diseases by focusing on symptoms rather than underlying causes.
- Integrative medicine goes beyond treating symptoms by focusing on identifying and reversing the root causes of chronic illness, while also emphasizing disease prevention and overall well-being.
- Integrative medicine is a healthy integration of body, soul and spirit and its interdependencies that are often neglected.

Our Goal 2027

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

Our Approach

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

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

[What is Eco-health?](#)

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

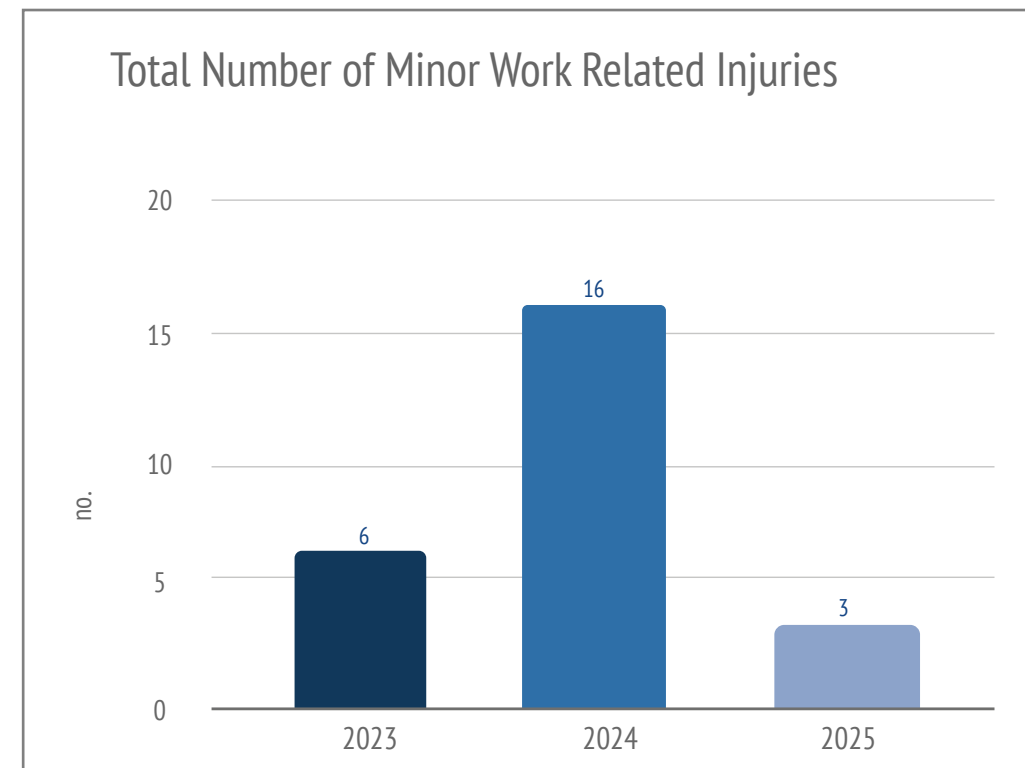
[Read more](#)

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

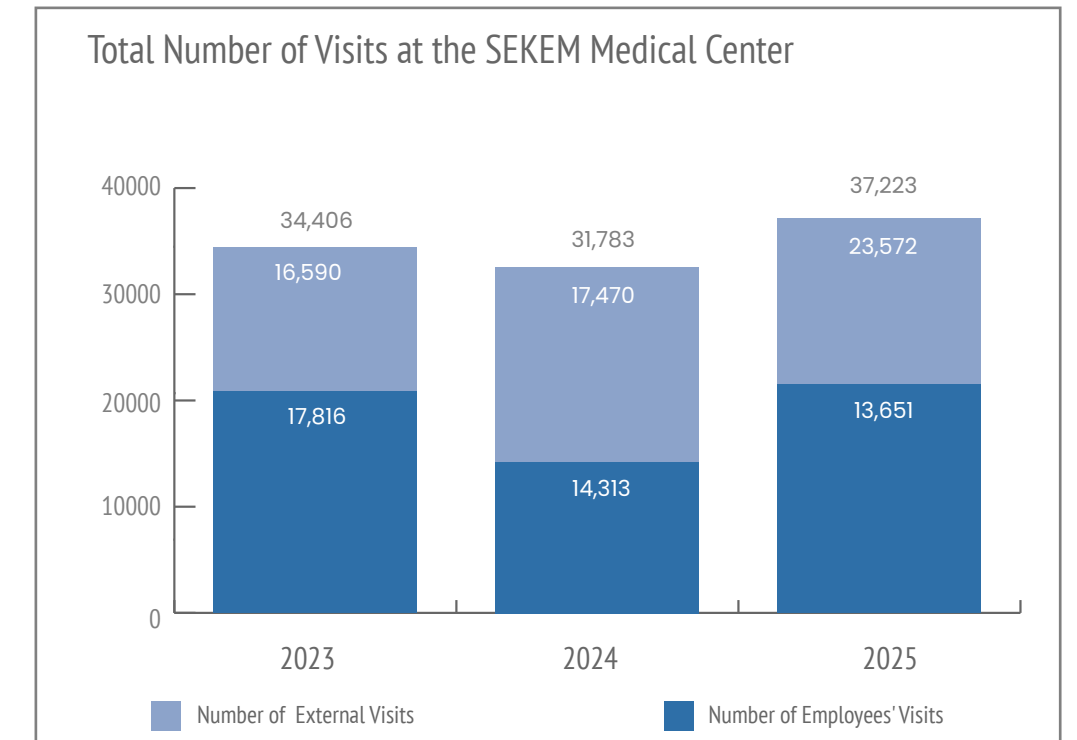
[Support Health on Wheels](#)

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

Our Performance in 2025



Throughout 2025, SEKEM experienced no fatal or serious injuries. Only minor work-related injuries, including small cuts, scratches, and bruises, were reported, most of which occurred during production activities at Isis and Naturetex. The reduction in minor injury cases is largely due to enhanced safety instructions and awareness.



While the Medical Center supports both internal and external patients, external visitors accounted for two-thirds (63%) of total medical center visits, demonstrating its key contribution to community healthcare access and health awareness.



Other News in 2025

- SEKEM empowered local women as primary health ambassadors in the 13 villages to build community trust and mobilize beneficiaries. This community-led approach successfully increased awareness of preventive health practices and ensured treatment adherence among rural families.
- The Health on Wheels initiative operationalized a multi-stakeholder network including SEKEM Medical Center and government units to provide comprehensive care. This collaboration delivered free services to 1,500 beneficiaries, serving 8–15 patients daily through an integrated assessment and referral system.
- SEKEM delivered essential safety and emergency training to employees, students, and farmers. The program embedded practical protocols and environmental health modules, such as Life Cycle Assessment, into the daily operations of the main farm and regional hubs.
- SEKEM launched the EcoHealth app on the Google Play Store to streamline medical insurance, allowing users to track claims, locate providers, and access emergency IDs. Complementing this, the Takamol app was introduced for employees, featuring safe exercises and practical lifestyle steps that can be easily integrated into daily routines. The app serves as a digital tool to foster a “pain-free” community and monitor long-term employee well-being.
- The SEKEM Medical Center served over 34,500 patients and expanded its specialty offerings with new Cardiology and Neurology departments.
- ATOS Pharma expanded Weleda cosmetics distribution, introducing three new skin care SKUs and establishing consistent monthly sales.
- Helmy Abouleish got appointed as Euromediterranean University (EMUNI) Ambassador for the Southern Mediterranean, in recognition for bringing decades of

experience in promoting environmental stewardship, social innovation, and intercultural dialogue.

Our Plan for Next Year

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



SVG 4

Living Arts & Culture

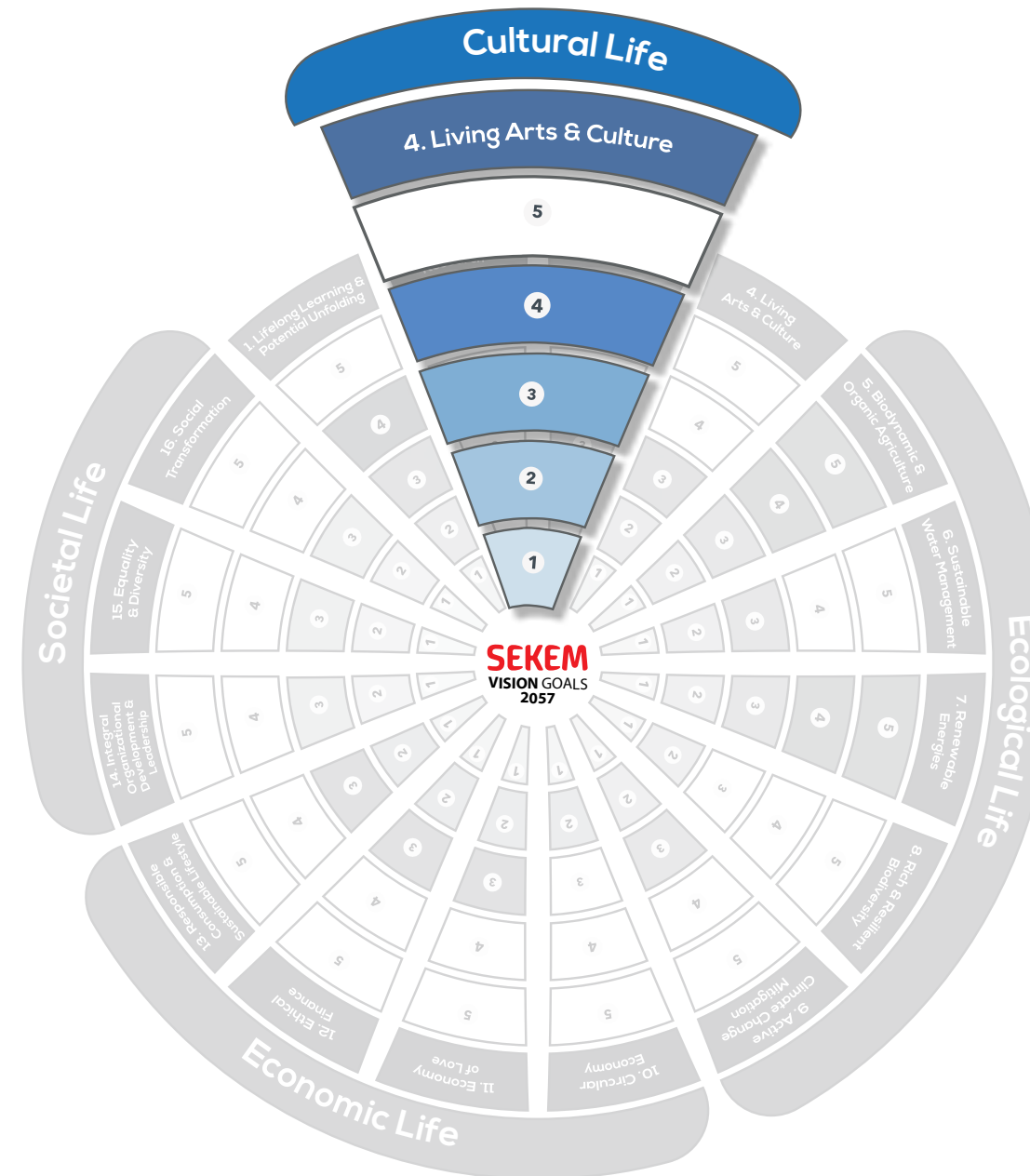
Focus topic in 2025



Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why It Matters

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

Our Goal 2027

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

Our Approach

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

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

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

[Explore Space of Culture](#)

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

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

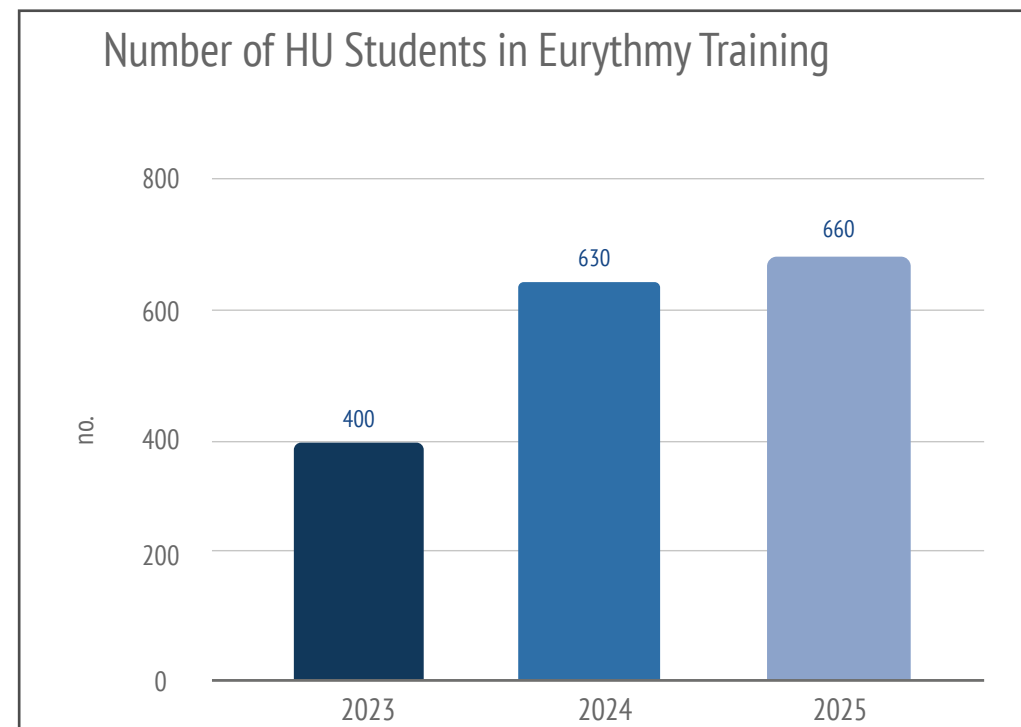
SEKEM organizes a festival twice a year. Spring and Autumn. Some 2500 Participants gather for this tradition at the SEKEM Farm outdoor amphitheater

[More about SEKEM festivals](#)

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

News from 2025

- By 2025, the number of rooms dedicated to prayer and spiritual practices increased to eight, reflecting the organization’s ongoing commitment to fostering a culturally inclusive and spiritually supportive environment.
- In 2025, the number of HU students enrolled in eurythmy (i.e. movement art) training reached 660. This reflects a growing interest in this unique art form and highlights the continued relevance of movement-based cultural education.



- Twelve women completed a 10-week intensive training, equipping them to deliver care and awareness services to families within their communities.

Other News in 2025

- The Space of Culture broadened its reach through public evening events and festivals that celebrated collective responsibility through art and music. The campus also hosted international forums to explore the integration of spirituality and social justice into sustainable development.
- SEKEM and EBDA maintained a strong global presence by participating in international exhibitions and local expos. These events successfully drove the transition of conventional farms to organic practices and promoted inclusive economic models.
- Practical knowledge sharing was advanced through regional field visits and international conferences that drew experts from across Africa and Europe. These platforms were used to launch long-term research agendas and demonstrate sustainable standards in action
- Heliopolis University expanded its international network to facilitate student and staff exchanges, including specialized training in Europe. These programs were complemented by Core program courses and entrepreneurship camps to ensure a holistic, internationally informed education.



- Multiple Climate Heroes Ceremonies were held throughout the year, honoring hundreds of farmers across Egypt for their commitment to carbon sequestration and biodynamic agriculture. These events, often attended by national leaders and ministers, emphasized the role of the EoL standard in driving regional community development.
- SEKEM elevated its workplace culture by embedding circular economy principles into daily operations and educational environments. Students and employees participated in workshops on Life Cycle Assessment and Material Flow Analysis to improve resource management and cleanliness standards.

Our Plan for Next Year

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





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

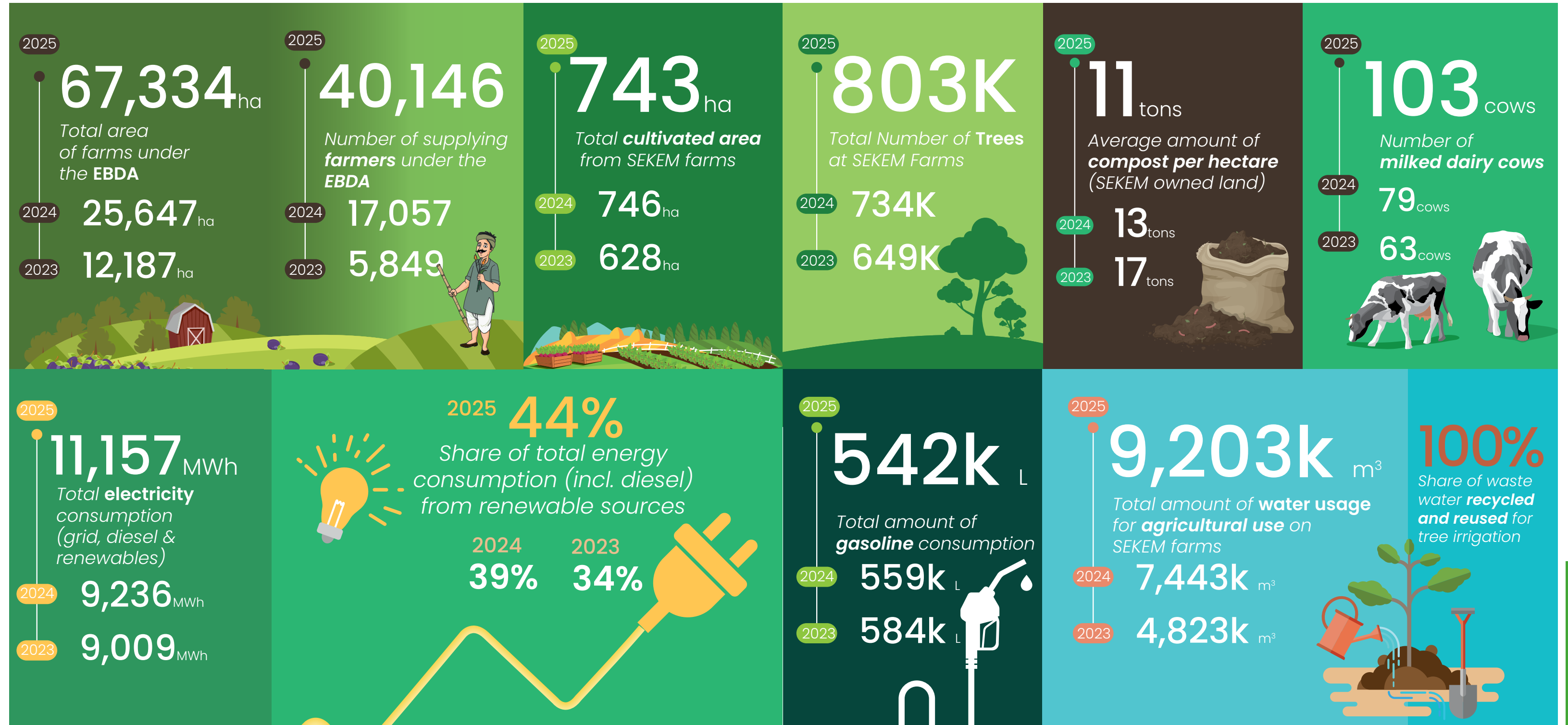
SEKEM embraces a “life-centered” approach to agriculture, guided by the principles of deep ecology. This philosophy emphasizes the inherent value of all living beings and the interconnectedness of all life forms. Our goal is not only to minimize our ecological impact, but also to regenerate and

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

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

Ecological Life

At a Glance 2025



Ecological Life

Meet Our People



Thoraya Saeda
 Director of Carbon
 Footprint Center at
 Heliopolis University

How long have you been part of Sekem and Heliopolis University–HU Community? And how does your role impact the Ecological Life in Sekem?

I've been in the Sekem community for 17 years since 2009. My work focuses on supporting Sekem's vision for sustainable development and regenerative agriculture. By providing research, carbon footprint analysis, and education related to climate change, I help SEKEM advance its mission of sustainable agriculture and environmental responsibility.

What kind of services does the Carbon Footprint Center provide?

The Carbon Footprint Center provides assessments to organizations on their carbon emissions, water use and energy use. These assessments provide a holistic overview for organizations about their contribution to climate change as well as solutions for climate action. Through recommendations for carbon sequestration, we enable

organizations to have a say of how they want to mitigate their impact on the environment. We also provide operational recommendations to optimize energy efficiency and reduce carbon emissions.

In your opinion, how does Biodynamic and Organic Agriculture, the core of Sekem vision, contribute to climate action?

Reducing greenhouse gas emissions, enhancing soil health, and increasing ecosystem resilience & biodiversity, are some of the main benefits; these agricultural systems support several climate mitigation and adaptation strategies. The farming practices allow soils to absorb and store atmospheric CO₂, turning farmland into a carbon sink, which also improves water retention and fertility, making farms more resilient to drought and extreme weather.

What is the significance of launching a Voluntary Carbon Market in Egypt and how does this contribute to climate change mitigation?

Since 2022, we have been collaborating with the Financial Regulatory Authority–FRA to launch the first Voluntary Carbon Market in Egypt and Africa, which provides verified and trusted carbon credits as a solution to carbon emissions by organizations across various sectors. This enables the CFC to provide assessments for the organizations' carbon emissions and help them sequester a percentage of these emissions through the purchase of verified carbon credits by the Economy of Love Standard. The Economy of Love Standard provides organizations with traceable impact on the environment while also contributing to raising the Egyptian farmers' social and economic livelihoods.

What is your opinion about Payment for Ecosystem Services–PES?

For me it's very important, it is considered as a pre-finance and incentive tool for supporting smallholder farmers. Payment for Ecosystem Services enables the farmers to get money for

the services they're providing, through the Economy of Love Standard.

Tell us more about Sekem's continued call-to-action that is promoted through our participation in COP30.

We have a global call for collaboration on the topic of Greening the Desert, which is promoted for the participation of individuals, farmers, businesses and organizations globally. Through our ecosystem research we gathered insights on how regenerative agriculture contributes to agroforestry by bringing rich and resilient biodiversity to desert ecosystems that were considered barren. Also, sustainable water management where water is a scarce resource is being promoted as part of the call with evidence to our success in greening the desert of Elwahat Elbahareya.



SVG 5

Biodynamic & Organic Agriculture

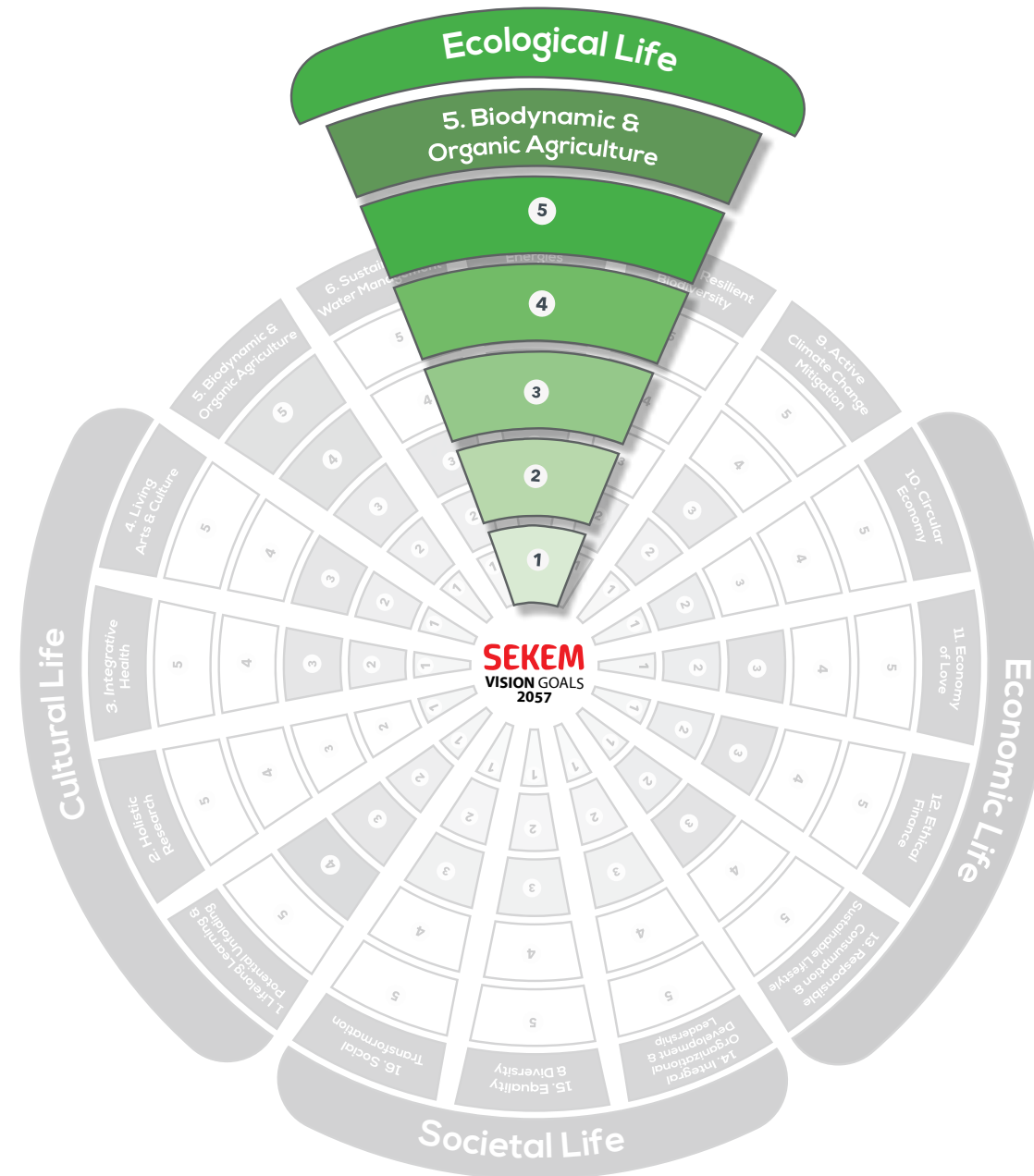


Focus topic in 2018

Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

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



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

[Visit EBDA website](#)

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

[Visit Organic Egypt website](#)

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

[Visit Economy of Love website](#)

Our Goal 2027

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

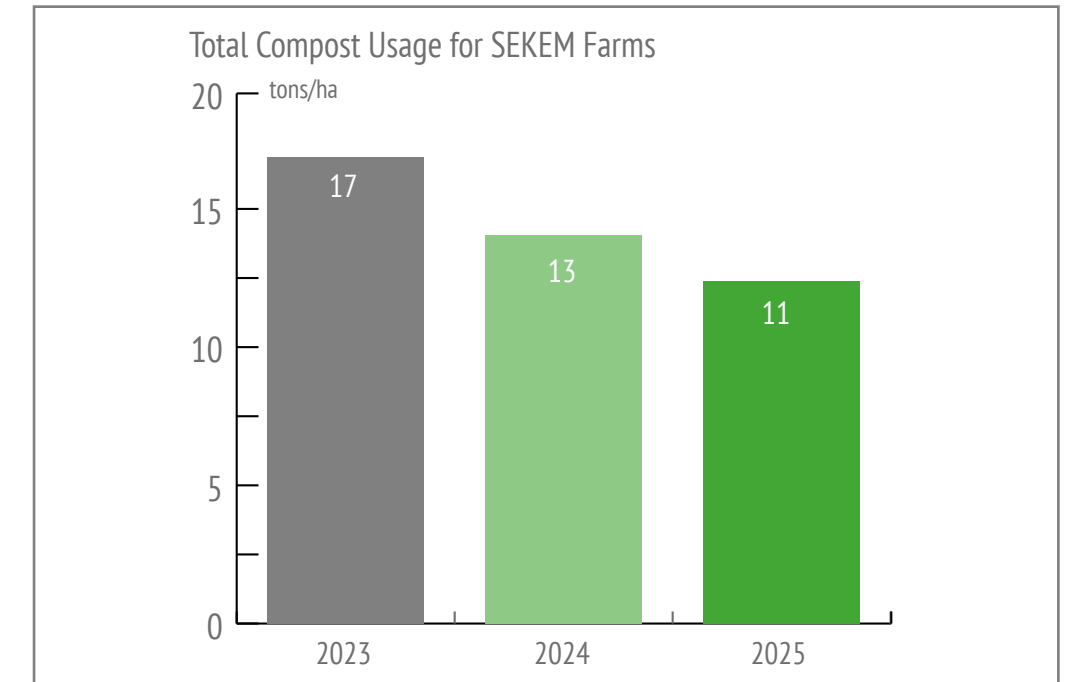
Our Approach

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

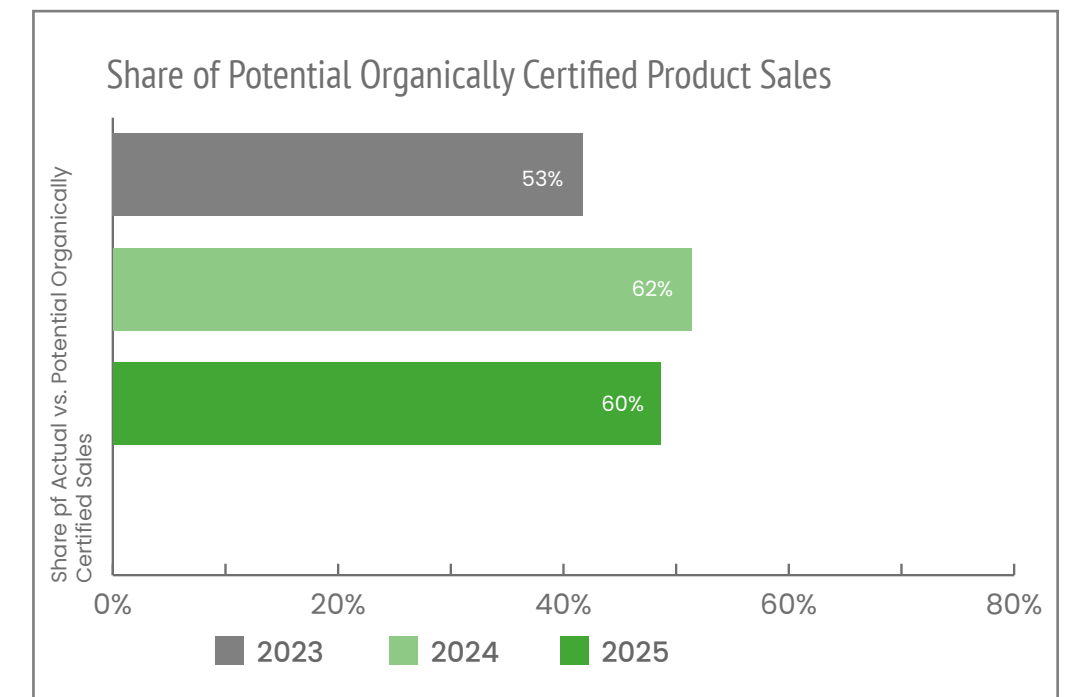
HU is running a **Biological Pest Control laboratory** to **supply farmers** with new effective methods to control pests.

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

Our Performance in 2025

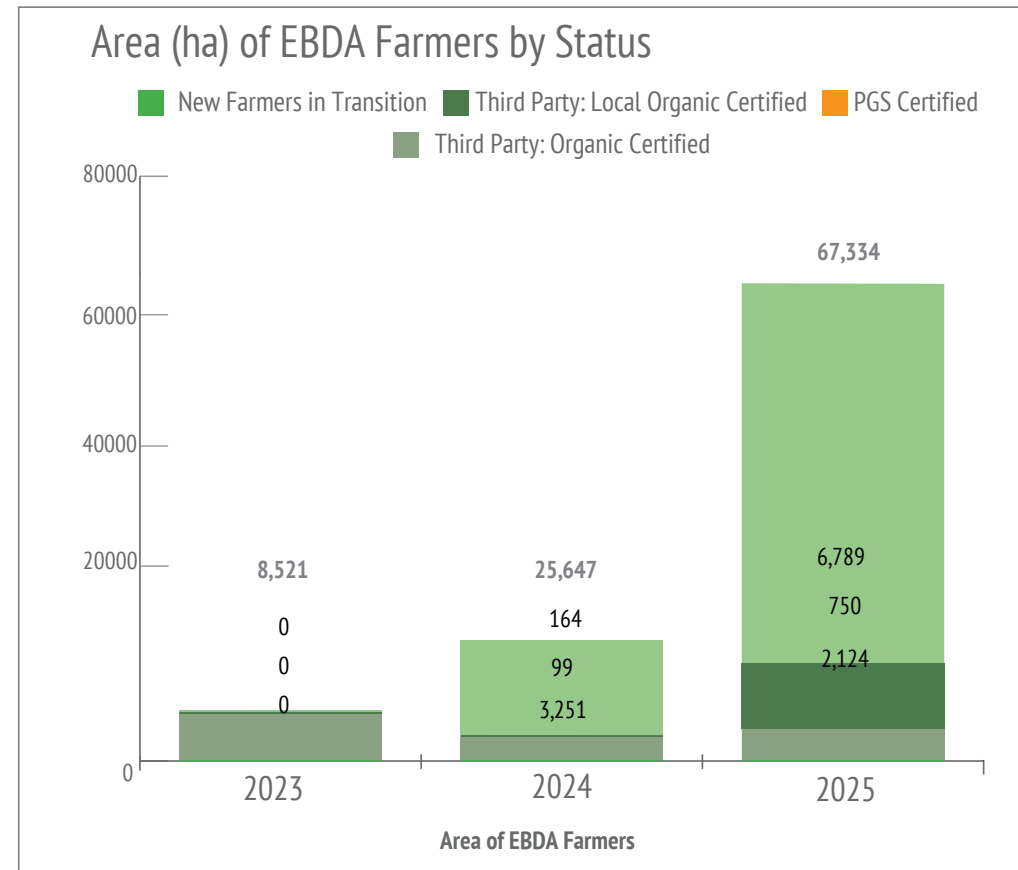
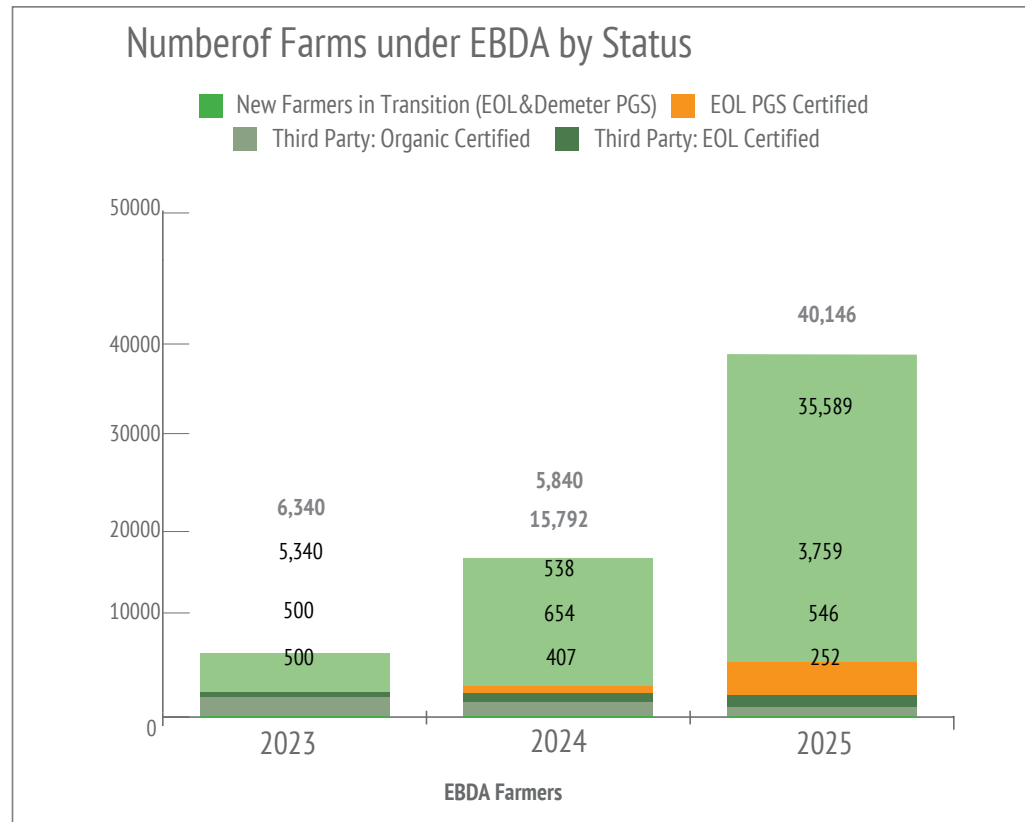


Compost use at SEKEM farms fell from 9,991 t in 2024 to 8,153 t in 2025 with cultivated land also declining slightly from 746 ha in 2024 to 743 ha in 2025 lowering the compost-to-hectare from 13 in 2024 to 11 t / ha in 2025.



In 2025, the proportion of organic sales at SEKEM declined slightly, moving from 62% to 60% of total sales; the organic sales share remains well above the 2023 level of 53%. Reaching the long-term objective of 100% organic sales by 2027 remains challenging due to residual environmental pollution in Egypt, which can impact certification results even when organic and biodynamic practices are fully applied.

In response, the Egyptian Biodynamic Association (EBDA) has implemented the Participatory Guarantee System (PGS) in Egypt. This locally based quality assurance approach relies on the active engagement of stakeholders and emphasizes production processes rather than end products. At present, most newly transitioning farmers supplying the local market are operating under the PGS framework.



In 2025, EBDA considerably strengthened its network by having more than 40,000 farmers under its umbrella which are now organized under a total of 8,847 farm entities. As a result, the total cultivated area more than doubled to 67,334 hectares (this number includes sekem farms and all other EBDA member farms including those entities in transition and under PGS standard). Most of these farms are currently undergoing the transition phase.

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

To combat this, EBDA introduced a Participatory Guarantee System (PGS) to Egypt, a locally focused quality assurance

system, that certifies producers based on active participation of stakeholders. The PGS will help to switch the certification focus from product to process. Currently, the majority of new farmers in transition are under the PGS system for the local market

Other News in 2025

- By the end of 2025, EBDA increased its farmer base to 40,146, launched the EoL Farm Ambassador Program, and secured global endorsements from the International Federation of Organic Agriculture Movements (IFOAM) and the Integrity Council for the Voluntary Carbon Market (ICVCM).
- The Participatory Guarantee System (PGS) matured significantly with 489 farms audited by 51 trained peer reviewers and an external Demeter certification inspection.
- Over 145,000 trees were planted across SEKEM farms (135,000 at SEKEM Wahat, 10,000 at SEKEM Minya), supporting desert reclamation and greening the desert.
- Agricultural operations diversified to include 15+ species: chamomile, sesame, peanuts, basil, hibiscus, black seeds, leek, peppermint, spearmint, onions, anise, and parsley — all under biodynamic management.

Lotus achieved its first successful Demeter-certified marjoram seed harvest.

EBDA's 120+ agronomists and a new Farmer Multiplier system enabled peer-to-peer training, reaching over 60,000 cumulative trainees across 23 governorates.



Our Plan for Next Year

- Until the end of 2028, EBDA aims to increase its farmer base to 250,000, launch the EoL Farm Ambassador Program, and secure global endorsements from the International Federation of Organic Agriculture Movements (IFOAM) and the Integrity Council for the Voluntary Carbon Market (ICVCM).
- Expand biodynamic learning, training, and research programs.
- Boost organic sales, exports, and certified raw material supply.
- Develop biochar, palm peat alternatives, and solar-powered farming.

SVG 6

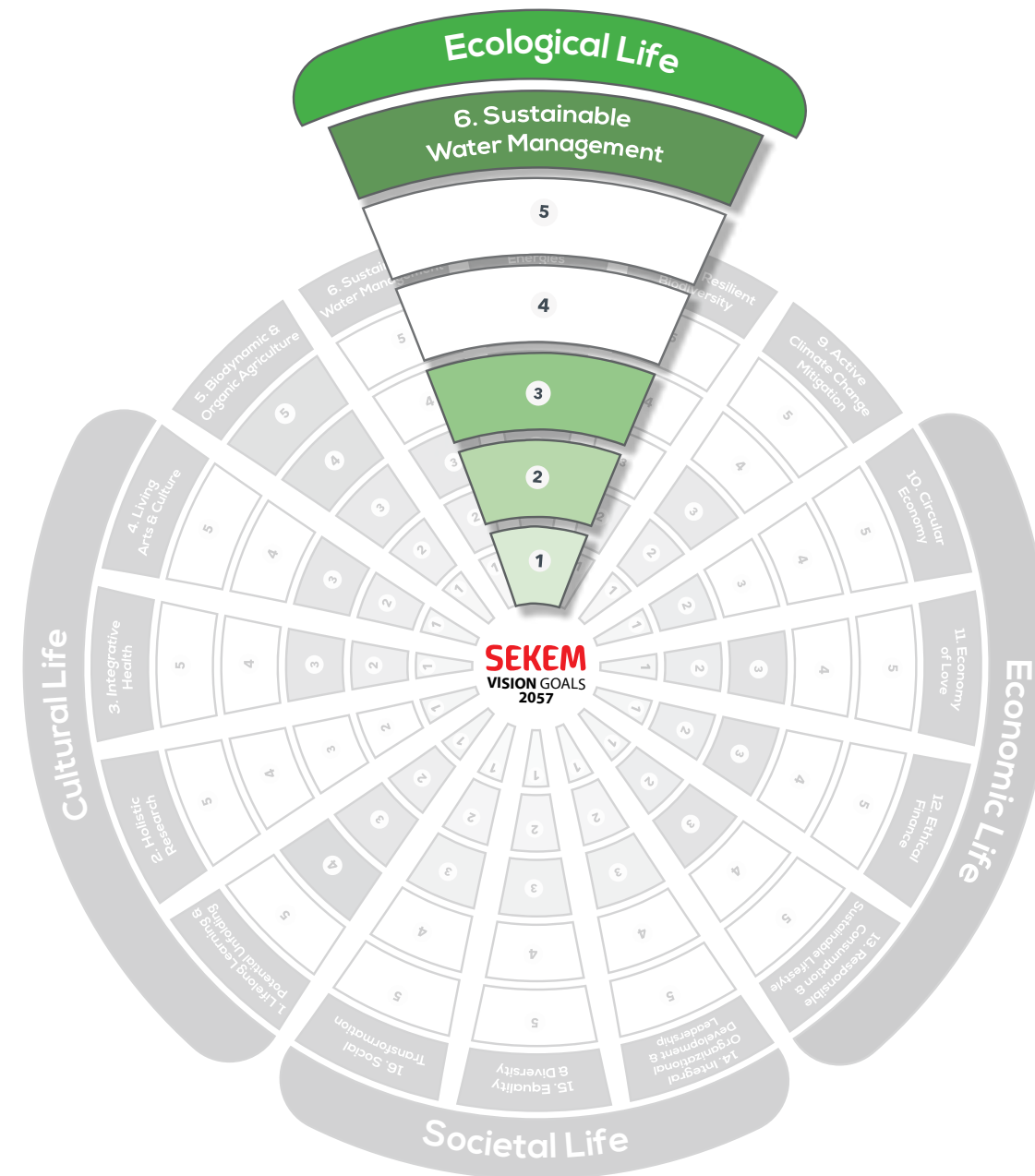
Sustainable Water Management

Focus topic in 2024

Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

- In 2025, Egypt’s water crisis intensified as the annual per capita water share fell to 500 cubic meters, reaching exactly half of the international water poverty threshold of 1,000 cubic meters. With 98% of its renewable water originating from the Nile, the country is increasingly reliant on non-conventional sources to meet its needs. Under the national “Water System 2.0” strategy, Egypt is currently mitigating this scarcity through record investments in high-capacity wastewater treatment and desalination infrastructure.
- Egypt remains among the most arid countries globally, with an average annual precipitation of 18 mm to 25 mm as of 2025. While the Mediterranean coast receives up to 200 mm annually, the majority of the country continues to record near-zero rainfall. Current meteorological data highlights an increasing trend in irregular and extreme weather events, which poses new challenges for infrastructure and water management despite the low total volume of annual rainfall.
- Due to the growing population and climate change impact, the water situation in Egypt is expected to become even more tense.
- The 61.65 BCM utilized by the agricultural sector accounts for approximately 76.8% of Egypt’s total annual water budget of 80.25 BCM. This reflects a strategic shift in the national water balance; while agriculture’s volume remains high, the total water pool has been expanded by roughly 21% through the aggressive reuse of drainage water and desalination, effectively reducing the sector’s relative pressure on the Nile’s fixed conventional share.
- Many farmers in the Nile Delta still rely on inefficient flood irrigation systems, leading to significant water loss; however, modernization efforts are underway, including upgrades to field irrigation and the adoption of drip/pivot systems, aiming to improve water-use efficiency for 18% of the total agricultural area.



Our Goal 2027

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

Our Approach

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

HU conducts research projects on **alternative water sources** and actively develops prototypes for small-scale **wastewater systems** to support neighbouring farmers and rural communities for neighborhood farmers and rural areas.

SEKEM continuously experiments with **efficient water management practices** in agriculture. All SEKEM companies

and farms adhere to a shared set of guidelines for sustainable water use. For example, wastewater is treated and reused as irrigation water at the farms, while run-off water from agriculture refills groundwater sources.

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

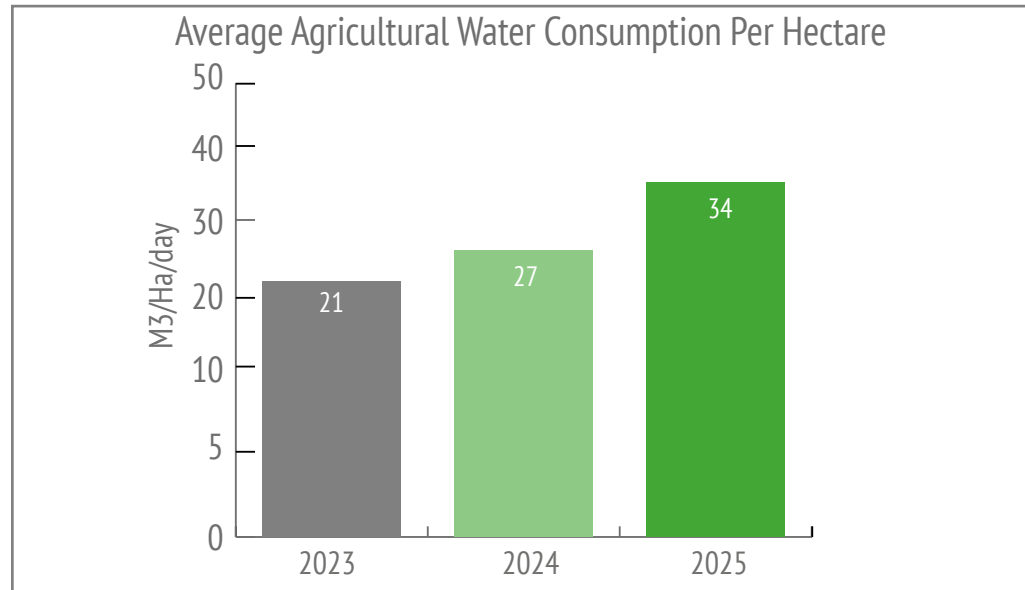
We rely on **several water sources** for our agricultural activities including groundwater, water from river Nile and water supplied by the government.

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

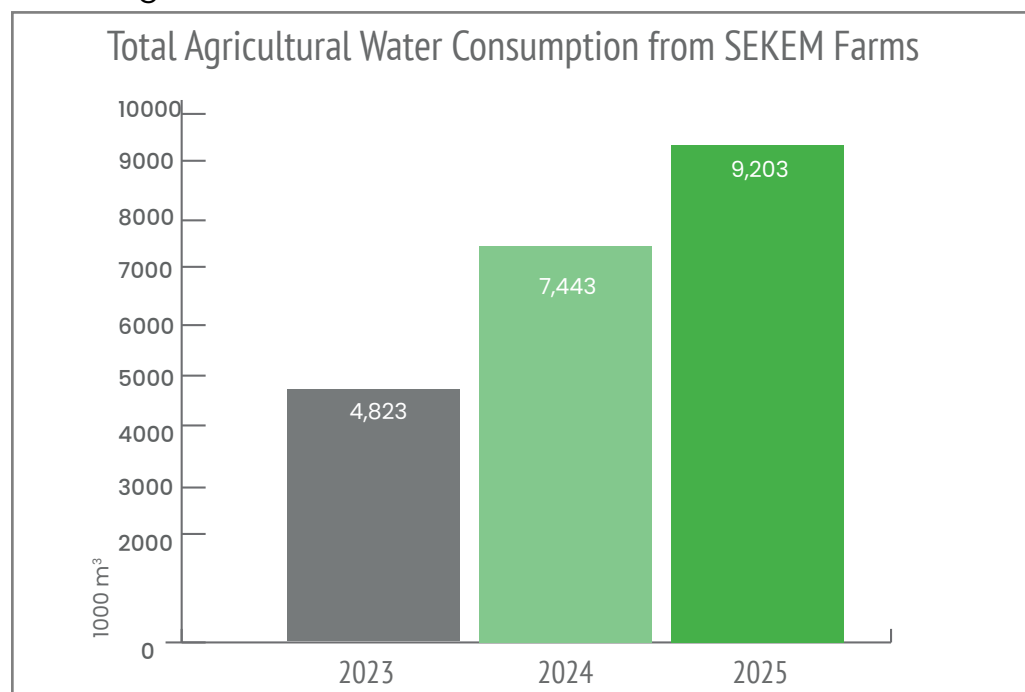
- Researches show that this water resource will last for several generations in the future (>100 years)
- Currently the aquifer contains more than 150,000 cubic kilometres of groundwater – more than the Nile River
- discharges in 500 years, so the SEKEM’s consumption rate is considered as insignificant on the scale of the whole aquifer.
- Agricultural activities are expanding in Wahat area, with much of the growth driven by conventional farming techniques. In contrast, SEKEM offers a model for sustainable agriculture that can significantly improve water efficiency by increasing the soil’s water holding capacity
- HU constantly researches water-efficient irrigation systems and technologies and tests them at SEKEM Wahat farm to be further upscaled.

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

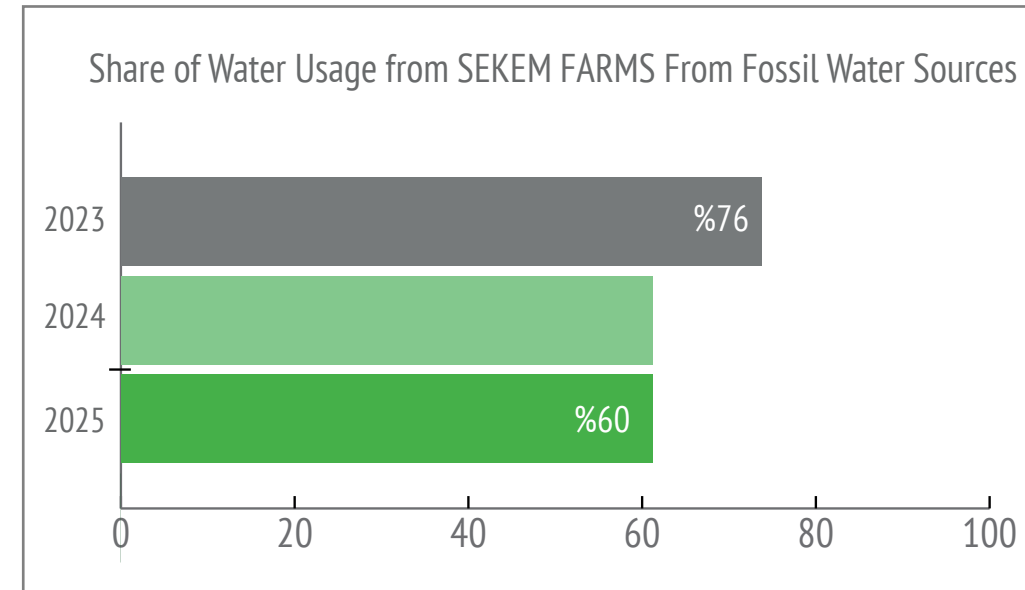
Our Performance in 2025



Water consumption per hectare at SEKEM rose to 34 M³/Ha/Day in 2025 (+26% vs. 2024), reflecting the expansion into newly reclaimed land in Sinai, which typically requires higher initial irrigation volumes. Also the crop choice and irrigation schedule at SEKEM Wahat farm increased the consumption. Optimizing water efficiency on these new plots remains a key challenge.



SEKEM farms saw higher overall water consumption this year due to the scaling up of agricultural activities in Minya and Wahat farms .



In 2025, overall water consumption increased, with the majority of water use occurring in Minya, which primarily relies on Nile water. Groundwater consumption in Wahat also recorded a stable percentage. The share of fossil water sources decreased from 76% in 2023 to 60% in 2025, reflecting diversification toward Nile-based irrigation in Minya.

Other News in 2025

- SEKEM enhanced treatment efficiency using Effective Microorganisms to reduce sludge and odors. This is complemented by the Constructed Wetland Treatment (CWT) system in El-Wahat, which uses natural processes involving plants and soil to process 30 cubic meters of wastewater daily for the irrigation of 5 acres. Recognized as a top-performing EU-PRIMA project, this technology is being upscaled across regional hubs to provide safe, nutrient-rich reclaimed water for agriculture.
- In line with EoL standards, farms transitioned to pivot, drip,

and subsurface irrigation systems that use significantly less water and energy than traditional methods. These systems are increasingly powered by solar PV systems, and a new renewable energy storage initiative is being launched to enable 100% renewable night-time irrigation. Cultivation shifted toward water-wise crops like jojoba, moringa, and chamomile, which are better suited for arid desert climates.

- To improve water retention, SEKEM integrated biological solutions such as Mycorrhiza fungi and organic fertilizers. These practices revitalize the land, making it more resilient to water scarcity while enhancing biodiversity.
- SEKEM utilized its academic infrastructure at Heliopolis University to conduct workshops on Life Cycle Assessment and Material Flow Analysis, training students and employees on resource efficiency. Field visits demonstrated the practical implementation of upgraded irrigation and water-saving technologies.

Our Plan for Next Year

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

SVG 7

Renewable Energies

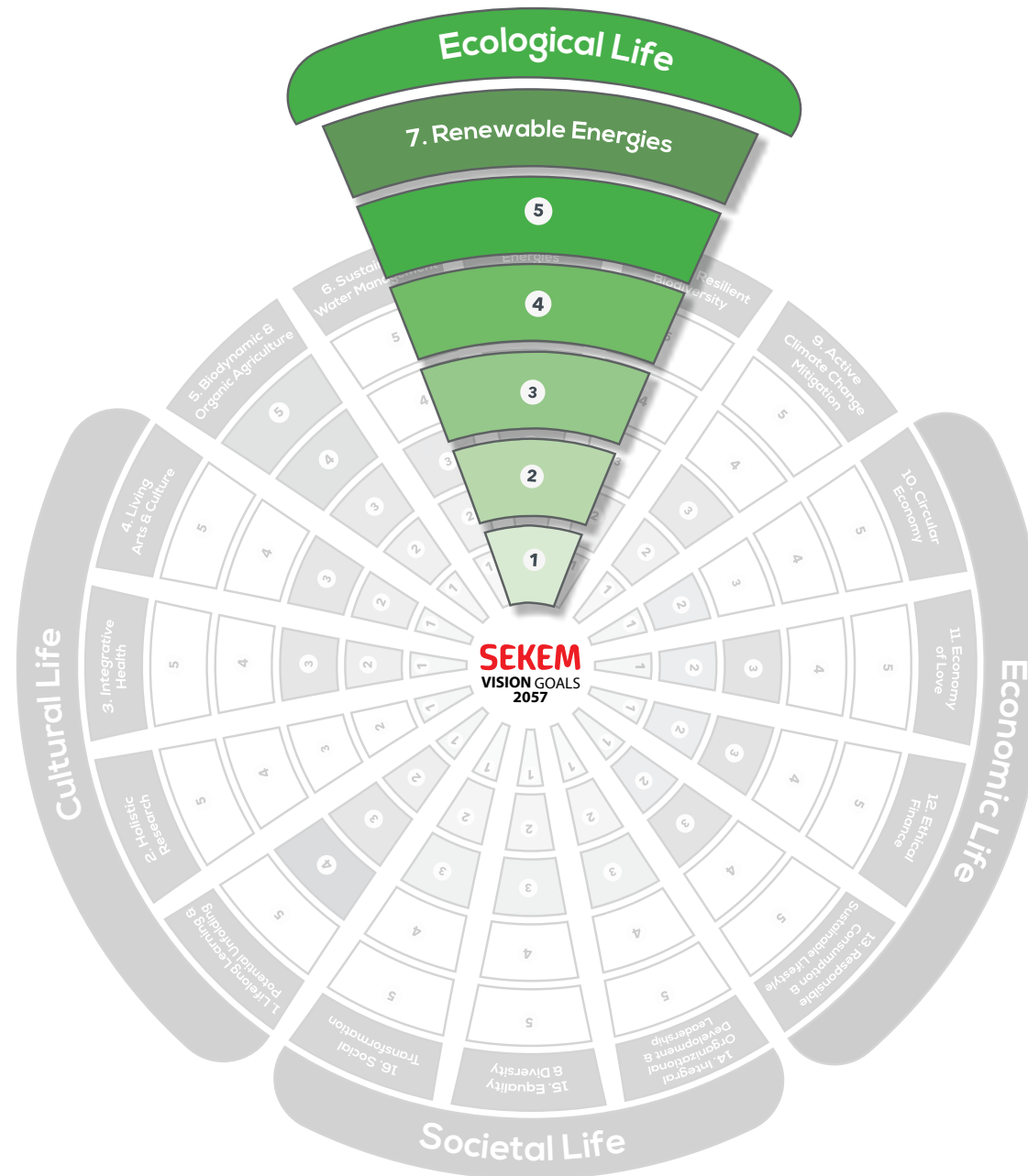
Focus topic in 2021



Our Vision for Egypt 2057:

Egypt optimized energy consumption with the focus on renewable energies.

Link to UN Sustainable Development Goals:



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

Why it matters

- Global greenhouse gas (GHG) emissions reached a record high of 53.2 Gt CO₂eq in 2024, representing a 1.3% increase over the previous year. Energy-related activities remain the primary driver of this trend, with fossil CO₂ emissions alone accounting for approximately 74.5% of total global emissions. Although the growth rate of energy-related CO₂ slowed to 0.8% in 2024—tempered by a record expansion in renewable energy capacity—rising global energy demand and extreme weather patterns continue to push absolute emission levels to unprecedented peaks.
- The world’s switch to green energy is vital to meet the world’s climate targets. Geopolitical tensions and wars underline the need for independence from fossil fuels.
- In 2025, the gap between clean energy and fossil fuel investment widened to a historic high. Global investment in clean energy—including renewables, nuclear, grids, and storage—is projected to reach \$2.2 trillion, which is double the \$1.1 trillion allocated to fossil fuels (oil, gas, and coal combined). This marks the second consecutive year where clean energy spending has outpaced fossil fuels, driven primarily by solar PV becoming the largest single area of energy investment, now surpassing total spending on oil production
- In 2025, Egypt’s renewable energy capacity reached approximately 8.6 GW, with renewable sources contributing roughly 11.5% to 12% of the total electricity generated during the 2024/2025 fiscal year. While this is lower than the 2021 reported figure (which often included traditional hydropower and specific peak-capacity metrics), the current focus has shifted toward solar and wind, which saw a combined addition of over 4,500 MW to the national grid. Most notably, the Egyptian government officially revised its Integrated Sustainable Energy Strategy (ISES), moving the target to achieve 42% of electricity from renewables up

from 2035 to 2030, with a further ambition of reaching 60% by 2040.

Our Goal 2027
SEKEM and HU established and disseminated a sustainable energy management system which became a role model for the energy and power industry in Egypt.

Our Approach

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

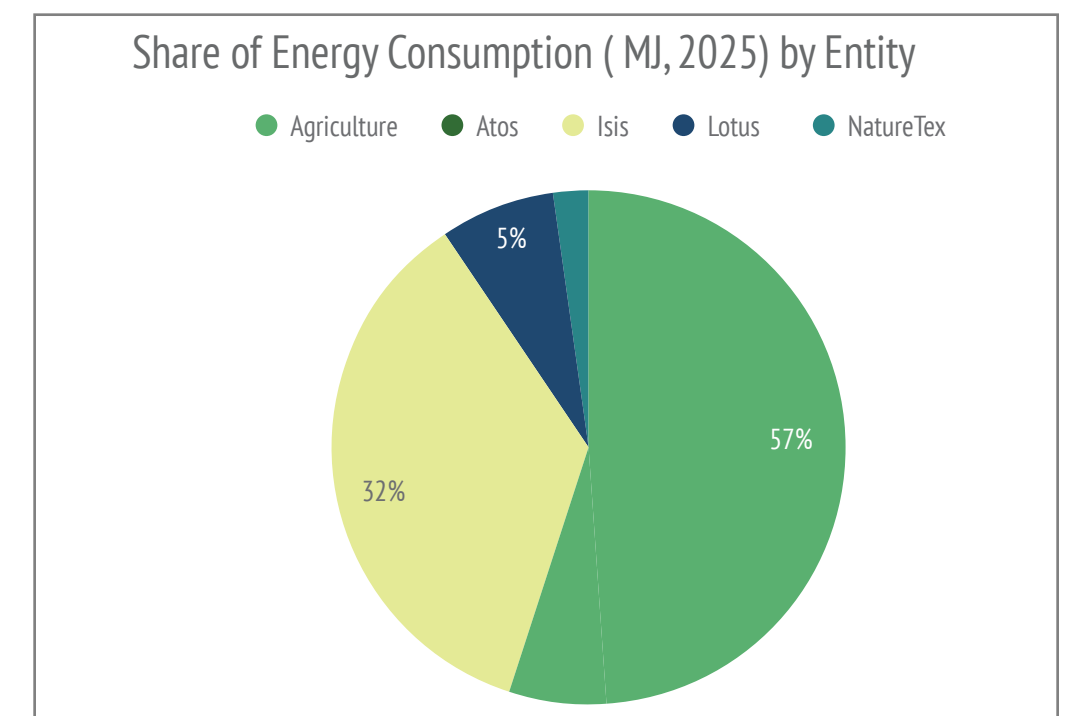
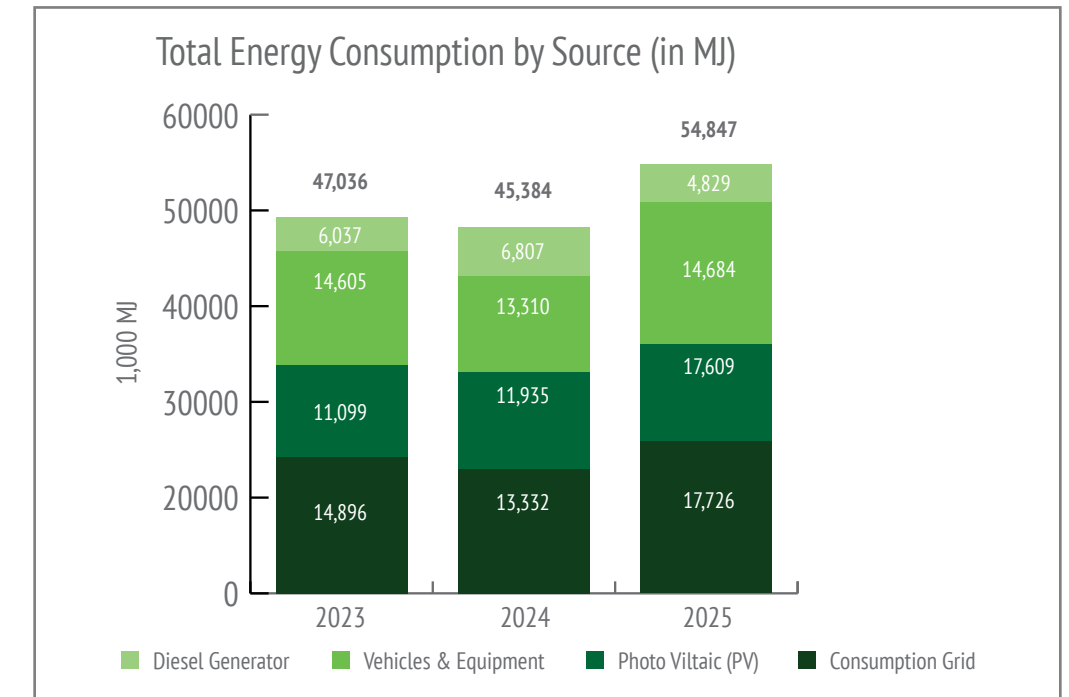
EcoEnergy, a company owned by EcoTec Holding, sells **green electricity to all SEKEM facilities**.

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

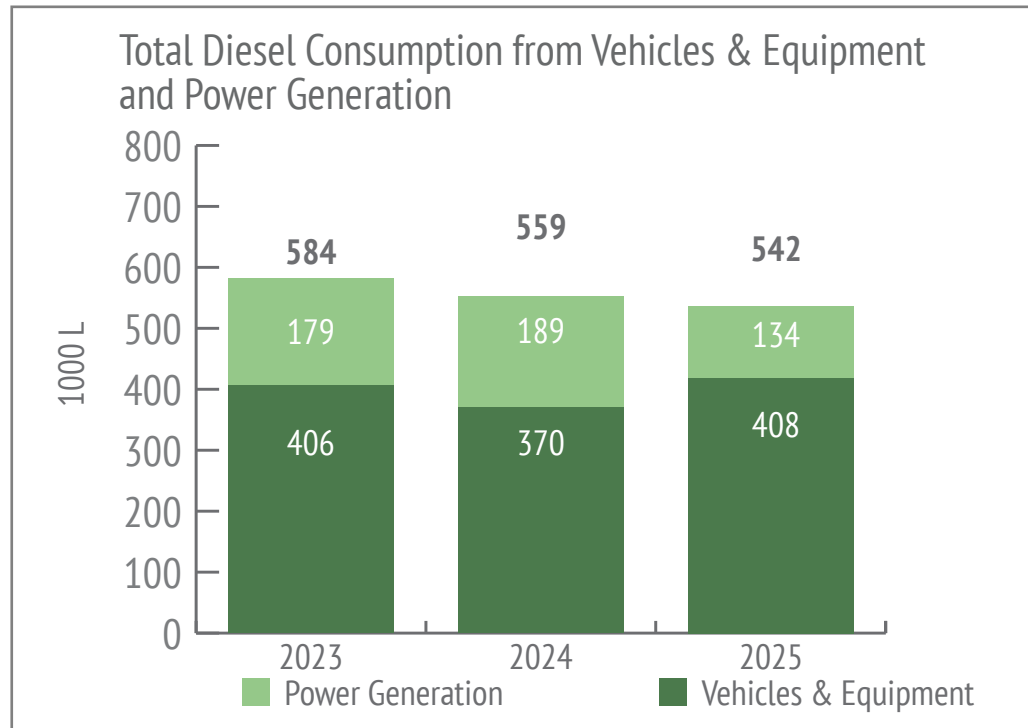
HU and **VTC students** gain **professional experience** by installing and maintaining solar panels in the SEKEM Wahat Farm and being involved in research initiatives aimed at improving efficiency of solar energy systems.



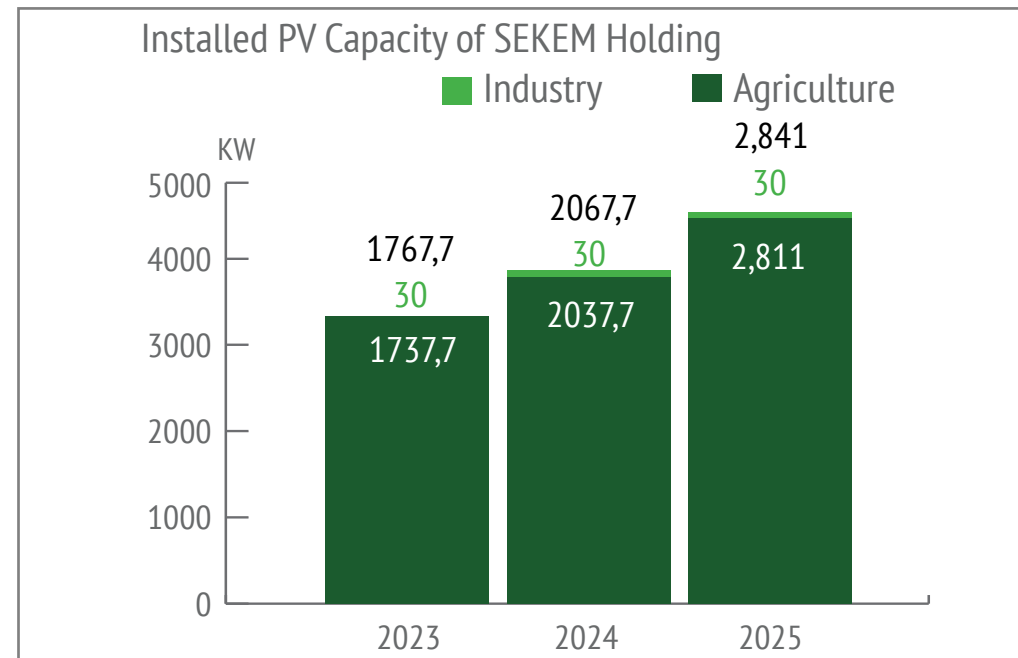
Our Performance in 2025



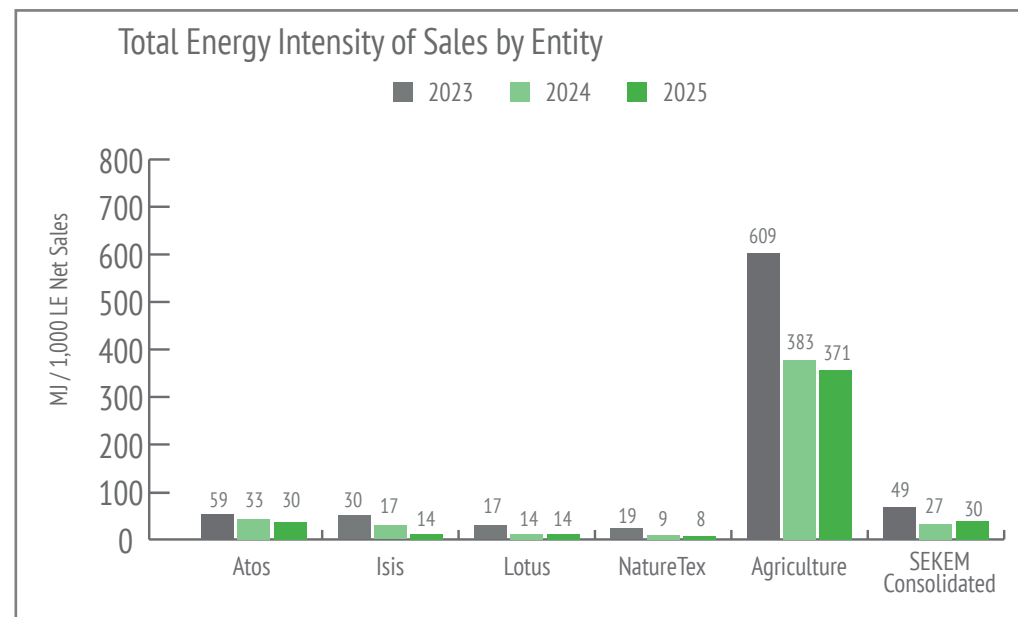
SEKEM's energy consumption increased by 21 % compared to 2024 due to a notable growth in energy consumption from the government grid which accounts for approximately a third of total energy consumption



Overall diesel consumption fell slightly this year, largely because power generation—responsible for 25% of total diesel use—was scaled back, especially at the Minya farm. In contrast, diesel use for equipment rose due to increased production activity, particularly in ISIS cheese manufacturing.



The share of installed photovoltaic (PV) capacity continued to increase significantly. In 2025, 760 solar panels were installed, mainly in Wahat and Minya, with additional panels added in the New Valley. In total, 272.1 kWp of new capacity was installed.



Great progress has been made in reducing the energy intensity of sales across all entities, in particular in industry with a 15% reduction.

Other News in 2024

- SEKEM expanded its renewable energy infrastructure by installing several solar power systems across its regional hubs, including two PV stations at the Wahat farm palm-beet recycling factory with a combined capacity of 282 kWp. In Minya, three dedicated stations were established for water wells—Well 4 (90 kWp), Well 5 (92.4 kWp), and Well 6 (90 kWp)—significantly enhancing sustainable irrigation. Additionally, a 8.8 kWp PV station was installed at the employee accommodation in Marsa Matruh to provide lighting and power for drinking water extraction, further decentralizing green energy and reducing fossil fuel reliance across SEKEM's operations.
- SEKEM has initiated market testing and adoption of electric mobility across its operations to reduce logistical carbon emissions. Key developments include the deployment of an electric bus with a 12-rider capacity, currently undergoing licensing to transport employees between SEKEM HQ and the farm, with plans to expand the fleet with a second vehicle. Furthermore, an electric tricycle has been integrated into operations at the Wahat farm to facilitate efficient, zero-emission maintenance services for irrigation pivots by the Ecoenergy team. These initiatives serve as a scalable model for the broader adoption of electric cars, trucks, and tuk-tuks across SEKEM's entire value chain.
- The renewable energy share of SEKEM's total consumption rose from 28% to 32%, with diesel consumption declining 29% as agricultural operations shifted from generators to grid electricity and solar power.

- VTC Solar Energy apprentices installed solar units at the SEKEM Wahat waste plant and conducted maintenance missions across SEKEM's farm network throughout the year.
- EcoBuilding team successfully advanced sustainable infrastructure at the El Wahat Farm through significant rammed earth construction projects. Key achievements included the completion of a 600-square-meter factory roof, alongside the construction of three new classrooms and a prayer room for the SEKEM El Wahat School. These projects, which supported 21 craftsmen and generated a net profit of over 1.3 million EGP, demonstrate the scalability of ecological building techniques in desert reclamation environments.

Our Plan for Next Year

- Install 170 kW PV capacity at the ISIS Water factory
- Expand solar energy use across homes, farms, and businesses while improving energy efficiency through LED lighting, inverter upgrades, and sustainable cooling systems.
- SEKEM's specialized agricultural Electric Vehicle project successfully completed with the prototype proven in field tests. The initiative has now transitioned to the local production of an initial 20-unit fleet at SEKEM.
- Provide renewable energy training and micro-loans for farmers to adopt clean energy.
- Implement solar water heaters, rammed earth construction, and renewable energy solutions at SEKEM Wahat Farm.



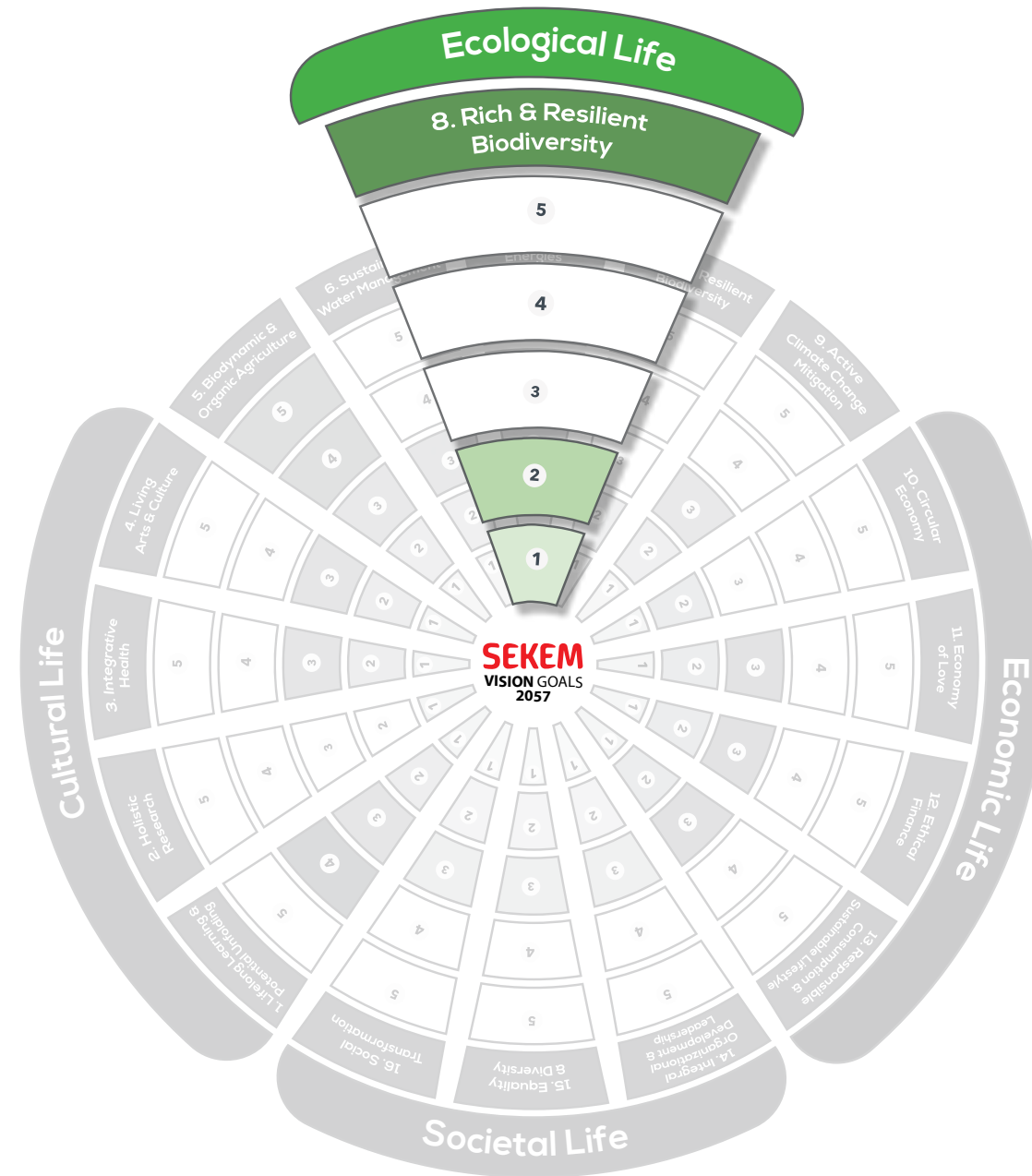
SVG 8

Rich & Resilient Biodiversity

Focus topic in 2023

Our Vision for Egypt 2057:
Biodiversity in Egypt is growing and thriving.

Link to UN Sustainable Development Goals:



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

Why it matters

- Currently, the world faces mass species extinction. Land use change is the leading reason for global biodiversity loss, while agriculture is the major driver for land use change.
- Harmful agricultural practices such as overuse of pesticides and fertilizers exhaust land.
- Around 96% of Egypt is desert land with 300 m² of arable land per person, when the world’s average is 1,840 m²/person.
- Due to the growing population and intensified agricultural activities, a hope for a thriving future of Egyptian agriculture lies in desert land reclamation (DLR)

Our Goal 2027
 SEKEM and HU established and disseminated concepts for biodiversity optimization.

Our Approach

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

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

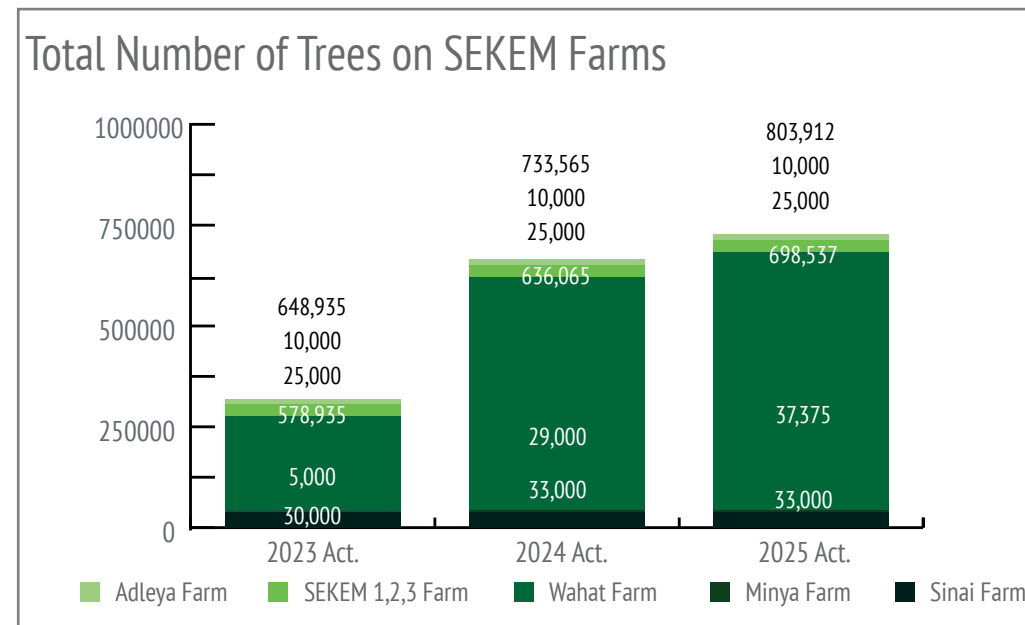
All **SEKEM** and **EBDA farms** certified with EoL Standard dedicate **10% of the land** to enhancing and supporting biodiversity through a sustainable crop mix and crop rotation tailored to local climate and ecological conditions.

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

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

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

Our Performance in 2025



The total tree population grew from 733,565 to 803,912 across all SEKEM farms across various initiatives at SEKEM Minya and Wahat, marking a 10% increase in planting activity compared to 2024 and demonstrating continued dedication to environmental responsibility. A broad and well-balanced selection of tree species was implemented to enhance ecosystem stability, support soil regeneration, and promote long-term environmental sustainability. Species known for their rapid growth and adaptability, such as Casuarina and Cinnamomum camphora, remained a focus in specific locations, while newly introduced species were integrated in equal proportions. These included Tipuana tipu, Poinciana, and Tectona grandis, alongside the ongoing cultivation of Neem (Azadirachta indica), Mahogany (Swietenia mahagoni), Acacia (Acacia retinoides), Prosopis, Dalbergia

sissoo, Gliricidia sepium, and Melia azedarach. This diversified planting strategy highlights SEKEM’s sustained commitment to afforestation and desert greening efforts.

Other News in 2025

SEKEM formed an Ecosystem Research Centre team and agreed to a Commonland workshop on the 4 Returns framework for biodiversity training and curriculum integration (Wahat Oasis case study).

The Seed Bank was further expanded by adding 42 new seed varieties, bringing the total number of varieties to 396 by the end of the year, up from 354 in 2024 and 333 in 2023. This growth supports Resilient Biodiversity by strengthening seed diversity, enhancing biodynamic farming resilience, and contributing to the development and preservation of adapted seed varieties for sustainable agriculture.

SEKEM has expanded agroforestry plots by integrating high-value crops such as prickly pear and moringa across 14 feddans in the Wahat farms, with plans to extend to Pivots 23 and 24. The SEKEM Farm serves as a mature model for growing diverse crops like banana, coffee, and mango in tropical microclimates, while pilot sites in Gharbia and Sharqia, in collaboration with Hamasil Foundation and APN, test these systems across various Egyptian climates. The biodiversity strategy aims to enhance plant diversity through multi-layered systems, with progress monitored via bi-annual soil analyses; additionally, approximately 700,000 trees have been established in Wahat 1 and 2, with around 16,000 more being planted to convert arid areas into productive green zones and restore ecosystem services.

EBDA conducted pioneering biodiversity surveys in Damietta and Sharkia governorates comparing organic and conventional farms, using 60-question KoboToolbox assessments.

SEKEM continued its desert reclamation at SEKEM Wahat and SEKEM Minya, expanding the cultivated area with 145,000+

newly planted trees and 15+ crop species under biodynamic management.

For the first time, EBDA reached Bedouin communities in Nuweiba (Sinai), Siwa, and Marsa Matruh — extending biodiversity-supporting organic practices to Egypt’s most remote regions.

Our Plan for Next Year

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



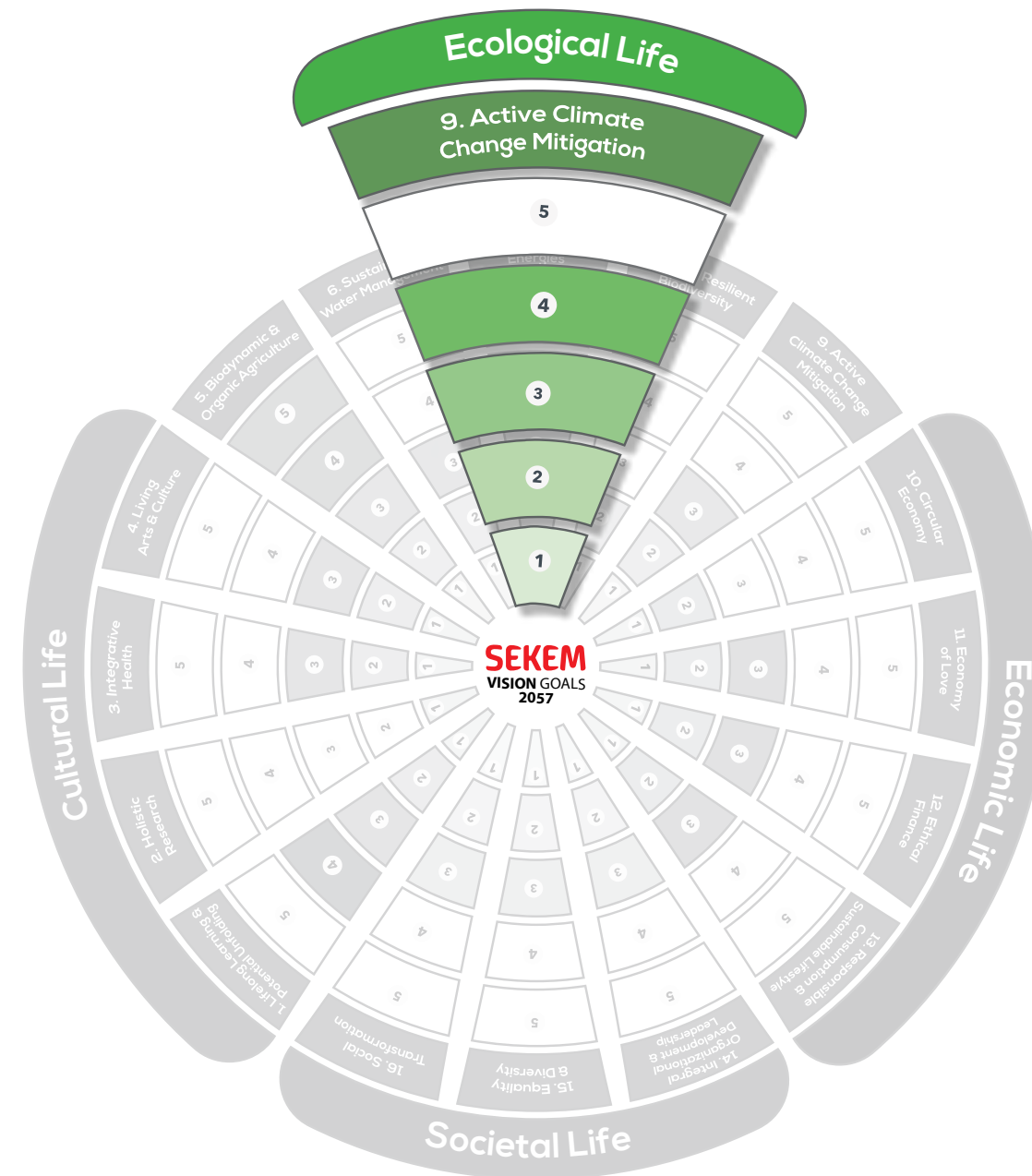
SVG 9

Active Climate Change Mitigation

Focus topic in 2021

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

Link to UN Sustainable Development Goals:



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

Why it matters

- Egypt’s major cities and over 80% of the population are exposed to major climate risks.
- While Egypt’s agricultural sector continues to be a major economic driver, its share of national greenhouse gas emissions has been refined to approximately 12–15% in 2025, down from previous estimates of 20% as energy and transport emissions grow more rapidly. The sector is now a focal point for the national **NWFE Program**, which prioritizes “climate-smart” agriculture and the decoupling of land reclamation from emission intensity through optimized fertilizer use and solar-powered irrigation.
- Carbon farming is agriculture’s solution to climate change.
- SEKEM and EBDA raised a Call to Action that agriculture is part of the solution for climate challenges. They initiated a project to scale up organic farming in Egypt by assisting 40,000 farmers in transitioning to organic and biodynamic practices. This initiative aims to monetize ecosystem services through agricultural carbon credits, foster affordable sustainable and healthy food consumption, and improve the livelihoods of local communities.

Our Goal 2027

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

Our Approach

At **SEKEM** farms, we generate carbon credits as part of our commitment to climate action—using them to inset our own CO₂ emissions and selling the surplus to our partners. The revenue generated is reinvested into development of **Greening the Desert Project** at the SEKEM Wahat farm

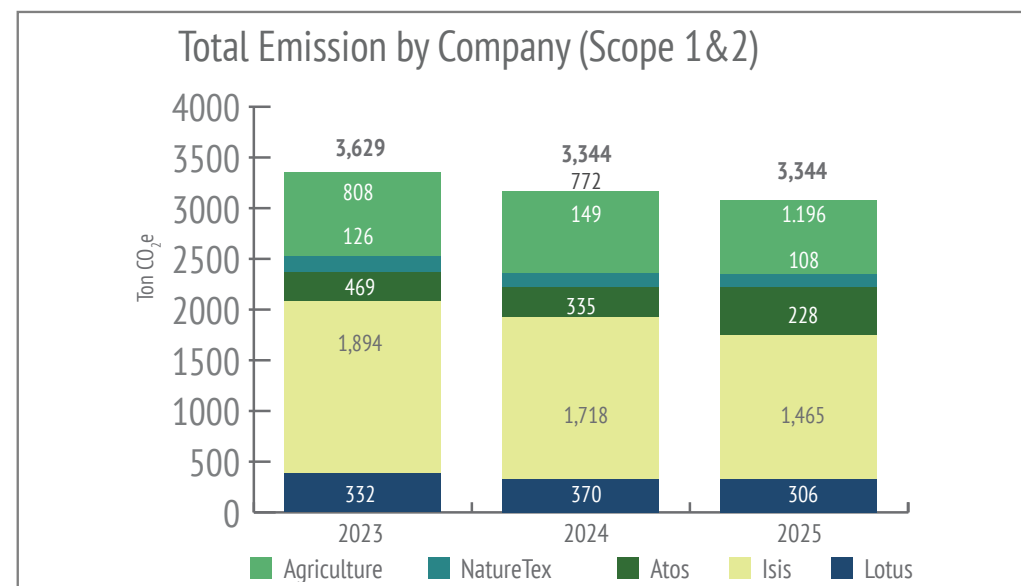
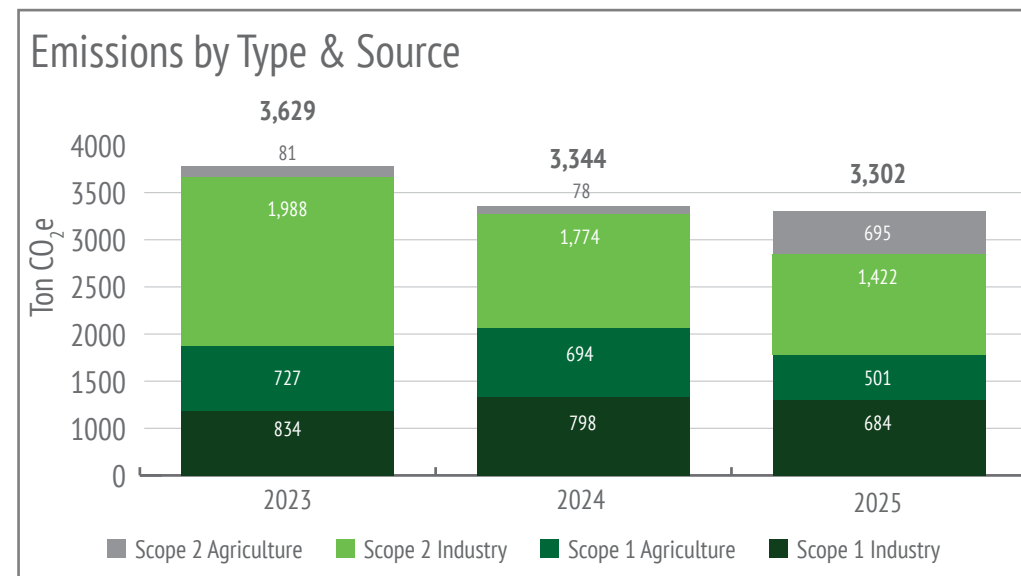
[Learn about our next steps in Greening the Desert Project](#)

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

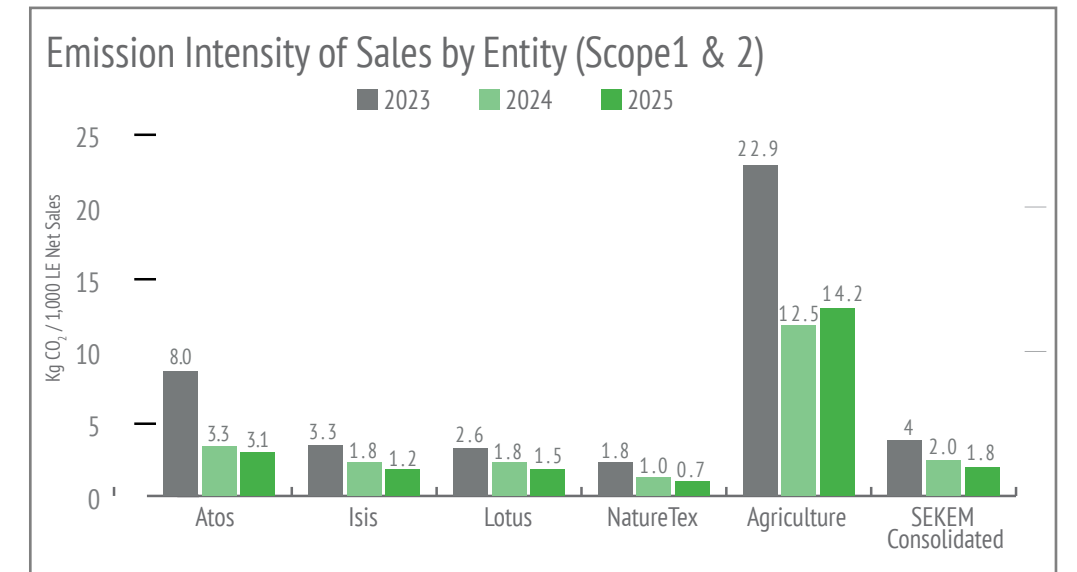
EoL certification is offered to members of **EBDA** enabling farmers to earn **additional income through carbon credits** for their environmental services and motivates smallholder farmers to transition to sustainable agriculture practices.

[More about EoL Carbon Credits](#)

Our Performance in 2025

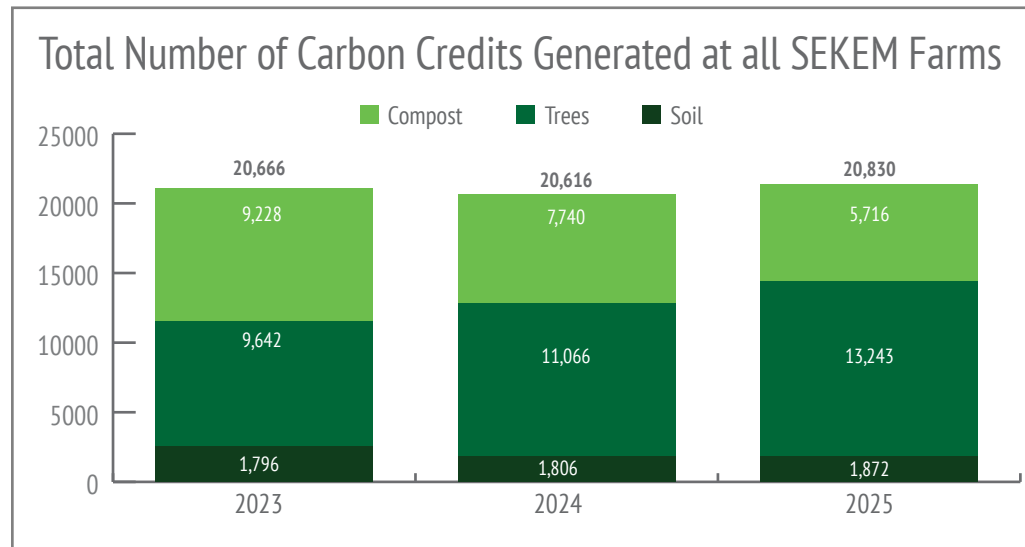


SEKEM’s overall carbon footprint improved in 2025, thanks to lower emissions across our companies driven by reduced electricity consumption from the national grid. A key contributor to this success is ISIS, which accounts for around 70% of SEKEM’s industrial emissions and achieved a strong 15% emissions reduction in 2025.



Emissions intensity (kg per net sales) across all SEKEM companies improved by 18%, reflecting stronger environmental efficiency across operations. This positive development was supported by notable reductions in absolute emission quantities at Atos (32%) and Naturetex (27%), which contributed to improved overall performance and progress toward SEKEM’s environmental objectives.





In 2025, SEKEM Farms sequestered 20,830 tCO₂e, with 53% from tree-based carbon sequestration, achieving a net positive balance of 17,132 tCO₂e after total emissions. In a country where forest cover is below 0.1% and per-capita emissions average 2–2.5 tCO₂ annually, this impact equals offsetting the yearly emissions of roughly 7,000–9,000 Egyptians.

Other News in 2025

Heliopolis University expanded its carbon footprint assessment to include student commuting emissions, led by the Carbon Footprint Center (CFC). These transportation impacts were fully offset using the Economy of Love carbon credit system, promoting carbon-neutral mobility across the campus. By integrating CO₂ certificates into university services, the initiative reinforces transparency and student engagement, positioning the university as a leader in sustainable higher education.

Through the leadership of Heliopolis University for Sustainable Development and the efforts of Carbon Footprint Center (CFC), comprehensive training programs were delivered to employees to build capacity in sustainability practices, alongside targeted awareness campaigns to foster environmental responsibility. These efforts successfully promoted eco-friendly habits across all projects, embedding a culture of sustainability in daily operations and reinforcing

the university’s commitment to climate action and responsible development.

SEKEM advanced its regenerative model by expanding reforestation to over 800,000 trees, prioritizing native species to enhance desert-reclaimed ecosystems. To bolster soil fertility, compost production was scaled to over 8,000 tons using organic agricultural waste, significantly reducing reliance on chemical inputs. Complementing these biological efforts, SEKEM initiated innovative basalt rock weathering experiments, applying crushed basalt to soil to improve mineral content and achieve measurable atmospheric carbon sequestration.

EBDA and SEKEM have advanced carbon finance by quantifying and verifying sequestration under the Economy of Love Standard, aligning with national regulatory authorities to generate high-integrity carbon credits. These credits are brought to market through the AfricarbonX auction system, a transparent registry that connects African climate projects with global buyers to create new income streams for farmers. To support carbon-neutral value chains, SEKEM further integrates sustainability into logistics by promoting carbon-conscious travel and shipment solutions. This ecosystem directly links environmental impact to economic opportunity, fostering transparency and participation in regional carbon markets.

SEKEM supports climate-focused startups and integrates sustainability into farm management by combining traditional practices with modern innovation. A key enabler is the development of digital carbon tracking tools, including GIS mapping, to monitor land use, vegetation health, and soil carbon sequestration. These technologies enhance the transparency and credibility of measurement, reporting, and verification (MRV) processes for investors. Consequently, SEKEM has built a scalable, digitally enabled model that improves productivity while centering economic development around biodiversity and carbon stewardship.

Total emissions declined 1% while emission intensity improved 18%, demonstrating effective decoupling of growth from environmental impact – SEKEM remained climate-positive with a net balance of 17,366 tons CO₂.

Heliopolis University hosts 4 Climate Heroes Ceremonies, celebrating EBDA farmers across Egypt’s governorates, in collaboration with the Economy of Love. The celebrations were attended by Egyptian ministers, governors and high level officials.

Helmy Abouleish is recognized by Forbes as one of the local heroes leading the way on Climate Action for 2025. #ForbesSustainabilityLeaders

[Full article here](#)

Our Plan for Next Year

- Measure students’ carbon footprints, promote carbon-neutral initiatives, and integrate CO₂ certificates into services.
- Train employees, launch awareness campaigns, and promote eco-friendly habits across all projects.
- Expand tree planting, scale up compost production, and conduct basalt carbon sequestration experiments.
- Develop carbon credits, launch AfricarbonX auctions, and encourage carbon-neutral travel and shipments.
- Support climate-focused startups, integrate sustainability in farm management, and develop digital carbon tracking tools.



Economic Life

SVG#10: Circular Economy

SVG#11: Economy of Love

SVG#12: Ethical Finance

SVG#13: Responsible Consumption
& Sustainable Lifestyle



Our Approach

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

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

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

Economic Life

At a Glance 2025



Economic Life

Companies' Highlights 2025

SEKEM Holding Group

In 2025, SEKEM delivered a solid financial performance, achieving 12% growth in consolidated revenues year-over-year to EGP 1,726 billion, with gross margins declining slightly from 33% to 32% despite increasing production input costs. Payments to international lenders were made fully and on time throughout the year, and the restructuring agreement obligations continued to be fulfilled. However, high domestic interest rates remained the dominant challenge, driving interest expenses to EGP 280 million and significantly compressing profitability. Management actively pursued alternative financing solutions and advanced a debt-to-equity transaction to reduce reliance on expensive local credit facilities, positioning the group for a more sustainable financial structure in 2026.

Agriculture

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

Achieved a 42% growth in revenues compared to the previous year, driven by significantly expanded farming operations across SEKEM Wahat, SEKEMMinya, and SEKEMAdleya. Over 145,000 trees were planted during the year, and the portfolio of cultivated crops diversified to include chamomile, sesame, peanuts, basil, hibiscus, black seeds, leek, peppermint, spearmint, onions, anise, and parsley – with harvest quality consistently reported as good to excellent. A major strategic shift saw agricultural operations transition from diesel generators to grid electricity and solar power, contributing to a 29% reduction in diesel consumption across the group.

Atos Pharma

Faced a challenging year, with revenues of EGP 90.3 million falling 24% below the previous year, primarily due to ongoing price regulation constraints in the Egyptian pharmaceutical market. Despite these headwinds, the company made notable progress in product development and market positioning, including the launch of Sedaneurine sales, the commencement of internal Nervapatex production, and the successful expansion of Weleda cosmetics distribution with consistent monthly sales. A strategic business case redevelopment was initiated to move away from regulated pricing, and December saw the highest monthly sales of the year, signaling positive momentum. The hiring of a new regional sales manager and the implementation of the LifeRep CRM system lay the groundwork for improved commercial execution in 2026.

Naturetex

Achieved modest revenue growth of 4% year-over-year to EGP 242.4 million, though Q4 was particularly impacted by persistent export shipment delays. A highlight was the successful entry into the Southeast Asian market, with new orders secured from Thailand and Malaysia, as well as a prestigious partnership with the Grand Egyptian Museum for organic cotton merchandise featuring pharaonic designs. The company advanced its sustainability credentials through a pioneering 100% recycled cotton production line and the development of natural plant-based dyeing techniques. A leadership transition at year-end saw Mrs. Konstanze Abouleish take over interim management responsibility, setting the stage for renewed strategic direction.

Isis

Was the group's outstanding performer in 2025, delivering EGP 1.27 billion in revenues – a 27% increase compared to the previous year and 5% above budget, with exceptional local sales growth of 38%. The company aggressively expanded its market reach, entering the UAE, France, Qatar, Germany, Jordan, and Malaysia, while achieving record e-commerce sales and launching new product categories including cheese, cold-pressed oils, and ginseng. March saw the highest monthly revenue in SEKEM Group history. Operational improvements included halving average delivery times from 82 to 40 hours and the successful launch of products on Amazon in new markets. ISIS also drove the group's sustainability metrics, managing a deliberate reduction in water production volumes that significantly lowered plastic packaging consumption.

Lotus & Lotus Upper Egypt

Delivered solid revenue growth of 8% year-over-year to EGP 308.8 million, nearly meeting budget, with local sales massively outperforming plan. The company maintained an exemplary certification portfolio, successfully passing audits for EU Organic, NOP, JAS, Bio Suisse, Naturland, Demeter, Kosher, and multiple ISO standards. Key commercial milestones included entering the Dutch market through a new partnership with Glasbeek Company B.V., exploring opportunities in Tanzania, and developing relations with Zoya in Bulgaria. A notable agricultural achievement was the first successful Demeter marjoram seed harvest and the shipment of the first leek from SEKEMMinya to customer Völpel. Export sales remained the primary challenge, falling 23% below budget due to delayed shipments and the mid-year adaptation to Control Union's new pre-ship sampling regulation.

Economic Life

Meet Our People



Mohamed Anwer
Managing Director of Isis

How long have you been part of Sekem and Isis?

I joined Sekem in 2006 and worked in ISIS which is considered the Food & Beverages (F&B) arm of Sekem. My journey in this sector started in the quality control department, where I gained a strong foundation of high product standards. Then I moved to operations, where I gained insights and experience in how to create a smooth operational flow in a factory. This build up of experience enabled me to become the managing director.

How does your role contribute to the Economic Life of Sekem?

For me, I see it as driving sustainable growth and ensuring long-term profitability. By having a broad overview, my mission is to work on external as well as internal goals. My external goals are expanding the presence of our products across international markets, increasing exports and driving partnerships with global clients. Internally, I focus

on continuously raising operational efficiency and creating value across the supply chain, which supports job creation and economic stability. By achieving these goals, I help achieve Sekem's economic goals and support its sustainable economic growth.

In what way does Isis apply circular economy standards?

Our packaging and production practices prioritize reusable, recyclable and biodegradable packaging materials to minimize waste. Our operational standards across the supply chain are regularly checked to ensure the reduction of energy consumption and the reuse or recycling of by-products whenever possible.

At ISIS, we apply circular economy standards mainly through our packaging and production practices. We prioritize reusable, recyclable, and biodegradable packaging materials to minimize waste. These continued practices reaffirm our commitment to sustainable production and circular economy practices.

How does the Economy of Love Standard contribute to ISIS and Sekem products?

Our products are certified according to the Economy of Love Standard which provides an ethical and transparent supply chain to our products, which enables consumers to track the entire cycle of the product from farming to shelf, thus contributing in raising awareness on the conscious choice of our organic products.

How do you see ISIS and Sekem products contributing to a responsible consumption and sustainable lifestyle for everyday consumers?

Egypt and the world are all now in alignment with the urgency of global action for climate change mitigation.

Everyday consumers are becoming increasingly aware of their products choices and its impact on their individual health as well as impact on the environment. ISIS and Sekem products provide the perfect integration for a choice that is environmentally friendly, organic and promotes the sustainable development of the Egyptian community. By providing products that trace their environmental, social and economic value through the Economy of Love standard, we raise the consumer's awareness on the impact of his simple choice for everyday products.

[Watch full interview here](#)



SVG 10

Circular Economy

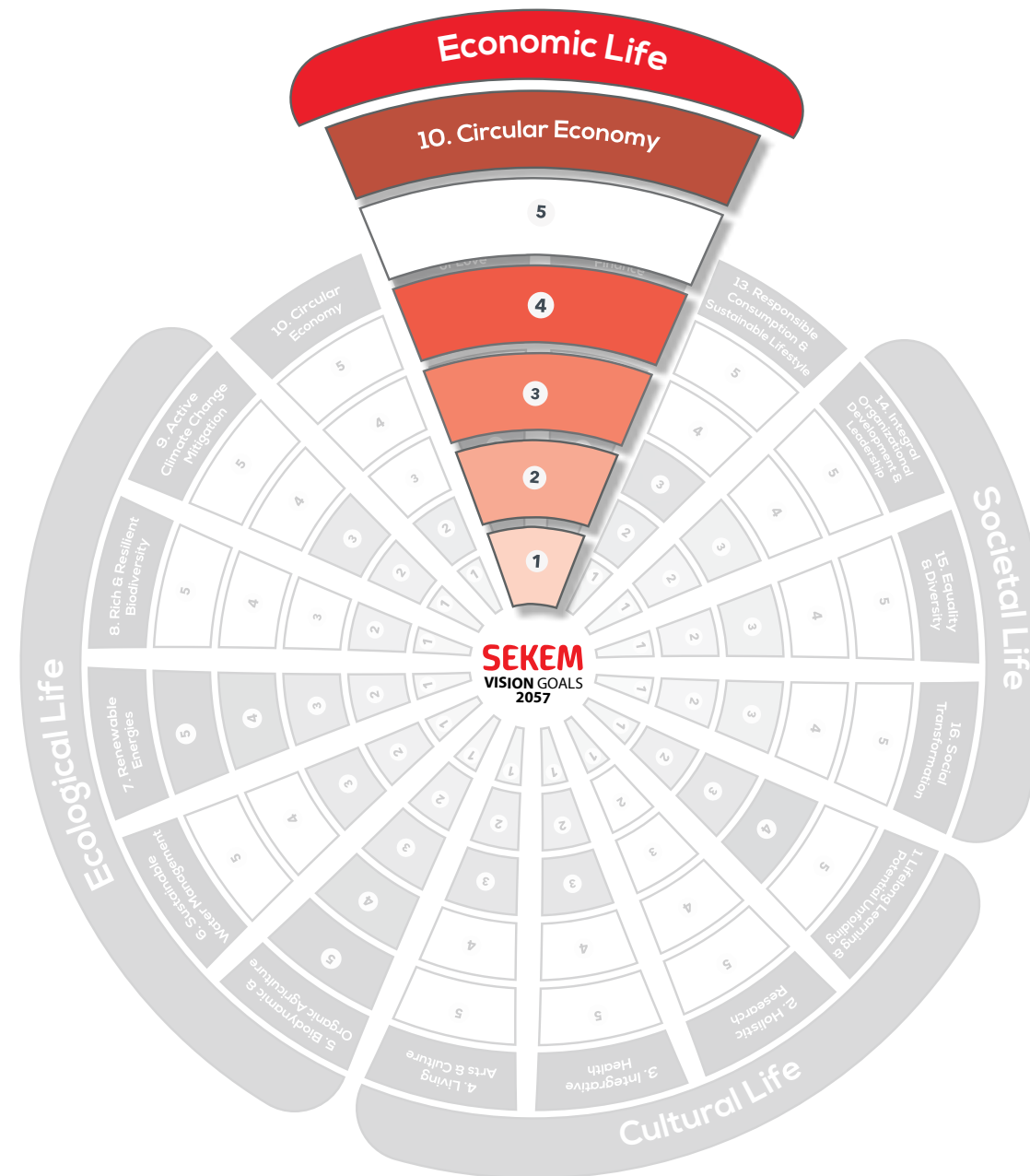
Focus topic in 2018



Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

- A circular economy is an economic model focused on reducing waste and promoting sustainability by keeping resources in use for as long as possible. It emphasizes the reuse, repair, and recycling of products and materials, aiming to create systems and markets that incentivize resource efficiency, minimize environmental impact, and close the loop on product life cycles.
- Egypt significantly improved its waste management by increasing its national recycling rate to 37%, up from roughly 20% in previous years. While mismanaged plastic remains a challenge, the government has accelerated its transition toward a circular economy through the National Strategy for Reducing Single-Use Plastic, which aims to reduce consumption to 50 bags per capita by 2030. These efforts are supported by the expansion of recycling infrastructure and the enforcement of Extended Producer Responsibility frameworks for manufacturers.
- In order to eliminate waste we must transform every element of our take-make-waste system and switch to the circular economy model.
- Egypt’s waste management strategy reached a milestone with the operational scaling of the Assiut recycling facility. Moving beyond its initial €4.5 million investment phase, the 56,000 m2 plant now utilizes advanced European technology to process 60 tonnes of waste per hour. This facility is a critical component of the National Solid Waste Management Programme (NSWMP), converting municipal waste into organic fertilizers and Refuse-Derived Fuel (RDF) while supporting over 2,000 local jobs and contributing to the national target of a 60% recycling rate by 2027.

Our Approach

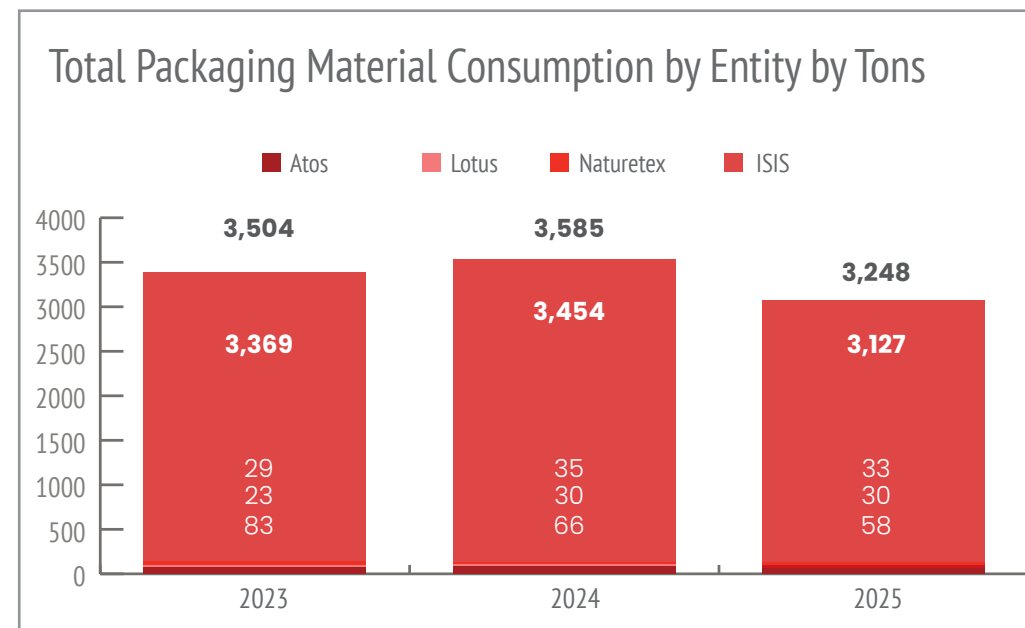
SEKEM’s places strong emphasis on **proper waste management** and optimization of its products’ packaging material.

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

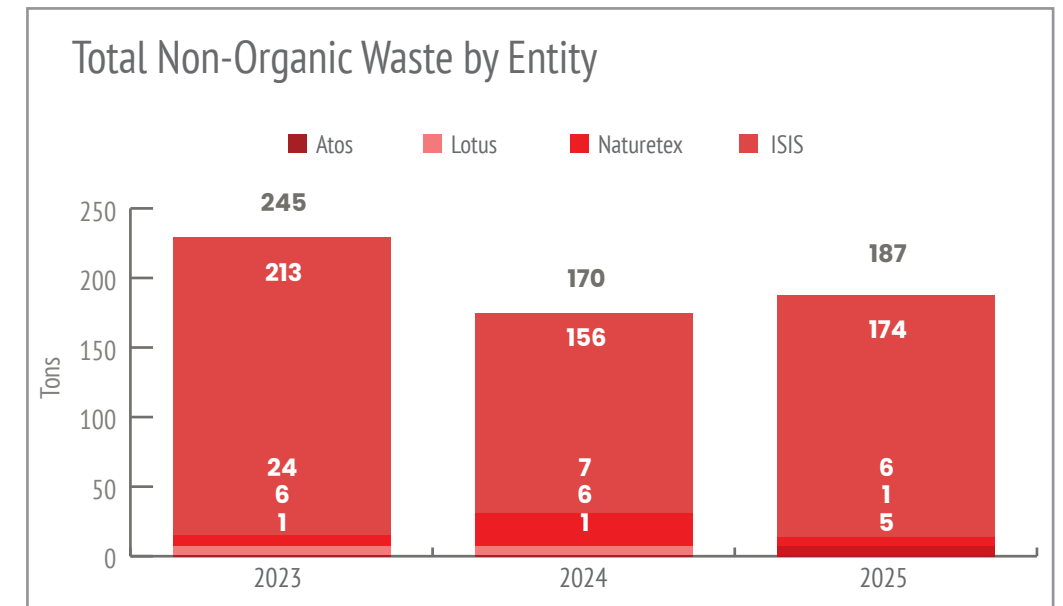
One of our priorities is to **maximize the share of recycled waste** and **raise awareness** about waste reduction and recycling practices among the SEKEM community and beyond. SEKEM has set up a **waste sorting facility** at Belbeis to efficiently process the company’s waste output

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

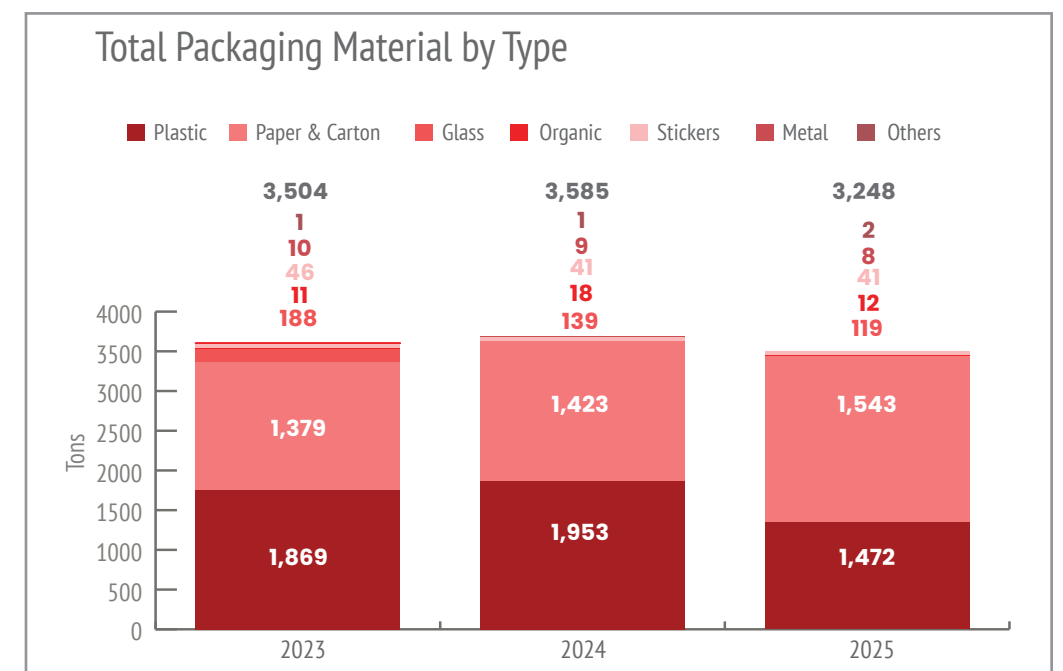
Our Performance in 2025



The volume of packaging material consumed decreased by 9% in 2025, primarily driven by a significant reduction in plastic usage at ISIS, linked to lower bottled water production volumes.

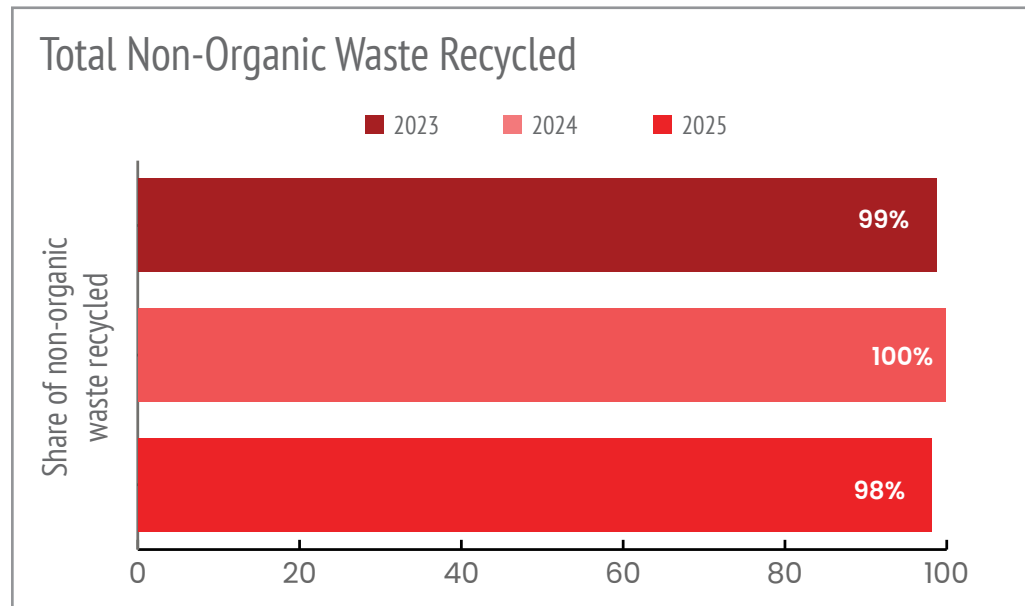


In 2025, SEKEM recorded a 10% increase in total non-organic waste production. This change was mainly linked to increased activity within ISIS, the largest contributor to SEKEM’s non-organic waste. Recognizing this trend has helped identify key areas for improvement, particularly in waste generated from ISIS water operations, where targeted actions can support better waste management and future reductions.



Our Goal 2027

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



This year, we achieved our target of recycling 98% of the non-organic waste generated, demonstrating our commitment to sustainable operations and effective resource management.

Other News in 2025

- In 2025, the MOBILISE Program strengthened circular talent development by combining international practical training in the Netherlands with post-internship modules on Design Thinking, Agricultural Ideation, Impact Measurement, and Ecosystem Dynamics, extending these opportunities to students from Kafr El-Sheikh University. Through the “Turning Research into Action” workshop, academics and students applied frameworks like the Triple Bottom Line and the 9R method to commercialize green research. Students advanced their skills by developing green business model canvases and final prototypes in the FabLab, with many projects showing strong potential to transition into viable startups. In parallel, the Estedama Incubation Program completed its fifth cycle, selecting 14 high-impact ventures from 42 applicants to provide tailored technical, legal, and financial mentoring across key circular sectors, including dedicated tracks for student-led startups.
- SEKEM has significantly advanced its circular economy

framework by processing 385,863 kg of waste effectively diverting materials like cardboard, PET, and glass from landfills into high-value recycling streams. This operational success is underpinned by the Wahat Farm Waste Management Plan, a “closed-loop” system that mandates source-level segregation into organic and solid waste, ensuring a consistent supply of high-quality compost for biodynamic agriculture. These internal efforts were complemented by the “Waste for Food” initiative across the 13 villages, which engaged over 1,700 households and 2,050 students in a waste-for-vegetables exchange model. By combining rigorous data-driven audits with community-based training for 137 stakeholders, SEKEM has successfully linked environmental stewardship with food security and regional resource recovery.

- SEKEM promotes a circular and regenerative agricultural model through integrated systems of biochar, biogas, and composting across its farms. The expansion of biochar production, validated by successful small-scale trials, aims to enhance soil health by improving structure, nutrient retention, and water-holding capacity, with a new production line set to process 1 ton per hour. Concurrently, SEKEM’s biogas units convert organic residues and livestock manure into renewable energy and nutrient-rich digestate, which is refined into tailored fertilizers, while decentralized composting facilities recycle waste into nutrient-rich compost. Outreach activities and training programs empower local farmers to adopt these sustainable practices, fostering soil health and reducing waste
- NatureTex pioneered a 100% recycled cotton production line and advanced a natural dyeing project, significantly boosting the company’s circular credentials.
- Group-wide packaging volumes declined 9% year-over-year, with plastic reduced by 25% — primarily driven by ISIS’s deliberate reduction of water production packaging.
- SEKEM has significantly advanced its circular economy

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Our Plan for Next Year

- Integrate circular economy concepts into courses and develop student-led circular business models.
- Expand waste sorting, composting, and recycling initiatives across all operations.
- Scale biochar, biogas, and organic waste reuse for soil health and farm sustainability.
- Introduce design-for-circularity criteria into product development and packaging decisions across SEKEM Group companies, with a first focus on ISIS and NatureTex.
- Develop circularity KPIs that go beyond recycling rates — including material reuse, recycled-input share, product longevity, and water/energy loop closure.

SVG 11

Economy of Love

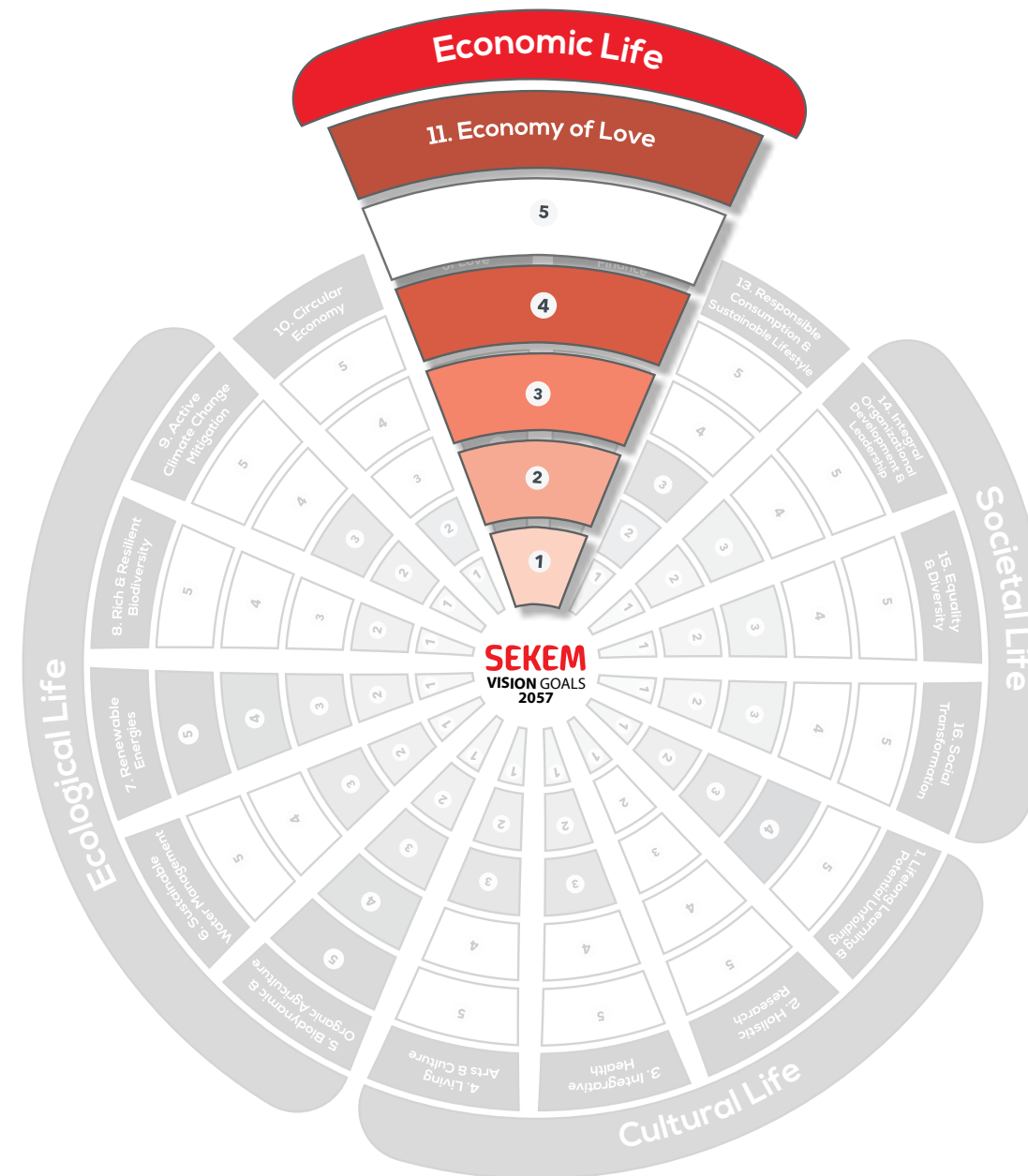
Focus topic in 2019



Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

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

implementing carbon-positive agricultural practices

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

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

Our Performance in 2025

EBDA reports that, as of October 2025, farmers registered under the EoL standard had generated a pool of more than 268,000 issued carbon credits, of which over 35,000 had already been sold. In addition, a further 130,000 credits were expected to be issued by the end of 2025. Based on an assumed market price of €25 per EoL carbon credit from farmers, the issued credits alone represent a potential market value of approximately €6.7 million.

Other News in 2025

- The Economy of Love (EoL) standard reached a major milestone by expanding into Brazil. With support from Valor.ea and SEKEM, it was translated and adapted to the Brazilian context, with first certified projects expected in July 2026.
- EBDA is diversifying carbon credit sales through the local carbon market, the Ormex project in France, and planned endorsement under CORSIA between 2026 and 2027.
- EBDA integrates Economy of Love principles into economics education through tailored curricula, practical tools, field demonstrations, case studies, and awareness campaigns.
- EBDA expanded the EoL Carbon Credit Marketplace, linking smallholder farmers with international buyers and integrating true cost accounting into economic calculations.

- For the first time, 1,500 Economy of Love Carbon Credits were traded on the Egyptian Stock Exchange, with Concrete as a key buyer.
- EoL criteria were updated to align with the IFOAM Family of Standards, strengthening its position as a globally recognized certification standard.
- ISIS Organic expanded SEKEM's market reach by introducing EoL-certified products in the UAE, France, Qatar, Germany, Jordan, and Malaysia.
- A Brazilian EoL delegation visited SEKEM to explore implementation in Brazil, marking the standard's first foothold in Latin America.
- SEKEM promoted the Economy of Love at Biofach and Gulfood, strengthening customer relations and identifying new international partners.
- The Participatory Guarantee System certified more than 489 farms across 23 governorates, supported by 148 trained peer reviewers.

Our Goal 2027

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

Our Approach

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

sustainable, ethical and transparent across the entire supply chain.

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

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

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

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

Our Plan for Next Year

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

SVG 12

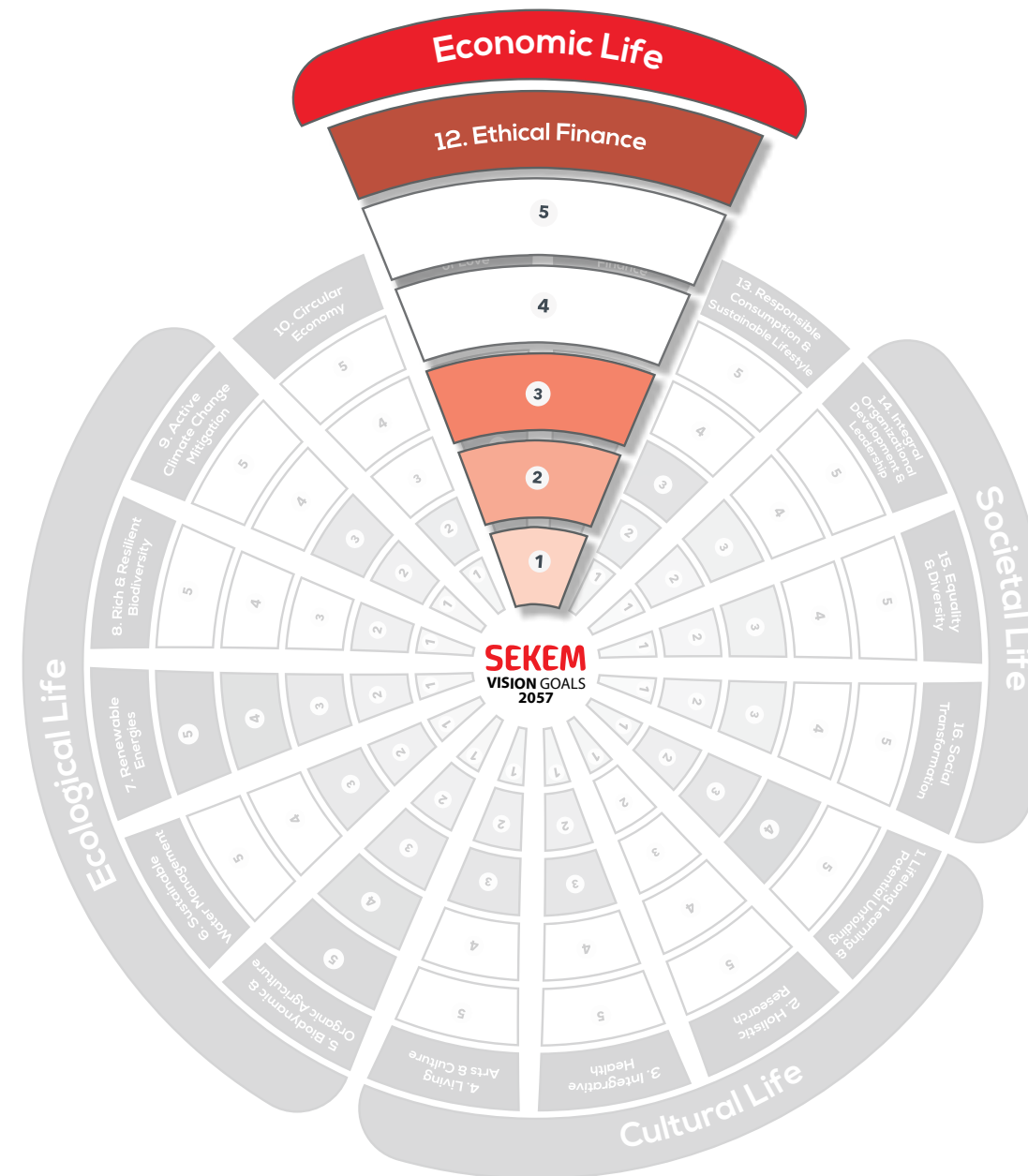
Ethical Finance

Focus topic in 2020

Our Vision for Egypt 2057:

Egypt has implemented ethical banking and finance.

Link to UN Sustainable Development Goals:



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

Why it matters

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

Our Goal 2027

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

SEKEM's Approach

In cooperation with its economic partners and the **HU, SEKEM** strives to work only with **green banks** and meanwhile establish an **alternative model of ethical banking** in Egypt.

10% of **SEKEM Holding** profits are **invested into cultural activities**, mainly under the SDF.

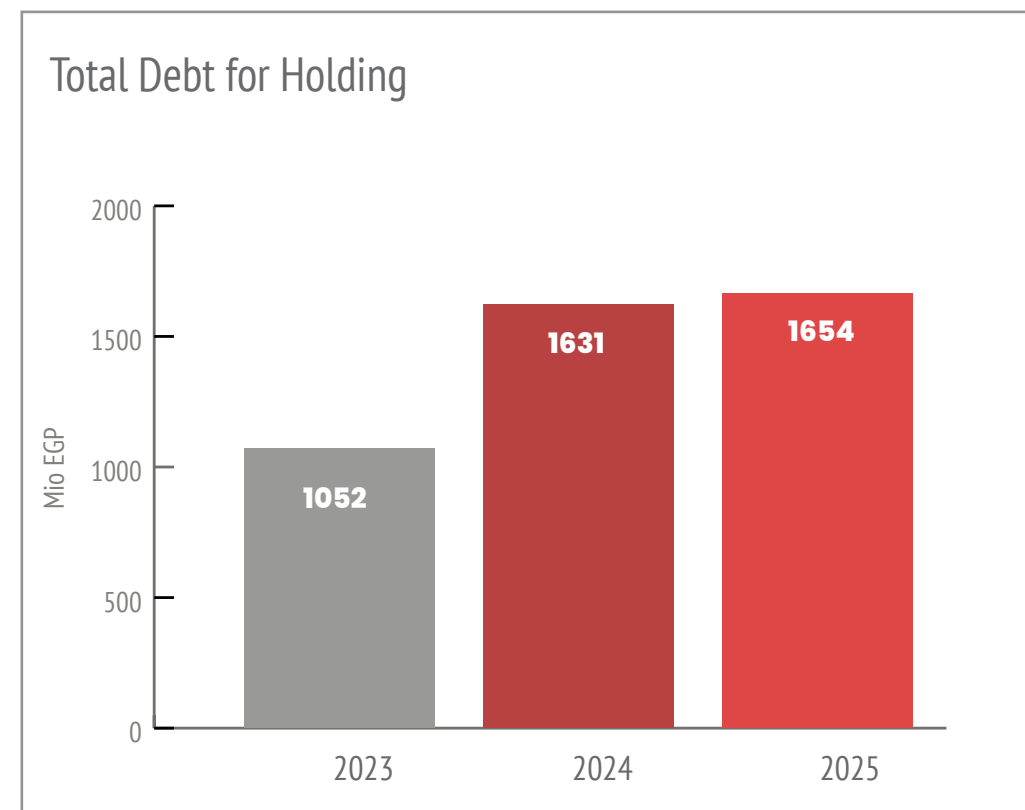
SEKEM Bedaya-Marilou Fund program under **SDF** distributes micro loans and supports the residents of the 13 villages around SEKEM to start their own business that aligns with SEKEM Vision and sustainability standards.

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

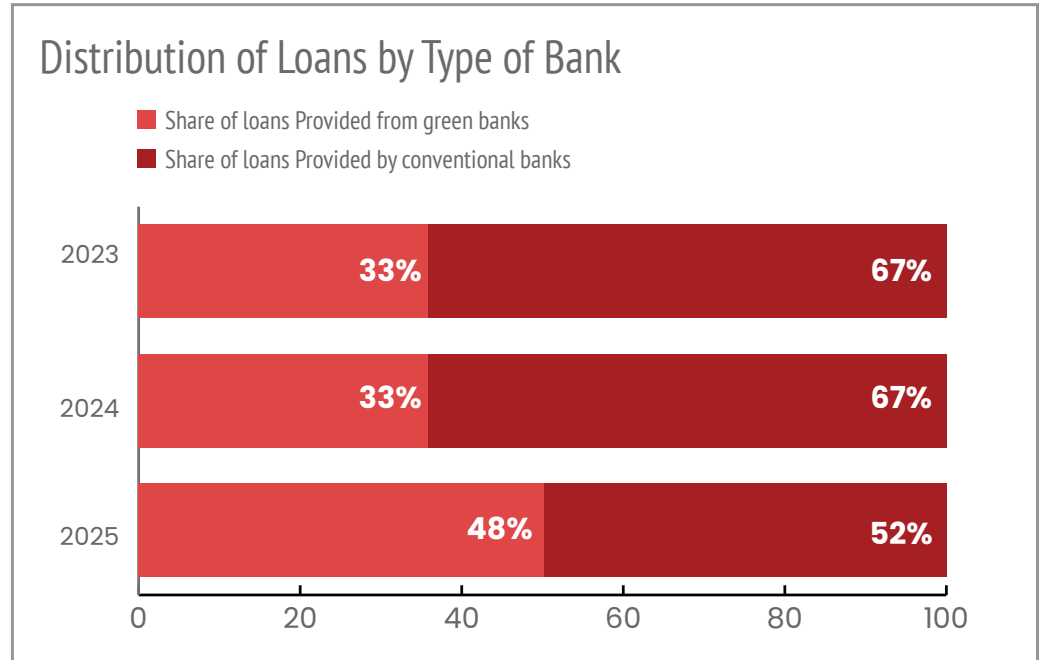
For two years **SEKEM** has implemented a **Miza point system** in which all SEKEM & HU Employees can circulate given bonus points and use them in the SEKEM Shops. In the future these

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

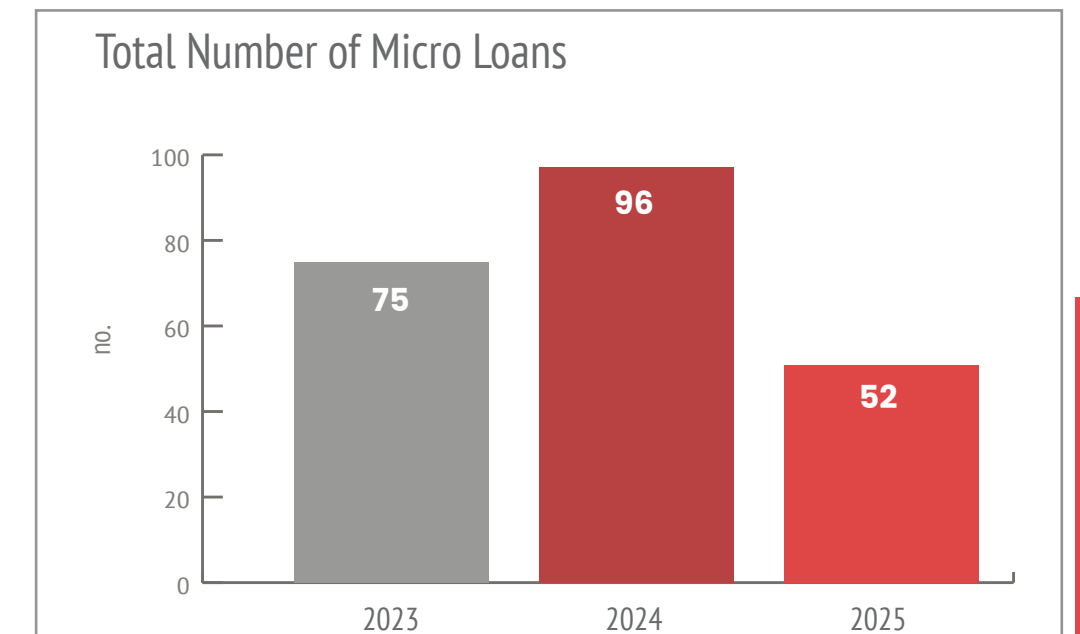
Our Performance in 2025



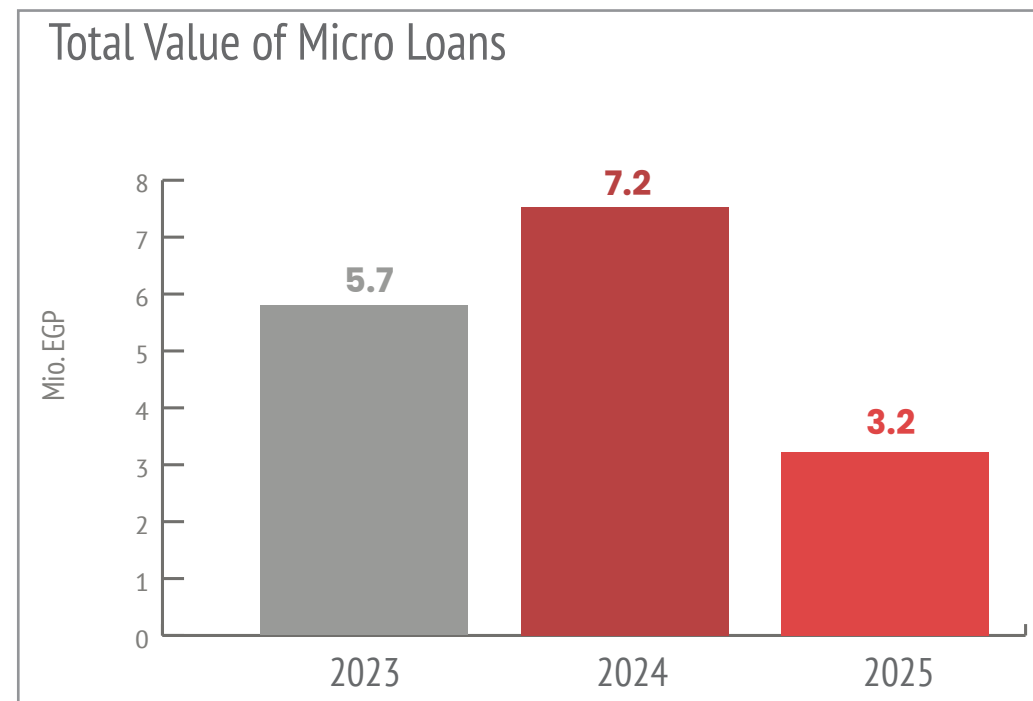
SEKEM consistently fulfills all repayment commitments to international lenders on schedule. Total outstanding debts from DFI and impact funds represent 45% of the total debt portfolio. There was a slight increase in total debt during 2025 to fulfill working capital requirements and investment needs.



The share of green bank financing decreased from 67% to 52% in 2025, as conventional bank financing grew to meet higher investment needs associated with revenue growth. SEKEM remains committed to increasing the green financing share in line with its ethical finance goals.



A total of 52 clients, down from 96 in 2024, benefited from microloans, This indicates a decline from 7.2 Mio in 2024 to 3.2 Mio EGP (-56%). Several of which were women and originating from the 13 Villages and Wahat. The loans covered diverse aspects such as animal husbandry, craft activities, agricultural production, PV and irrigation systems installations.



Other News in 2025

- Eco-Fund is the financing partner of SEKEM that manages microcredits and SME financing for projects that promote sustainable development. Starting in 2025, Eco-Fund has provided a total of 940,475 LE in loans to four farmers. One of these loans is designated for solar energy panels to support irrigation networks, while the others are for animal production projects. All the four farmers are in Wahat related to Giza governorate.
- The Egyptian Biodynamic Association (EBDA), in collaboration with the DoPay team and the National Bank of Egypt (NBE), successfully reached a major milestone in securing fair

and transparent financial transactions for its farming community. As of July 2025, a total of 2,091 customized Meeza cards have been issued to farmers, specifically designed to streamline the disbursement of Economy of Love (EoL) carbon credit entitlements and other financial incentives. This initiative effectively transitions smallholder farmers into a formal, secure digital economy, allowing them to receive instant payments for their environmental services—such as those honored during the “Climate Heroes” ceremonies.

- SEKEM transitioned 80% of its long-term funding to ethical banks and sustainable institutions like GLS and Oikocredit. By integrating Economy of Love Carbon Credits, the organization unlocked independent revenue streams to support 40,000 farmers, while maintaining a rigorous divestment policy against speculative and non-green financial entities.
- SEKEM advanced its commitment to regenerative economics by launching the Economy of Love (EoL) Finance Certification for regional partners, integrating Full Cost Accounting principles to internalize environmental and social impacts. This was complemented by new educational initiatives at Heliopolis University, including a mandatory Regenerative Finance Module for business students and the hosting of the 2025 SEKEM Finance Forum, which connected international investors with local farmers to restructure micro-financing for soil health.
- Management advanced a debt-to-equity transaction and actively sought alternative financing to reduce reliance on expensive local credit facilities, which drove interest expenses to EGP 280 million (+41% vs. 2024).
- Women’s saving and loan boxes were introduced in collaboration with IDAM Minia as part of the Rural Women’s Empowerment Project, supporting financial inclusion for women in 13 villages.

Our Plan for Next Year

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



SVG 13

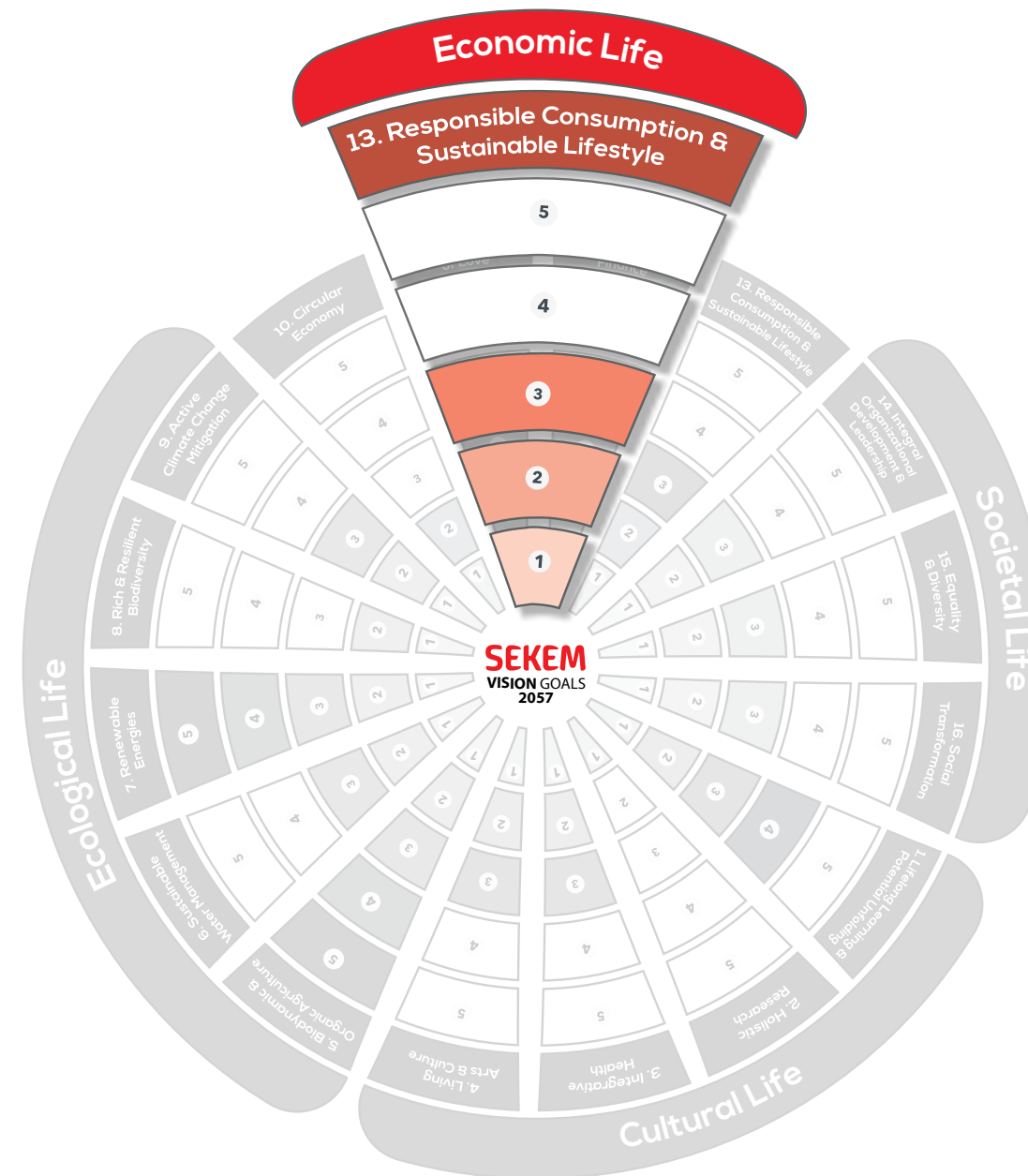
Responsible Consumption & Sustainable Lifestyle

Focus topic in 2021

Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

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

Our Goal 2024

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

SEKEM’s Approach

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

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

[Visit SEKEM online shop](#)

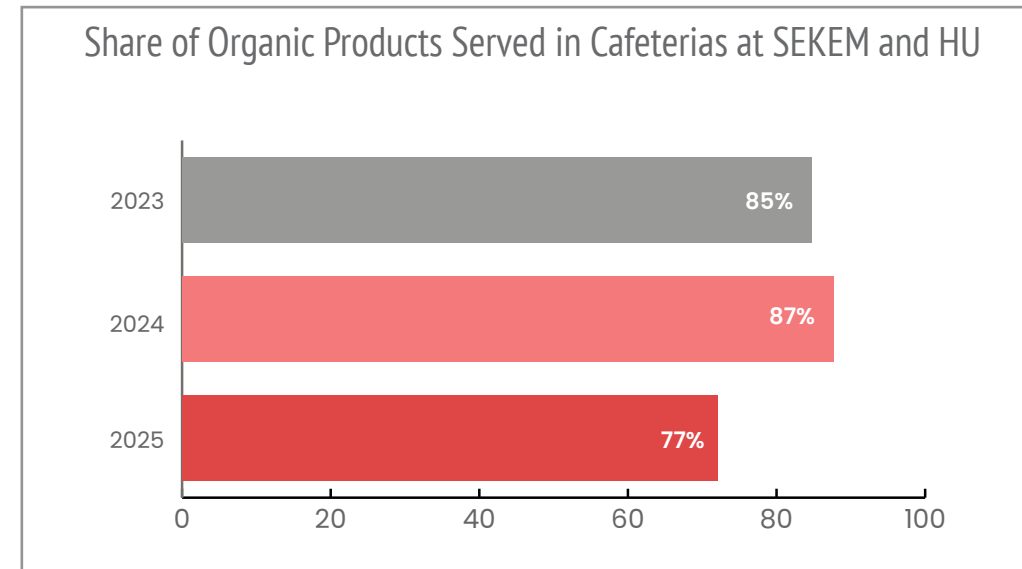
At **SEKEM Wahat Farm** we practice creating new buildings from local materials, offering solar water heaters to the inhabitants and domestic PV energy to private households.

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

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

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

Our Performance in 2025



The share of organic products served in SEKEM and HU cafeterias declined to 77% in 2025, down from 87% in 2024. This decrease was mainly due to animal-based products from external suppliers. We aim to reverse this trend and return to higher levels in the coming year.

Other News in 2025

- ISIS achieved record e-commerce sales, including a single-month record of EGP 2.6 million in May, while halving average delivery times from 82 to 40 hours.
- EBDA added orange to its Fairtrade certificate and established drying units in five farms, expanding the range of Fairtrade-certified products available to responsible consumers.
- The first 20 eco-friendly apartments are currently under construction and are scheduled for completion by autumn 2026.
- Employee housing at SEKEM El Minia Farm has been completed, and 32 engineers have been living in the new building since autumn 2025.

- Furniture production increased by 30% in 2025 compared to 2024. The reduction of imported wood has not yet been achieved, but intensive efforts are underway to reach this goal.
- our sustainability goals and support for local craftsmanship.



Our Plan for Next Year

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



Societal Life

SVG#14: Integral Organizational Development and Leadership

SVG#15: Equality & Diversity

SVG#16: Social Transformation



Our Approach

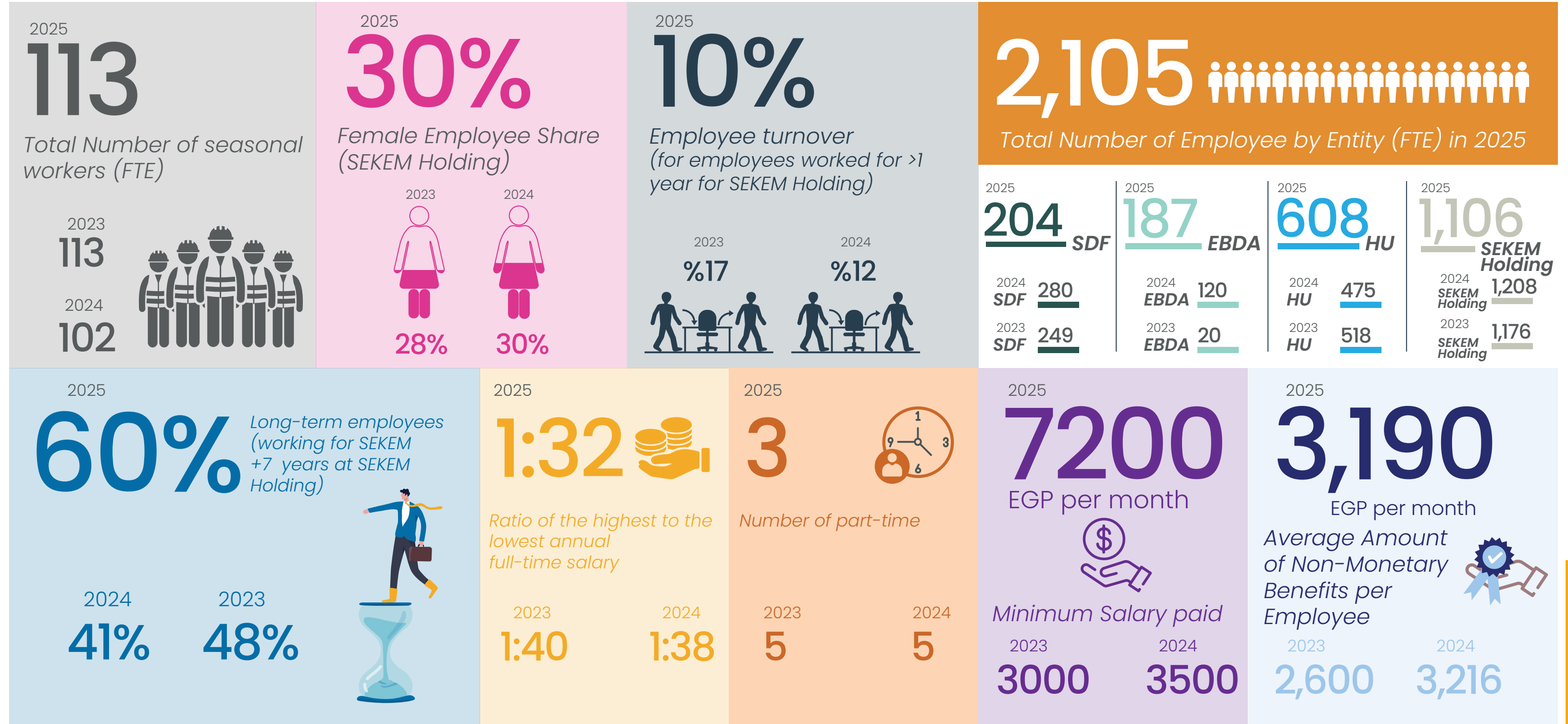
SEKEM is dedicated to pioneering social innovation as a means to address complex societal challenges. We uphold inclusivity, dignity, and equity as core values, recognizing gender equality, intergenerational dialogue, and cultural diversity as essential pillars of a just and resilient society. Our work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

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

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

Societal Life

At a Glance 2025



Societal Life

Meet Our People



Nana Woo

Project Manager of Rahma Initiative at the Integrative Health Center of Heliopolis University

How long have you been part of the Heliopolis University-HU and Sekem Community and how did your journey look?

In 2016 I came to SEKEM as an intern, and after three years, in 2019 I made the decision to move to Sekem. Throughout my seven years journey, I wore many hats and had diverse roles, which allowed me experience its holistic sustainable development approach from multiple perspectives. I began in the field of human development, then worked with the HU Education for Sustainable Development Center, followed by the Economy of Love initiative. For the past four years, I have been based at the Integrative Health Center and the SEKEM Medical Centre, where my work has focused more directly on health and wellbeing.

What's your perspective on the Social Life at Sekem?

For me, social life at SEKEM is deeply rooted in a rural context in Egypt, yet it also brings together a very diverse mix of people. You find individuals from the surrounding villages working side by side with people from diverse cultural and international backgrounds. Sekem welcomes a wide range of visitors from EU ambassadors and students from Minya, to farmers from across Africa, and a doctor without borders. Each day brings new encounters & stories, creating a living space of exchange, learning, and connection. This diversity creates a unique social environment where different worlds meet. For me, this is what makes social life at SEKEM so alive and meaningful.

How does your role in the Rahma Initiative support the Societal Development Goals of Sekem?

The Rahma Initiative was born to be a safe space for women in rural areas to connect with their own body and soul, alongside the busy daily life of being a mother, caring for their children and family. My role is to care and nurture the initiative and support each woman as she unfolds her own potential. Through regular meetings we ensure a shift in mindset about health; where dialogue with oneself and other women in the community enables us to reflect on our lifestyles and explore ways to become healthier and happier.

How do you see leadership skills being developed with the coaches who are now leading the initiative?

For us, leadership is not about directing or advising, but about creating a space where others feel safe to meet themselves and to speak about real, often unaddressed issues. We place strong value on qualities such as deep listening, patience, and empathy. The role of the community leader is to hold space rather than to lead in a directive way.

How was the goal for equality and diversity promoted and came to life during the last year?

One of our key intentions is to design development programs that are truly accessible and relevant to individuals and specifically women in rural areas. We also aim to create real opportunities for women to grow and develop their potential. Many have the capacity to become educators, professionals, or leaders in their communities if they are given the chance, and we support them in discovering who they are and what they love to do, while honoring their roles as in their communities and families.

In what aspects do you see social transformation happening at Sekem?

SEKEM, rooted in rural areas, creates opportunities for people who might not otherwise have access to different ways of living, learning, and developing. Today, SEKEM is not only a place or an organization, it's a living vision that extends beyond its physical boundaries. Through human-to-human connection, this vision spreads into surrounding communities. When people experience warmth, dignity, and compassion, they naturally carry and share it with others. In this way, social transformation happens as a ripple effect growing organically through relationships and lived experience.



SVG 14

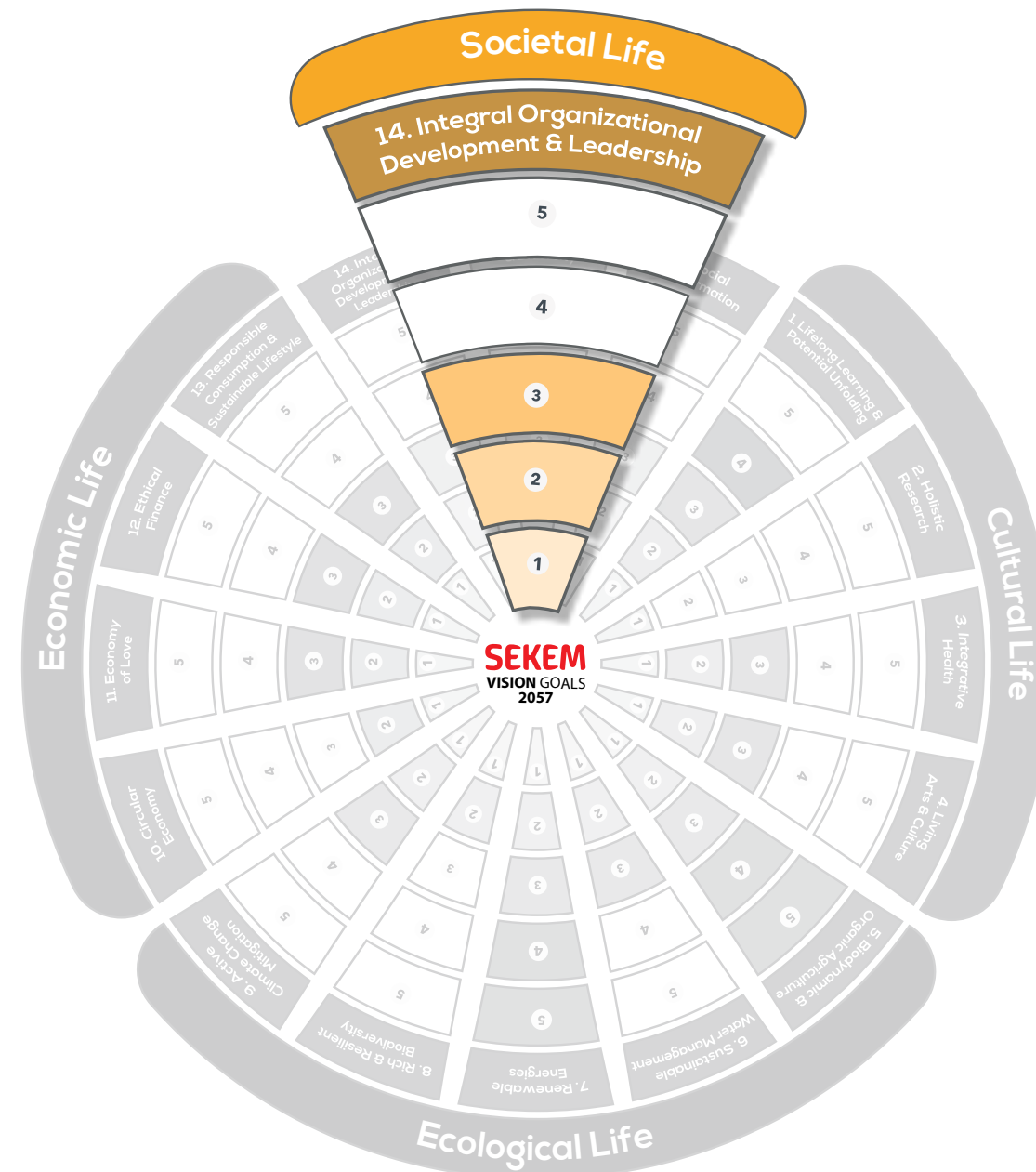
Integral Organizational Development and Leadership

Focus topic in 2024

Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



- 1 VISIONING PHASE**
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In Centers, With Partners, HU, SEKEM Companies and NGOs
- 4 UPSCALING PHASE**
In 13 Villages Around SEKEM, SEKEM Wahat Farm
- 5 MAINSTREAMING PHASE**
All Over Egypt

Why it matters

- Humankind has a tendency to move to higher degrees of self-organization and purpose driven organizations that adapt to their environment and social needs.
- Integral organizational development is a holistic approach to managing change

Our Goal 2027

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

SEKEM’s Approach

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

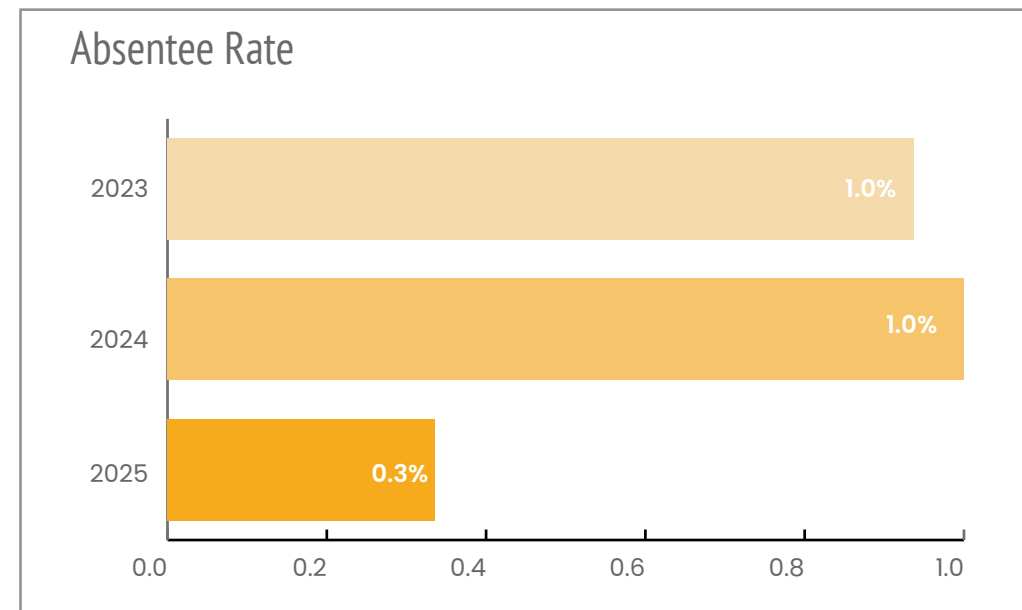
SEKEMsophia concept is grounded in this dynamic approach and guides the process for leadership and organizational development for the **implementation of the SEKEM Vision**.

Due to the complexity of **SEKEM’s evolving institutional ecosystem** it can be challenging for leaders of individual organizations within this ecosystem to leverage the opportunities and synergies that exist across the broader network.. Many are understandably focused on managing the immediate demands and challenges of their own entities, which can limit their capacity to act strategically as part of a larger whole.

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

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

Our Performance in 2025



The absentee rate dropped significantly to 0.29% in 2025, down from 0.99% in 2024, reflecting improved employee well-being and engagement following the organizational development initiatives launched as part of our 2024 focus topic.

Other News in 2025

- EBDA completed a 4-month leadership course covering active listening, conflict resolution, delegation, and empathy walks, complemented by a public speaking course for EBDA, CFC, and Organic Egypt staff.
- A mindful leadership program with the lean-in Institute (Germany) was conducted across all SEKEM institutions, concluding with a certificate ceremony and tree planting at SEKEM Wahat.
- SEKEM Holding, ISIS, Lotus, NatureTex, and ATOS successfully passed surveillance audits for ISO 9001, ISO 14001, and ISO 45001 management system standards.
- Mrs. Konstanze Abouleish assumed interim General Manager responsibility at NatureTex following the departure of Mr. Atef Anwar.
- Management prepared and presented the 2026 consolidated budget to the Board of Directors, while advancing a debt-to-equity transaction to strengthen the group’s capital structure.

Our Plan for Next Year

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

SVG 15

Equality & Diversity

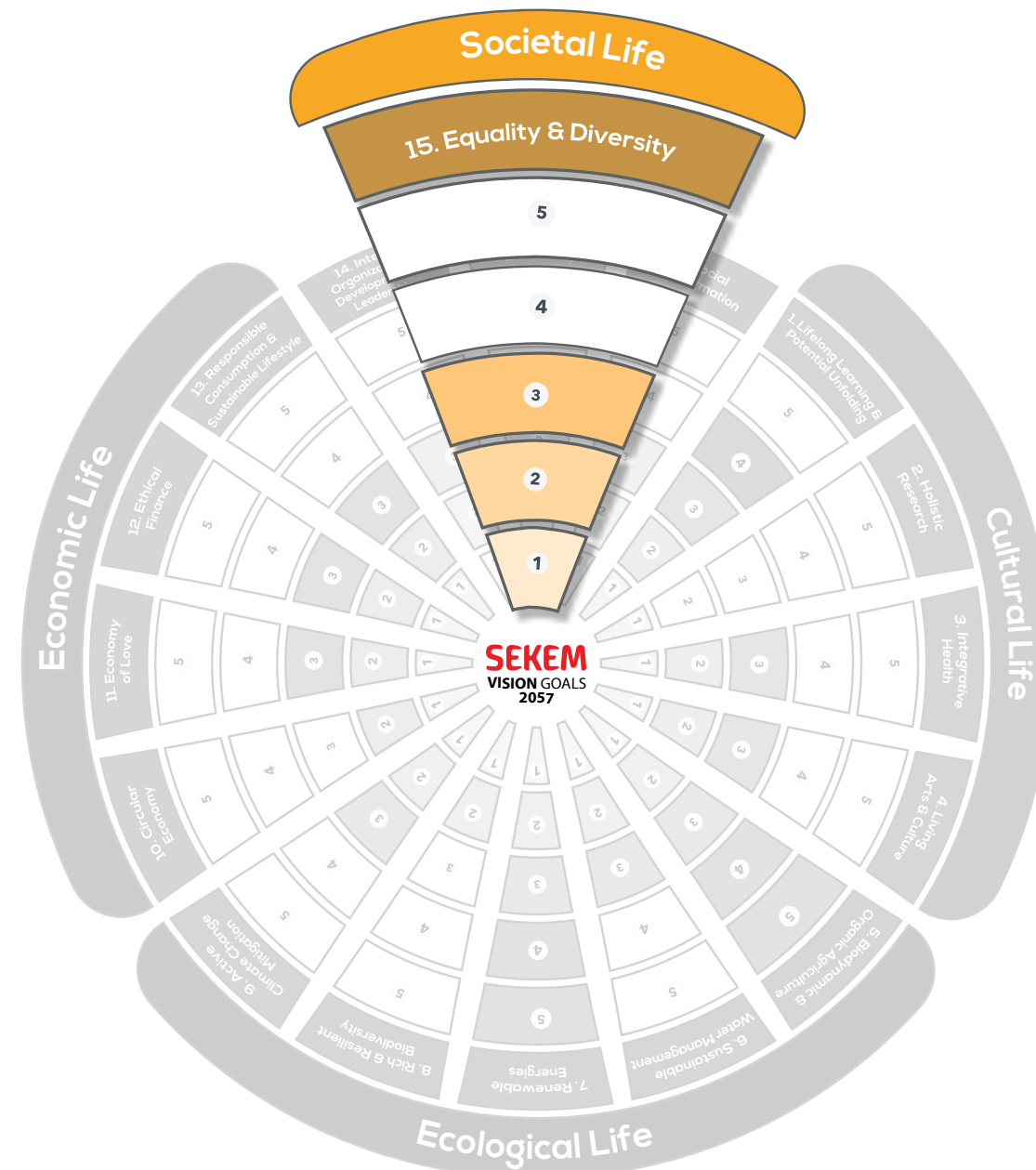
Focus topic in 2025



Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

- Equality and diversity stand for providing all people with equal opportunities and removing any chances of discrimination.
- Organization that celebrates diversity among its employees lowers the employees turnover rate by creating a happy and safe working environment.
- Gender inequality is a major issue in Egypt, with the country ranking 129th out of 156 in the Global Gender Gap Index.
- Minimum wage ensures that all workers have fair income and equal opportunity to achieve a decent standard of living.
- As of March 1, 2025, the national minimum wage in Egypt was raised to EGP 7,000 per month for both the public and private sectors, marking a nearly 200% increase from 2022 levels. However, persistent inflationary pressures have caused the living wage reference value to climb significantly. According to the Anker Research Institute, the estimated living wage for urban Egypt in 2025 has reached EGP 14,624 per month, indicating that while the official minimum wage has seen historic growth, a substantial gap of over EGP 7,600 remains between the legal minimum and the amount required for a worker to afford a basic but decent standard of living.

SEKEM’s Approach

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

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

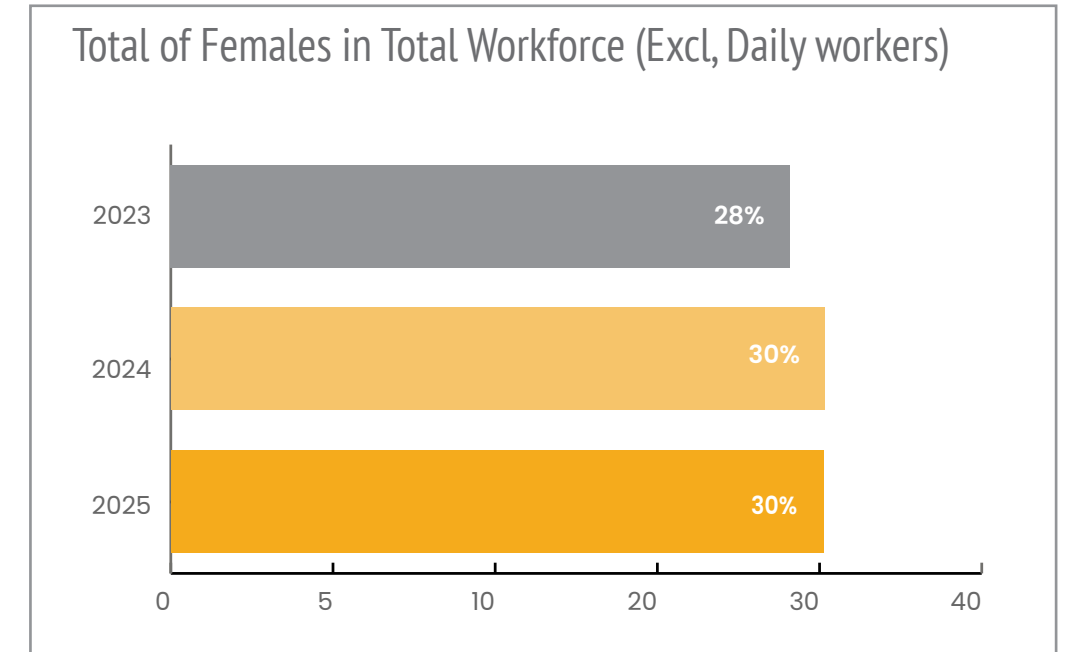
SEKEM provides educational and job opportunities for people with **special needs**. In our **Special Education Program** they can choose a qualification, aligned with their capabilities, allowing them to develop practical skills and become active contributors within our workforce.

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

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

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

Our Performance in 2024



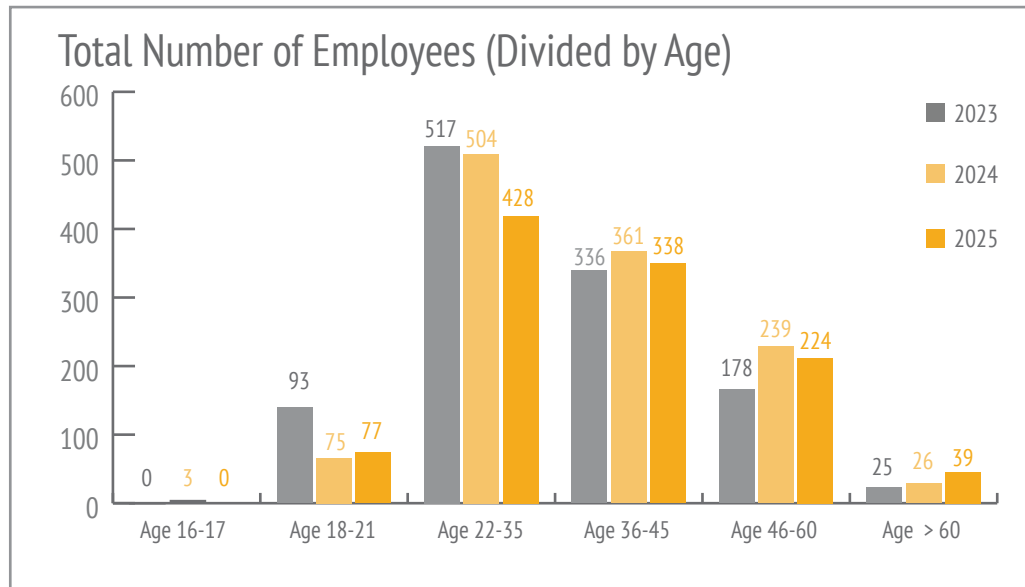
The share of women in the workforce remained stable at 30% in 2025, maintaining a level of female representation that continues to exceed Egypt’s national average of 18%, as reported by the World Bank in 2024. This sustained performance reflects SEKEM’s ongoing commitment to fostering a diverse and inclusive workplace while continuing its efforts toward the long-term objective of achieving 50% female representation by 2027.

While the absolute number of female employees declined from 356 in 2024 to 335 in 2025, the proportion of women within the workforce remained unchanged, indicating that female representation was maintained despite changes in overall workforce size. This stability demonstrates continued progress toward a balanced and inclusive gender structure.



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.



At SEKEM, we appreciate the value of a multigenerational workforce, as the exchange between different age groups contributes to a dynamic organizational culture and a rich mix of ideas and experiences. This approach is reflected in our diverse age profile, with the largest share of employees falling within the 22–35 age range.

Other News in 2025

- SEKEM implemented specialized training to foster holistic transformation, utilizing the “Mindful Leadership” framework to harmonize self-awareness (Me), social relationships (You), and ecological responsibility (We). This was enhanced by “Intuitive Thinking” modules, based on Rudolf Steiner’s philosophy, to empower leaders with the cognitive tools to perceive and navigate complex sustainability challenges.
- HU-ECSI advanced social inclusion by strengthening women’s financial and marketing capabilities through a specialized Women Empowerment Program, supported by an entrepreneurship framework in partnership with

the Kheir Wa Baraka Foundation and the New Woman Association. It also provided vocational students with technical training in Life Cycle Assessment and Social Entrepreneurship, equipping them with tools related to the circular economy to address community challenges. In parallel, HU-ECSI supported young entrepreneurs by collaborating with the Egypt Entrepreneurship and Innovation Center (EEIC), participating in the 2025 SMEs National Conference, and engaging in innovation training camps—connecting emerging Egyptian startups to the global value chain and helping them develop impactful green businesses.

- The female share of SEKEM’s workforce stayed stable at 30%, approaching the 2025 target of 40%. NatureTex reached 40%, ISIS grew from 28% to 31%, and Lotus from 20% to 25%.
- The first cohort of women graduated from the Rural Women’s Empowerment Project across 13 villages — trained in sewing, cooking, soap-making, poultry farming, and childcare.
- The Vocational Training Center achieved near-parity with 151 female and 143 male apprentices across its 11 departments.
- SEKEM Schools’ student body reflects remarkable social diversity: 68% rural, 14% Bedouin, and 18% urban backgrounds.
- EBDA organized an International Rural Women’s Day event together with HU, Enroot, Aswan University, and the Om Habiba Foundation, as part of the EU-funded Tamkeen project.
- Employeesatisfaction surveys were successfully conducted to evaluate and improve the social environment. These assessments led to specific team-collaboration initiatives, and the organization is committed to performing these surveys annually to ensure a thriving work culture.

Our Plan for Next Year

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



SVG 16

Social Transformation

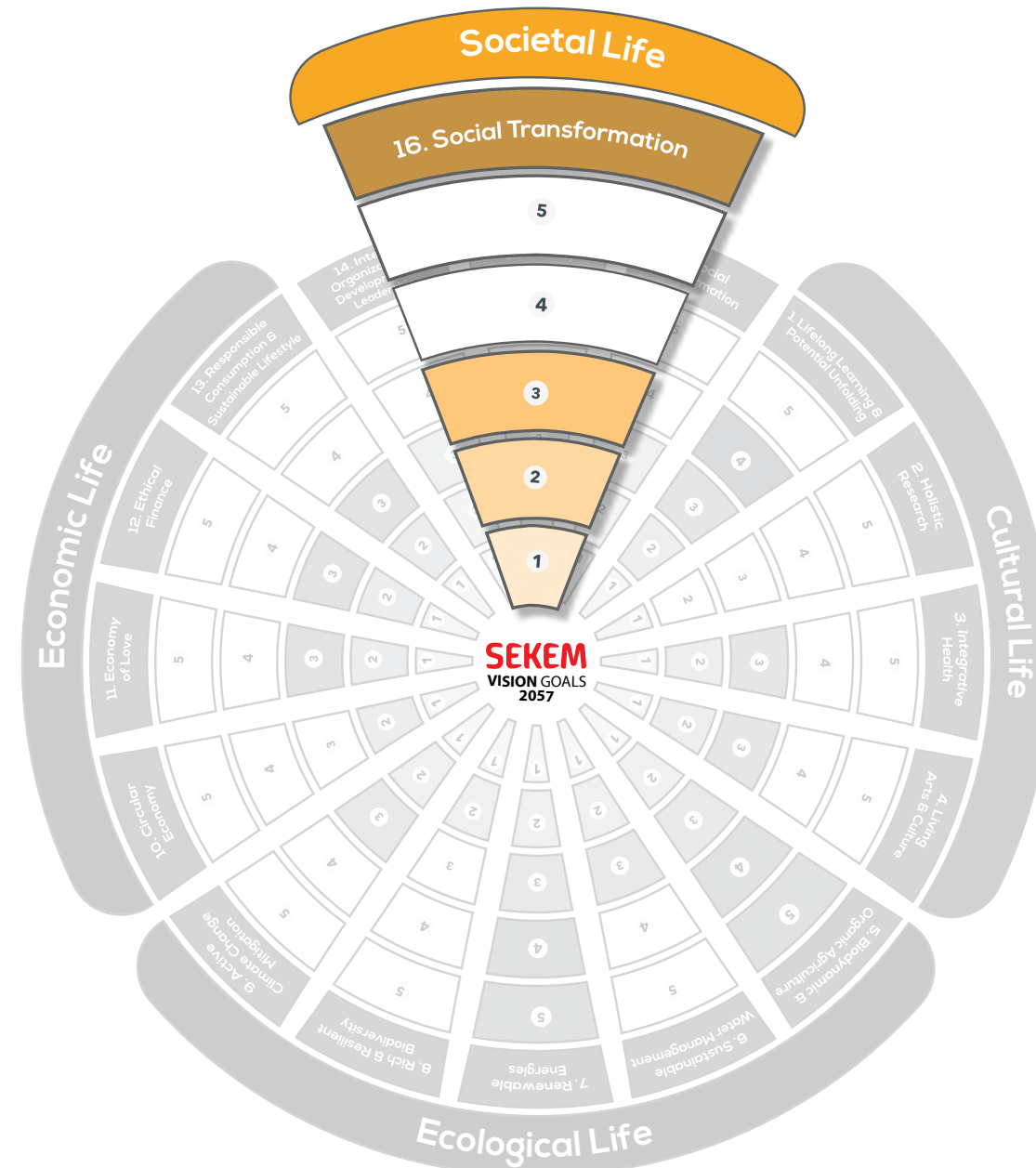
Focus topic in 2023



Our Vision for Egypt 2057:

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

Link to UN Sustainable Development Goals:



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

Why it matters

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

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

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

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

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

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

Other News in 2025

- Through the Health on Wheels initiative, SEKEM established a multi-stakeholder healthcare network involving the Faculty of Physical Therapy, SEKEM Medical Center, and governmental rural health units, successfully localizing medical services by engaging village doctors and pharmacists to streamline patient referrals and follow-up care. This collaboration provided free physiotherapy to 1,500 beneficiaries supported by 185 specialized transportation trips, maintaining a consistent service rate of 8–15 patients daily while empowering local women as health ambassadors to drive awareness and ensure treatment adherence across the community.
- ECSI successfully implemented the SVG 10: Circular Program (co-funded by the EU), which facilitated a circular talent development and mobility phase. Selected students from the Faculty of Organic Agriculture traveled

to the Netherlands for practical horticulture training across various agricultural and food industry sectors. This exchange not only provided technical expertise in climate-smart agriculture but also strengthened international bonds. To ensure the knowledge was shared locally, the program was also extended to students from Kafr El-Sheikh University, fostering cross-institutional social and academic connections.

- ECSI advanced eco-business initiatives by training students to develop Green Business Model Canvases and final prototypes using the FabLab, while the Estedama Incubation Program successfully supported 14 high-impact ventures in the agri-food and renewable energy sectors. Simultaneously, the EoL EDU framework was expanded through “Turning Research into Action” workshops, which equipped students and academics with regenerative tools like the 9R method (Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle) and the Triple Bottom Line to transform academic research into practical, sustainable enterprises.
- SEKEM scaled its “13 Villages” model into a driver of social transformation for 35,000 residents through integrated initiatives in Education for Sustainable Development (ESD), youth sports, and rural entrepreneurship. This impact extended nationally through Economy of Love (EoL) hubs in Minya, Sinai, and Wahat, transitioning thousands of feddans into carbon-sequestering biodynamic landscapes. Simultaneously, the EBDA provided technical support in Luxor to transition hundreds of smallholder sugarcane and vegetable farmers to biodynamic practices, while the integration of indigenous date and olive crops in Siwa and Marsa Matrouh into the EoL value chain further strengthened climate-adapted farming and sustainable tourism across Egypt’s diverse regions.
- SEKEM established a high-profile cooperation with the Egyptian Ministry of Petroleum and Eni on ecological agriculture, covered by Bloomberg, CNN Economy, and CGTN.

Our Goal 2024

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

Our Approach

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

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

- Helmy Abouleish received the TAKREEM Award, recognizing SEKEM's contribution to sustainable development in the Arab world.
- The World Goetheanum Forum was hosted at SEKEM Farm with over 120 participants from 20 countries under the theme "Re-Think. Re-Feel. Re-Do."
- The Alfanar project established a structured organic conversion program targeting 700 farmers in poverty-affected Minya and Beni Suef governorates.
- A new collaboration with Save the Children was initiated to improve livelihoods for farmer children in Sharkia governorate.
- SEKEM's international media presence expanded significantly with coverage on Bloomberg, CNN Economy, CGTN, and Enterprise, reaching new global audiences.

Our Plan for Next Year

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





ANNEX

About This Report

Mentioned Entities

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

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

GRI Index

Our report is structured in accordance with 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.

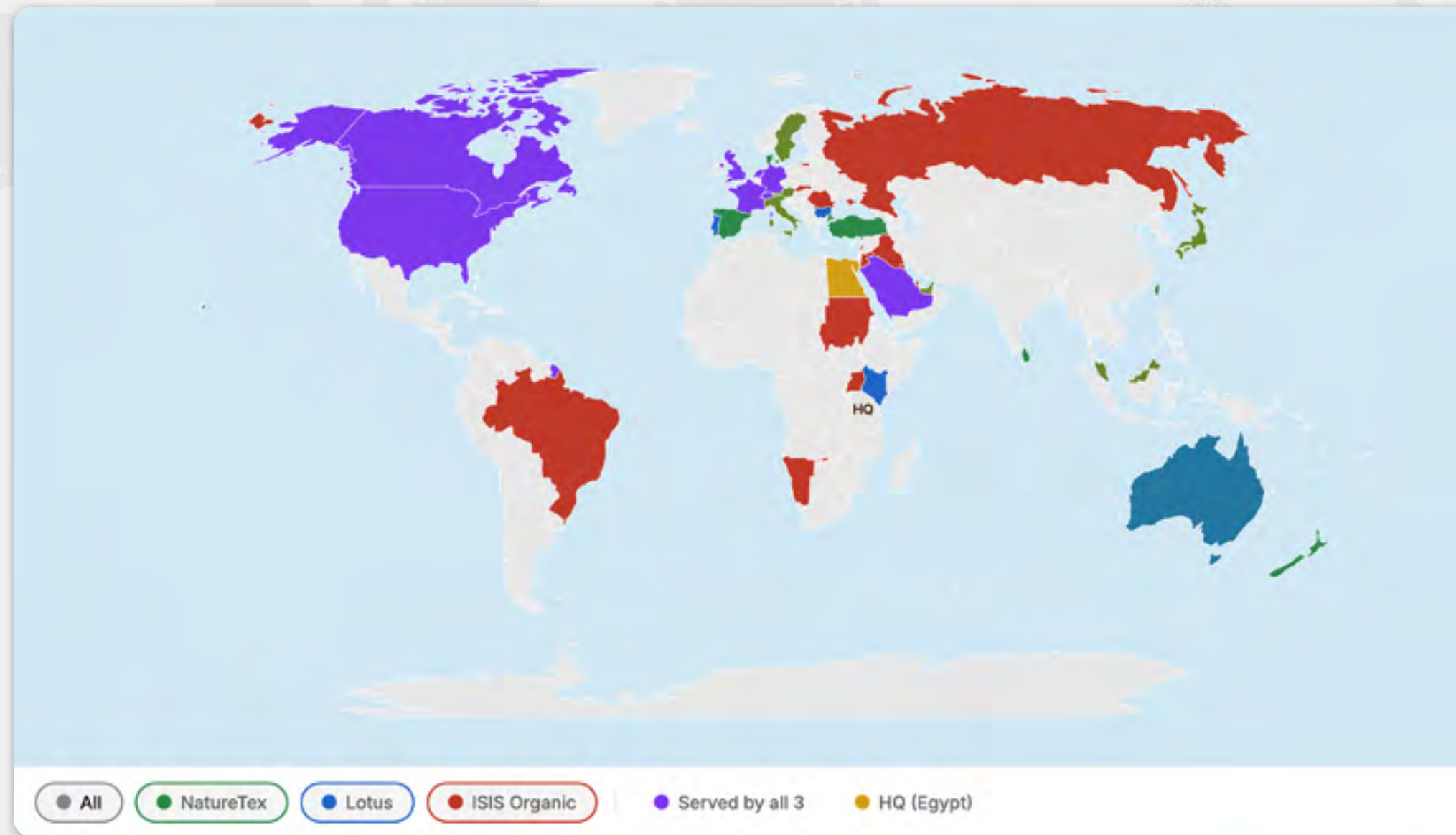
[Link to the filled out GRI table overview](#)



SEKEM on Map

Global Export Presence

Export Destinations of SEKEM subsidiaries across 40+ countries worldwide



• Naturetex 21 Countries

Australia	Japan	Sweden
Austria	Malaysia	Switzerland
Canada	Netherlands	Taiwan
Denmark	New Zealand	Turkey
France	Saudi Arabia	United Arab Emirates
Germany	Spain	United Kingdom
Italy	Sri Lanka	USA

• Lotus 12 Countries

Australia	Portugal
Bulgaria	Saudi Arabia
Canada	Switzerland
France	United Kingdom
Germany	USA
Kenya	
Netherlands	

• Isis 27 Countries

Austria	Kuwait	Saudi Arabia
Brazil	Lebanon	Slovakia
Canada	Malaysia	Sudan
France	Namibia	Sweden
Germany	Netherlands	Switzerland
Iraq	Palestine	Uganda
Italy	Qatar	United Arab Emirates
Japan	Romania	United Kingdom
Jordan	Russia	USA

37 Export Destinations

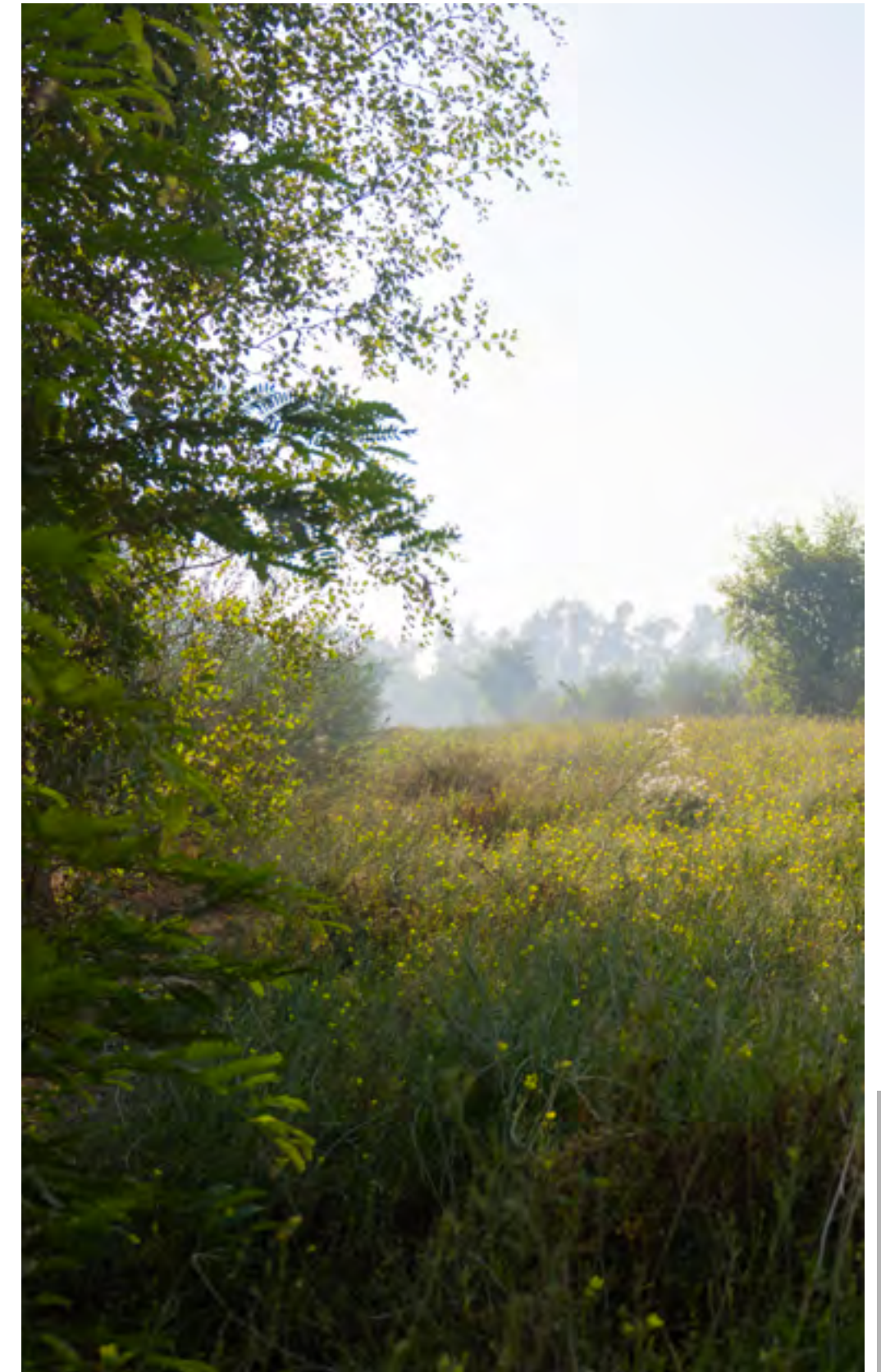
3 Subsidiaries

5 Continents Covered

SEKEM Risk Analysis

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

- High domestic interest rates remain the most significant financial risk. Interest expenses rose 41% year-over-year to EGP 280 million, severely compressing profitability (EBT down 47% despite improved operational performance). Management is actively pursuing alternative financing solutions and a debt-to-equity transaction to reduce reliance on expensive local credit facilities.
- Delayed export shipments repeatedly impacted revenue targets across subsidiaries, particularly NatureTex and Lotus in Q4. New regulatory requirements, such as Control Union's pre-ship sampling regulation, added further complexity to export logistics. These risks are being mitigated through improved supply chain planning and closer coordination with certification bodies.
- Rising raw material, packaging, and marketing costs continued to pressure margins – agricultural input costs reached 85% of revenue in the farming segment. Countermeasures include process efficiency improvements, renewable energy expansion (reducing diesel costs by 29%), and disciplined cost management, which helped lift the group's gross margin from 35% to 39%.
- Pharmaceutical price regulation in Egypt severely constrained ATOS Pharma's performance (revenue –24% YoY). A strategic business case redevelopment is underway to navigate the regulatory framework, while the expansion of the Weleda cosmetics portfolio provides a complementary, unregulated revenue stream.
- Regional instability – including the ongoing conflicts in Gaza and Sudan as well as broader geopolitical tensions involving Iran – poses an indirect but material risk to supply chains, export routes, and investor confidence. SEKEM monitors these developments closely and maintains diversified trade relationships across multiple regions.
- All identified risks are being closely monitored, with specific countermeasures in place to mitigate their impact and ensure business continuity.



Organizational Structure of the SEKEM Initiative

Shareholders of SEKEM Holding for Investment S.A.E

SEKEM Treuhand gGmbH	54.76%	Triodos BV	6.18%
GLS Beteiligungs AG	13.66%	EcoTec Holding SAE	17.91%
Oikocredit EDCS	7.45%	Abouleish Foundation	0.04%

SEKEM INITIATIVE

SEKEM Holding for Investment S.A.E.

Farming

- SEKEM for Land Reclamation S.A.E.
- Mizan for Seeds S.A.E.
- SEKEM Laboratories S.A.E.
- Libra for Organic Cultivation S.A.E.

TRADING

- SEKEM Europe GmbH

FMCG

- ISIS for Food Processing S.A.E.

PROCESSING

- Lotus Co. for Organic Products S.A.E.
- Lotus Upper Egypt S.A.E.

TEXTILES

- NatureTex for Cloths S.A.E.

PHARMACEUTICALS

- ATOS for Medical Herbs S.A.E.

ECO TEC Holding

- Eco Energy
- Eco Village
- Eco Health
- Eco Fund

Heliopolis University for Sustainable Development

- Faculty of Pharmacy
- Faculty of Business and Economics
- Faculty of Organic Agriculture
- Faculty of Physical Therapy
- Faculty of Engineering
- Core Program
- Research Centers

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

SEKEM DEVELOPMENT FOUNDATION (SDF)

- School
- Medical Center
- Kindergarten

SEKEM Holding for Investment S.A.E.

SEKEM Holding: Board of Directors



Helmy Abouleish

Born: 1961

Nationality: Egyptian

Based: SEKEM, Egypt

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

Current positions:

- Chief Executive Officer of SEKEM Holding

(Non-Executive) Board Memberships

- Chief Executive Officer of SEKEM Holding
- (Non-Executive) Board Memberships
- Member of the Board of Trustees, Heliopolis University, Egypt
- Member of the Board of Trustees of the Egyptian Junior Business Association, Egypt
- Member of the World Future Council, Hamburg, Germany
- Member of the International Association of Partnerships
- Member of the Egyptian National Competitiveness Council

- Member of the Advisory Council of Cradle2Cradle
- Member of the Club of Rome
- Member of CIFOR ICRAF
- Member of the World Goetheanum Association
- Member of the Schwab Foundation (World Economic Forum)
- Member of the World Social Initiative Forum
- Member of the World Ethic Forum
- Member of Catalyst 2030
- Member of the Future Economy Forum
- Member of the Climate Schutz Alliance

Previous relevant positions, networks, background

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



Ahmed Abou Ali

Born:

Nationality: Egyptian

Based: Cairo, Egypt

SEKEM Board Member since 2016 until 2026

Member of SEKEMs CG&R Committee since 2016 until 2026

Current positions:

- Attorney at the Supreme Court

(Non-Executive) Board Memberships

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

Previous relevant positions, networks, background

- Former Board Member at Telecom Egypt (Chair of Legal and Governance Committee, member CSR Committee).

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



Christophe Floride

Born: 1959

Nationality: German

Based: SEKEM, Egypt

SEKEM Board Member since 2012 until 2026

Member of SEKEMs SD Committee since 2023 until 2026

Current positions

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

(Non-Executive) Board Memberships

- Board Member of ATOS Pharma, SEKEM Group

Previous relevant positions, networks, background

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



Elfrieke van Galen

Born: 1961

Nationality: Dutch

Based: Netherlands

SEKEM Board Member since 2015 until 2026

Chair of SEKEMs CG&R Committee since 2015 until 2026

Chair of SEKEMs SD Committee since 2015 until 2026

Current positions

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

(Non-Executive) Board Memberships

- Board member Foundation Bergplaas van Lippe Biesterfeld
- Supervisory Board member Royal Schiphol Group with focus

- on Sustainability and Member of the Audit Committee as well as the Safety & Sustainability Committee
- Supervisory Board member GVB chairman of the Board
- Supervisory Board member of Meerlanden
- Supervisory Board member Triodos Groenfonds NV/Triodos Organic Growth Fund/Triodos Renewable Europe Fund/Lid Raad van Toezicht Triodos Fair Share Fund
- Supervisory Board Member of Fairphone

Previous relevant positions, networks, background

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



Heather Henryon

Born: 1973

Nationality: USA

Based: Vermont, United States of America

SEKEM Board Member since 2016 until 2026

Member of SEKEMs A&R Committee since 2016 until 2026

Current positions

- Founding Partner, Mindshift Capital

(Non-Executive) Board Memberships

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

Previous relevant positions, networks, background

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

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



Konstanze Abouleish

Born: 1963

Nationality: German

Based: SEKEM, Egypt

SEKEM Board Member since 2017 until 2026

Member of SEKEMs CG&R Committee since 2023 until 2026

Current positions

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

(Non-Executive) Board Memberships

- N/A

Previous relevant positions, networks, background

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



Jakob Robert Müller

Born: 1984

Nationality: German

Based: Bochum, German

SEKEM Board Member since 2020 until 2026

Member of SEKEMs A&R Committee since 2020 until 2026

Current positions

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

(Non-Executive) Board Memberships

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

Previous relevant positions, networks, background

- Director of Dachwatt Verwaltungsgesellschaft mbH

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



Matti Spiecker

Born: 1982

Nationality: German / Finnish

Based: Germany / Kenya

SEKEM Board Member since 2023 until 2026

Member of SEKEMs SD Committee since 2023 until 2026

Current positions

- Founder and Director of LIMBUA, Kenya

(Non-Executive) Board Memberships

- Founder & Board Member Stiftung WELT:KLASSE

Previous relevant positions, networks, background

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



Rembert Johannes Biemond

Born: 1958

Nationality: Dutch

Based: Järna, Sweden

SEKEM Board Member since 2015 until 2026

Member of SEKEMs CG&R Committee since 2016 until 2026

Member of SEKEMs A&R Committee since 2023 until 2026

Managing Director at SEKEM Treuhand gGmbH, Germany

Managing Director at EcoTec Holding, Egypt

Member of the Board of Trustees at Heliopolis University, Egypt

Current positions

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

(Non-Executive) Board Memberships

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

Previous relevant positions, networks, background

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

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

SEKEM Holding Group of Companies

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



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

Year of establishment: 1977/2008

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

Products: Herbs, spices, seeds



Name: 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



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



Name: SEKEM Europe GmbH

Year of establishment: 2005

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

SEKEM Holding for Investment S.A.E.

SEKEM Holding Support Functions

Finance

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

Quality Assurance

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

Personnel and Human Development

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

IT & Digitalization

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

Sustainable Development

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

Legal Affairs

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

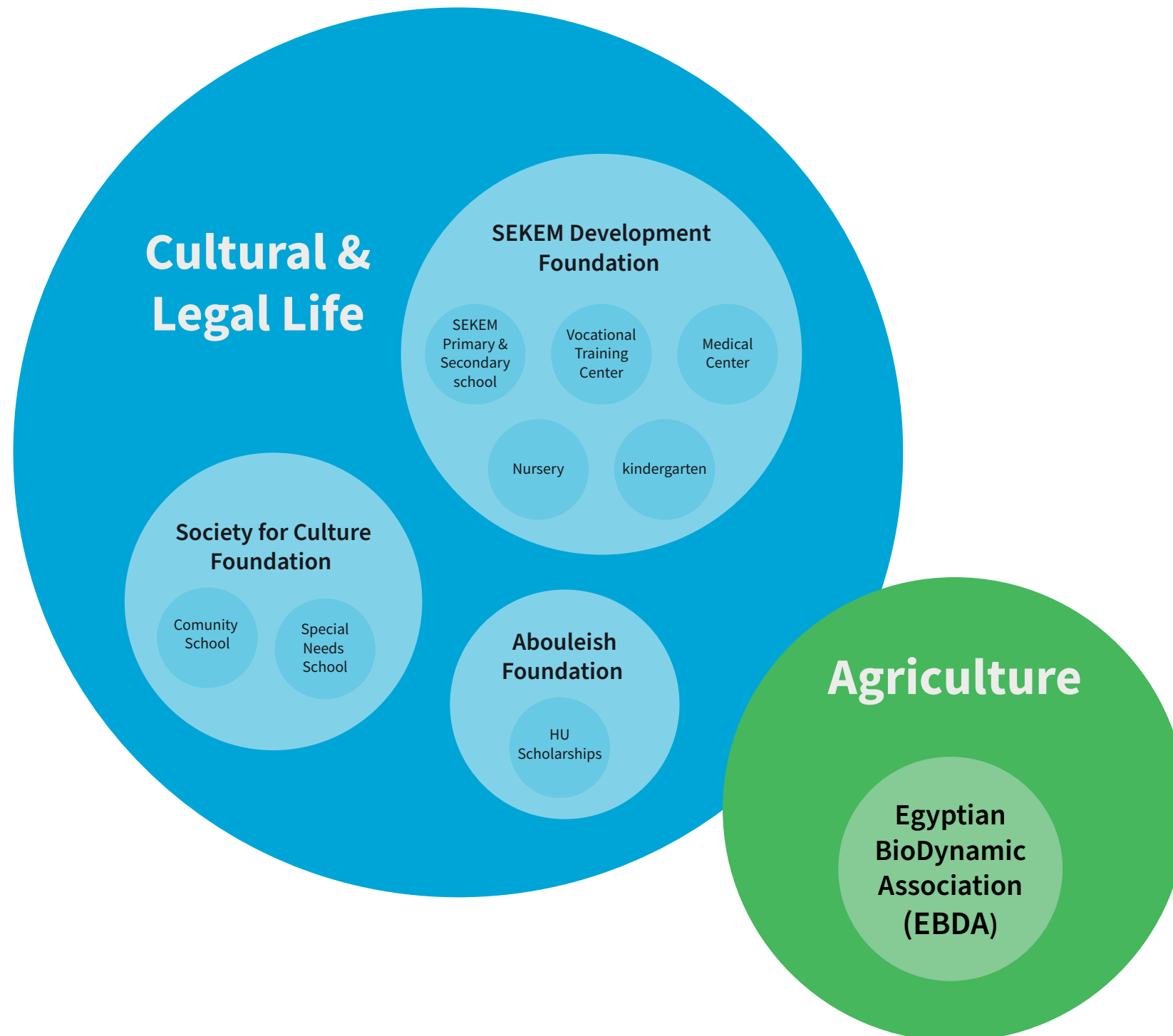
Administration

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

SEKEM Holding Shareholders

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

Partner NGOs



Egyptian Biodynamic Association (EBDA)/ Demeter Egypt

Founded by Dr. Ibrahim 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)

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

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

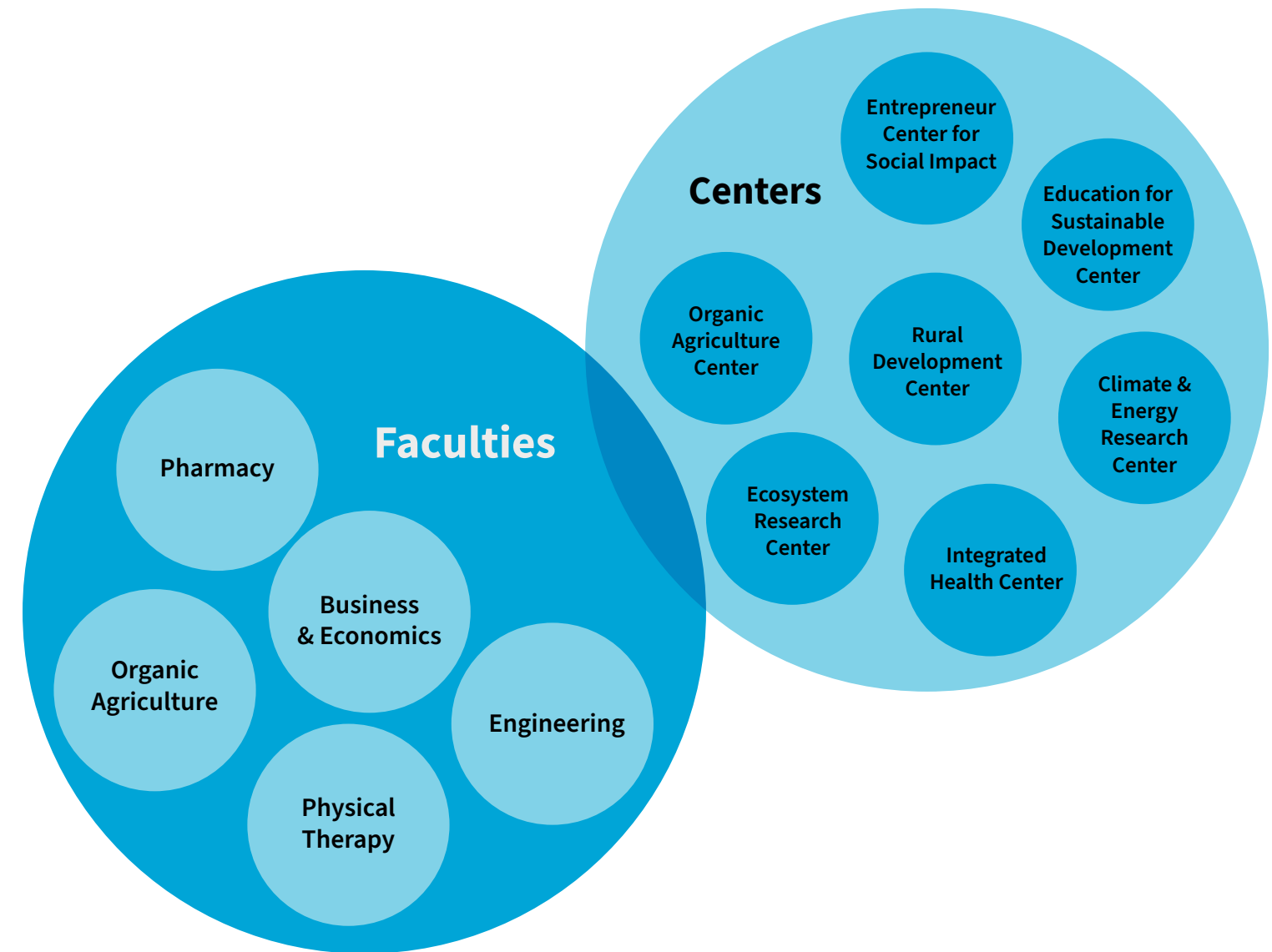
HU Faculties

Faculty of Pharmacy

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

Faculty of Business and Economics

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



Faculty of Organic Agriculture

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

Faculty of Physical Therapy

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

Faculty of Engineering

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

Core Program

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

HU Research Centers

Heliopolis University established research centers to discover the needs

in the community and to develop and implement prototypes of sustainable solutions for the SEKEM Vision Goals through community-based research,

community-based learning approaches and implementing community-based projects

Center of Organic Agriculture Egypt (COAE)

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

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

Entrepreneurship Center for Social Impact (ESIC)

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

Services: Entrepreneurship - incubator, training & innovation, intellectual property management

Education for Sustainable Development Center (ESDC)

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

Services: Educational projects, teaching and training

Rural Development Center (HUC-RD)

HUC-RD provides its services and consultations to the surrounding

communities to enable their members to develop their communities by themselves and their local resources in a socially, economically, environmentally, and culturally sustainable manner.

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

Climate and Energy Research Center (CERC)

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

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

Integrated Health Center (IHC)

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

Services: Participatory research, training and education, community services

Research Laboratories

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

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

Atos Quality Laboratory performs pharmaceutical quality control activities.

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

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

Other SEKEM Related Entities

SEKEM Treuhand gGmbH

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

EcoTec Holding S.A.E.

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

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

SEKEM Future Council Association (e.V.)

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

SEKEM International Friends Association

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

SEKEM Holding For Investment S.A.E.

Financial Statement

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

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

Consolidated Income Statement for the year ended
December 31, 2024 (All amounts in Egyptian Pounds)

	For the year ended	
	31/12/2024	31/12/2025
Sales	1,536,663,076	1,726,026,686
Cost of sales	(1,034,873,334)	(1,171,176,993)
Gross profit	501,789,742	554,849,694
Selling and distribution expenses	(165,311,520)	(193,761,558)
Administrative expenses	(74,889,544)	(80,166,158)
Board of directors remuneration	(2,181,717)	(3,140,364)
Profit from Investments at fair value through profit or loss	12,769,224	20,830,000
Expected credit losses	(1,000,000)	(4,493,393)
Impairment losses in Good will	(18,561,246)	-
Biological assets (Losses)	(216,812)	466,734
Capital gains	287,133	-
Provisions	(1,090,408)	(1,605,432)
Credit interest	-	1,384,112
Other revenue	33,590,276	25,344,144
Operating profit	285,185,128	319,707,778
Net finance cost	(195,627,137)	(288,220,293)
Net profit before income tax	89,557,991	31,487,486
Income tax expense	(25,412,294)	(11,925,642)
Net profit for the year	64,145,697	19,561,844

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, 2025

(All amounts in Egyptian Pounds)

	31/12/2024	31/12/2025
Assets		
Non – current assets		
Fixed assets	695,982,881	890,872,281
Projects under construction	1,171,262,554	1,054,899,061
Intangible assets	-	3,037,710
Biological assets	4,273,017	6,513,604
Goodwill	35,306,036	35,306,036
Investment in Heliopolis University	18,000,000	18,000,000
Deferred assets	-	190,365
Investment at fair value through OCI	26,500	251,910
Total non – current Assets	1,924,850,988	2,040,000,706
Current assets		
Inventory	334,050,236	387,845,516
Trade and notes receivables	308,524,626	460,366,117
Debtors & other debit balances	177,798,798	160,259,766
Financial assets at fair value through Profit or Loss	-	20,830,000
Due from related parties	63,511,575	62,001,395
Cash and cash equivalents	128,700,595	86,274,135
Total current assets	1,012,585,830	1,177,576,928
Total assets	2,937,436,818	3,217,577,634
Equity		
Paid up capital	288,335,600	288,335,600
Legal reserves	11,406,565	11,406,565
Share premium	220,597,903	220,597,903
Foreign operations – foreign currency translation differences	4,130,068	6,938,461
Reserves of fixed assets revaluation	166,173,177	166,173,177
Retained earning	86,714,531	98,933,051
Net equity of parent company	777,357,844	792,384,757
Non controlling interests	23,729,532	29,959,664
Total equity	801,087,376	822,344,420
Non – current liabilities		
Loans – Non current portion	849,738,900	723,763,795
Lease liabilities – Non current portion	265,194,318	255,586,951
Deferred tax liabilities	25,196,317	25,544,400
Total non – current liabilities	1,140,129,535	1,004,895,146
Current liabilities		
Bank facilities	313,305,230	461,403,252
Loans – current portion	158,383,209	242,149,225
Lease liabilities – current portion	44,361,704	66,025,586
Due to related parties	40,028,879	15,746,278
Current income tax liability	-	30,680,104
Trade & notes payables	115,591,204	162,735,200
Creditors & other credit balances	317,961,815	403,405,124
Provision	6,587,867	8,193,299
Total current liabilities	996,219,907	1,390,338,068
Total liabilities	2,136,349,442	2,395,233,214
Total equity and liabilities	2,937,436,818	3,217,577,634

Auditor's Report

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

Report on the financial statements

We have audited the accompanying consolidated financial statements of SEKEM Holding for Investment Company "S.A.E" which comprise the consolidated statement of financial position as of December 31, 2025 and the related consolidated statements of profit or loss and comprehensive income, cash flows and changes in shareholders' equity for the financial year then ended, and summary of significant accounting policies and other disclosures.

Management's Responsibility for the Consolidated Financial Statements

These consolidated financial statements are the responsibility of the company's management. The management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with the Egyptian accounting standards and within the view of the current Egyptian laws and regulations, also management's responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the consolidated financial statements that are free from material misstatements whether due to errors or fraud. The management's responsibility also includes selection and implementation of appropriate accounting policies and making accounting estimates that are reasonable in 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 the Egyptian Auditing Standards and within the view of the current Egyptian laws and regulations. Those standards require that we plan and perform the audit to obtain reasonable assurance about 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 consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments; the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the consolidated financial statements.

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

Opinion

In our opinion, the consolidated financial statements referred to above give a true and fair view in all material respects, the financial position as SEKEM Holding for Investment Company "S.A.E" December 31, 2025 and of its financial performance and its cash flows for the financial years then ended in accordance with the Egyptian Accounting Standards and the related applicable Egyptian Laws and regulations.

Cairo: 18 May 2026



Tarek Hashish

Register of Accountants and Auditors No. (9473)

Financial Regulatory Authority No. (118)

Fellow of the Egyptian Society of Accountants and Auditors

Fellow of the Egyptian Tax Association

RSM Egypt – Chartered Accountants

Standards

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

Agricultural Standards:



ISO:



Other Standards:



Timeline of the SEKEM Initiative:

- 1977

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

- 1981

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

- 1983

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

- 1984

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

- 1986

ATOS Pharma is established.

- 1987

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

- 1988

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

- 1989

Primary and secondary SEKEM schools open.

- 1990

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

- 1993

LIBRA for Organic Cultivation is established.

- 1994

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

- 1997

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

- 2000

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

- 2001

SEKEM Holding is established.

- 2003

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

- 2004

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

- 2005

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

- 2006

EL-MIZAN for organic seedlings is established.

- 2007

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

Founding of EcoTec Holding. Established as a sister organization to SEKEM Holding, EcoTec consolidates the Group's activities in renewable energy and ecological technologies.

- 2008

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

- 2009

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

- 2010

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

- 2011

Egyptian revolution

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

- 2012

Heliopolis University for Sustainable Development is founded

- 2013

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

Timeline of the SEKEM Initiative:

- 2014 - 2015

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

- 2017

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

- 2018

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

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

- 2019

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

- 2020

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

- 2021

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

- 2022

Economy of Love announces the model for upscaling sustainable agriculture for more than 250,000 Egyptian farmers until the end of 2027.

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

- 2023

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

- 2024

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

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

- 2025

Helmy Abouleish receives the TAKREEM Award for his pioneering contribution to sustainable development. EBDA reaches the landmark milestone of 40,000 registered farmers across 23 governorates in Egypt. First Economy of Love Carbon Credits are sold on the Egyptian Stock Exchange.

SEKEM Group is awarded the Sustainability Champion Award for 2025 at the Asia Pacific Conference in Malaysia

Sustainability Indicators

SVG	Indicator	Unit	Scope	2023	2024	2025	GRI Ref.
Cultural Life							
1	Number of babies in SEKEM Nursery	no.	SDF	33	36	29	
1	Number of children in SEKEM kindergarten	no.	SDF	40	40	46	
1	Number of students in SEKEM School	no.	SDF	299	350	316	
1	Number of students in SEKEM special education	no.	SDF	30	28	29	
1	Number of students in vocational training center	no.	SDF	288	292	293	
1	Total man hours of training provided	man-hours	Holding	138,567	141,808	134,643	GRI 404-1
1	Average hours of training per employee	hrs	Holding	118	123	125	GRI 404-1
2	Number of students in Heliopolis University	no.	Hu	2,659	3,229	3,167	
3	Number of employee visits at the medical center	no.	SDF	17,816	14,313	13,651	GRI 403-6
3	Number of external visitors at the Medical Center	no.	SDF	16,590	17,470	23,572	GRI 403-6
3	Total number of medical center visits	no.	SDF	34,406	31,783	37,223	
3	Share of employees with private health insurance	%	Holding	100%	100%	100%	GRI 401-2
3	Total number of work related injuries	no.	Holding	6	16	3	GRI 403-2

SVG	Indicator	Unit	Scope	2022	2023	2024	GRI Ref.
Ecologic Life							
5	Share of net revenue of potentially organically certifiable products	%	Holding	53%	62%	60%	GRI 304-1
8	Total number of bee hives	no.	Holding	2300	2200	2200	GRI 304-1
5	Number of dairy cows per 10 hectare of cultivated land	no.	Company	2	1	1	GRI 304-1
5	Total number of dairy cows	no.	Company	63	79	103	
5	Total amount of compost used	t	Company	10,686	9,991	8,153	
5	Average amount of compost per hectare (SEKEM owned land)	t/ha	SLR	17	13	11	
5	Total cultivated area (SEKEM + supplying farmers)	ha	EBDA	2,966	3,997	2,867	
5	Total cultivated area from SEKEM farms	ha	SLR	628	746	743	
5	Total cultivated area from supplying farmers	ha	EBDA	2,337	3,251	2,124	
5	Share of cultivated area from SEKEM farms from total cultivated area	%	SLR	21%	19%	31%	GRI 304-2
8	Share of organic matter in farm soils (0 - 10cm)	%	SLR	1.5%	2.7%	1.4%	GRI 304-2
8	Share of organic matter in farm soils (0 - 35cm)	%	SLR	0.9%	1.28%	1.7%	GRI 304-2

SVG	Indicator	Unit	Scope	2023	2024	2025	GRI Ref.
8	pH - Value of Farm Soils (1:2.5)	no.	SLR	7.7	7.4	8.7	GRI 304-2
8	Sodium Absorbtion Ratio	%	SLR	6.6%	5%	5%	GRI 304-2
8	Number of seed varieties in own seed bank	no.	SLR	333	354	396	
8	Amount of effective micro-organisms per gram in farm soils	no.	SLR				GRI 303-2
6	Total amount of water usage for agricultural use on SEKEM farms	m3	SLR	4,375,306	7,442,912	9,203,012	GRI 303-5
6	Total amount of water usage for agricultural use on SEKEM farms from groundwater source	m3	SLR	3,011,411	4,475,937	5,492,250	GRI 303-3
6	Share of water usage for agricultural use on SEKEM farms from groundwater source	%	SLR	69%	60%	60%	GRI 303-3
6	Share of waste water recycled and reused for tree irrigation	%	Holding	100%	100%	100%	GRI 302-1
7	Total amount of gasoline consumption	L	Holding	584,479	558,795	542,004	GRI 302-1
7	Total amount of gasoline consumption for vehicles	L	Holding	405,683	369,712	407,876	GRI 302-1
7	Total amount of gasoline consumption for power generation	L	Holding	178,796	189,083	134,128	GRI 302-1
7	Relative amount of gasoline consumption per 1000 EGP sales	L / 1000 EGP	Holding	0.7	0.4	0.3	GRI 302-4

SVG	Indicator	Unit	Scope	2023	2024	2025	GRI Ref.
7	Total electricity consumption (grid, diesel and renewables)	MWh	Holding	9,009	9,236	11,157	GRI 302-1
7	Total electricity consumption from grid	MWh	Holding	4,138	3,703	4,924	GRI 302-1
7	Total electricity consumption from renewable sources	MWh	Holding	3,083	3,641	4,891	GRI 302-1
7	Total electricity consumption from diesel generator	MWh	Holding	1,788	1891	1,341	GRI 302-1
7	Share of electricity consumption from renewable sources	%	Holding	34%	37%	44%	GRI 302-1
7	Relative amount of electricity consumption (grid, diesel and renewables) per million EGP net sales	KWh / 1000 EGP	Holding	10.3	6.0	12.4	GRI 305-4
9	Total amount of corporate emissions (scope 1+2+3)	tCO2e	Holding	4,032	3,966	3,698	GRI 305-1
9	Growth of total emissions caused (scope 1 + 2+3)	%	Holding	7%	-2%	-1%	GRI 305-1
9	Total amount of emissions scope 1	tCO2e	Holding	1,561	1,492	1,185	GRI 305-1
9	Total amount of emissions scope 2	tCO2e	Holding	2,069	2,069	2,117	GRI 305-1
9	Total amount of emissions scope 3	tCO2e	Holding	402	405	396	GRI 305-1
9	Relative amount of emissions per thousand EGP sales	kgCO2e / 1000 EGP	Holding	4.6	2.6	1.8	GRI 305-2
9	CO2 sequestration from soil	tCO2	SLR	1,796	1,806	1872	

SVG	Indicator	Unit	Scope	2023	2024	2025	GRI Ref.
9	CO2 sequestration from trees	tCO2	SLR	9,642	11,066	11132	
9	CO2 sequestration from Compost		SLR	9,228	7,740	7826	
9	Total sequestered CO2	tCO2e	SLR	20,666	20,612	20,830	
9	Total of sequestered emissions sold	tCO2e	Holding	23,274	9,000	7104	
9	Total number of trees	no.	Company	648,935	733,565	803,912	GRI 304-1
9	Newly planted trees in 2023	no.	Company	279,290	84,630	70,347	GRI 304-1
10	Total weight of waste	t	Company	316	258	285	GRI 306-3
10	Total weight of plastic waste	t	Company	111	89.74	105	GRI 306-3
10	Total weight of paper & carton waste	t	Company	84	66.24	62	GRI 306-3
10	Total weight of glass waste	t	Company	1	4.04	0	GRI 306-3
10	Total weight of organic waste	t	Company	100	87.72	97	GRI 306-3
10	Total weight of hazardous waste	t	Company	1	0.41	0	GRI 306-3
10	Total weight of other waste	t	Company	20.02	10.17	19	GRI 306-3
10	Growth of total waste	%	Holding	-12%	-19%	10%	GRI 306-3
10	Share of non-organic waste recycled	%	Company	90%	99.8%	98%	GRI 306-3

SVG	Indicator	Unit	Scope	2022	2023	2025	GRI Ref.
10	Relative amount of waste production per 1000 EGP sales	Kg / 1000 EGP	Company	0.36	0.17	0.19	GRI 306-3
10	Share of organic waste	%	Company	32%	34%	34%	GRI 306-3
10	Total weight of all packaging material input	t	Company	3,511	3,567	3,248	GRI 301-1
10	Growth of packaging material input	%	Holding	7%	2%	-9%	GRI 301-1
10	Total weight of plastic material input for packaging	t	Company	1,876	1,935	1472	GRI 301-1
10	Total weight of paper & carton material input for packaging	t	Company	1,379	1,423	1593	GRI 301-1
10	Total weight of glass material input for packaging	t	Company	188	139	119	GRI 301-1
10	Total weight of organic material input for packaging	t	Company	11	18	12	GRI 301-1
10	Total weight of stickers material input for packaging	t	Company	46	41	41	GRI 301-1
10	Total weight of metal material input for packaging	t	Company	10	9	8	GRI 301-1
10	Total weight of others material input for packaging	t	Company	1	1	2	GRI 301-1
10	Share of recycled packaging material input	%	Company	2%	1%	1%	GRI 301-2

SVG	Indicator	Unit	Scope	2023	2024	2025	GRI Ref.
Economic Life							
11	Share of Local sales	%	Holding	63%	47%	49%	GRI 201-1
11	Share of Export sales	%	Holding	37%	53%	51%	GRI 201-1
14	Share of loans provided by conventional banks	%	Holding	40%	40%	48%	GRI 201-1
14	Share of loans provided from green banks	%	Holding	60%	60%	52%	GRI 201-1
14	Number of Micro Loans	no.	Holding	79	96	52	GRI 413-1
14	Value of Micro Loans	1000EGP	Holding	5,673	7,156	3,171	GRI 413-1
Societal Life							
15	Ratio of highest to lowest annual full-time salary	no.	Holding	1:40	1:38	1:32	GRI 202-1
15	Share of females in senior and middle manager positions	%	Holding	8%	18%	16%	GRI 405-1
15	Share of females in total workforce (excl. daily workers)	%	Holding	28%	30%	30%	GRI 405-1
15	Number of Senior Managers	no.	Holding	6	7	7	GRI 401-1
15	Number of Middle Managers	no.	Holding	78	113	105	GRI 401-1
15	Number of Specialists	no.	Holding	374	376	335	GRI 401-1

SVG	Indicator	Unit	Scope	2023	2024	2025	GRI Ref.
15	Number of Labourers	no.	Holding	718	712	659	GRI 401-1
15	Number of Daily Workers	no.	Holding	113	102	241	GRI 401-1
15	Total number of employees	no.	Holding	1,176	1,208	1,106	GRI 401-1
15	Share of young employees (below the age of 36)	%	Holding	54%	48%	46%	GRI 405-1
15	Share of employees with disabilities	%	All SEKEM	1%	1%	1%	GRI 405-1
15	Employee turnover	%	Holding	17%	12%	10%	GRI 401-1
15	Share of longtime employees in the company (7+)	%	Holding	48%	41%	60%	GRI 401-1
15	Total number of part time workers	no.	All SEKEM	5	5	3	GRI 401-1
15	Number of supplying farmers	no.	Holding	500	654	546	GRI 401-1
15	Absentee rate	%	Holding	0.96%	1%	0.3%	GRI 401-1

Index of Abbreviations

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

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

Issuer/Publisher

Issuer/Publisher

SEKEM Holding for Investments Company S.A.E.

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Photo Credits:

Samuel Knaus, SEKEM Holding

Justus Harm, EBDA

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Printing

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Publication Date

25.5.2026

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