



SEKEM

Report 2021



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CEO Statement



Dear valuable reader,

The world is facing big challenges. The terrible circumstances of war and conflict show that mankind altogether is still not ready to act out of love and the understanding of the other. For us, it is not enough to be an inspiring model for social transformation and innovation but our vision is that this model can be upscaled, become mainstream in Egypt and replicated in the world.

Although Egypt's macroeconomic environment has shown resilience in 2021 in the face of COVID-19, social conditions remain challenging due to the impact of the pandemic on people's incomes. We believe that our consumers need to be better educated to become a driver of change. Despite some challenges related to the changing prices and availability of raw and packaging materials, SEKEM Holding posted a healthy business performance, achieving all of its sales and profit targets.

In line with our SEKEM Vision Goals 2021 priorities in the field of Renewable Energies (SVG#07), we could decrease our energy intensity of generated sales and increase our renewable energy share to a record high level of 15% out of total energy usage. This helped us to decrease our carbon footprint and achieve a decoupling from sales. Still, our total energy consumption increased due to our expansion in land reclamation activities and a lack of adequate replacement of diesel for agricultural machinery.

In regards to the scope of Responsible Consumption and Sustainable Lifestyle (SVG#13), we invested strongly in awareness raising among employees and students. Letting them calculate their own carbon footprint it became visible that there is still a long path towards living a sustainable lifestyle. A first step has now been done by introducing our organization-wide "currency" Miza, which is now offering employees an incentive to buy our own biological and local products.

Following our goal of 100% organic agriculture in Egypt by 2057 we created the "Demeter Carbon Credits", a methodology to incentivize and remunerate farmers in return for sustainable farming methods. More farmers being attracted to organic and biodynamic agriculture is one of the most effective steps towards tying down carbon from the atmosphere to the soil and thus to stem climate change. As COP27 will take place in Egypt this year, it will be our main intention to spread this concept.

I want to thank our strong network of partners, clients and friends for their constant support and commitment without which we would not be able to present you this report as a reflection on our joint achievements and way towards reaching our vision goals. We are very optimistic about the resilience of our initiative and are prepared to maneuver through upcoming difficult macroeconomic circumstances such as the ongoing currency devaluation. It emphasizes our commitment to reduce our debts and focus on our priorities.

No matter the circumstances, we are enthusiastic about changing the world and confront new mission impossibles.

Helmy Abouleish

SEKEM, May 2022

A handwritten signature in black ink that reads "Helmy Abouleish". The signature is written in a cursive, flowing style.

Introduction to the Report

SEKEM is known as an initiative focused on holistic sustainable development and social innovation in Egypt. Combining various forms of organizations within its institutional ecosystem, SEKEM performs a large number of projects, from agricultural and textile businesses to educational and environmental activities.

We are very proud of our own unique sustainable development strategy, influenced by the vision of our founder Ibrahim Abouleish, inspired by the UN Sustainable Development Goals and adapted to the Egyptian context. The ultimate purpose of SEKEM is to be a model for sustainable development on the individual, organizational and community level, which can be replicated on the scope of the whole society and inspire other countries as well.

To make the reading of this report easier, we divided it into two parts. In the first one, we introduce ourselves to the readers that are not familiar with SEKEM yet, sharing with them our values and worldview. The second part is dedicated to SEKEM's development that took place during the last year. We made sure to give space to each of our vision goals and make an overview on how we have contributed to every one of them.

This is our 15th report and with it, we celebrate our achievements and share the challenges we faced in 2021. We wanted this report to reflect SEKEM in the best meaning of the word. We strived to compose it in a way to embrace all the main events and activities, and at the same time not to

make the content overwhelming.

Besides, this year we decided to structure our report with reference to Global Reporting Initiative (GRI) Standards. The purpose of the GRI is to enable organizations to report information about their most significant impacts on the economy, environment, and people – in the Standards these are referred to as material topics. After conducting a materiality analysis we identified that the most significant impacts of SEKEM are expressed through our SEKEM Vision Goals (SVGs), hence our SVGs are our material topics. 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.

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. More information on the entities can be found in the annex of this report.

We hope that with this report our readers will find some interesting insights and get closer to knowing us.



Who We Are

SEKEM Organizational Structure

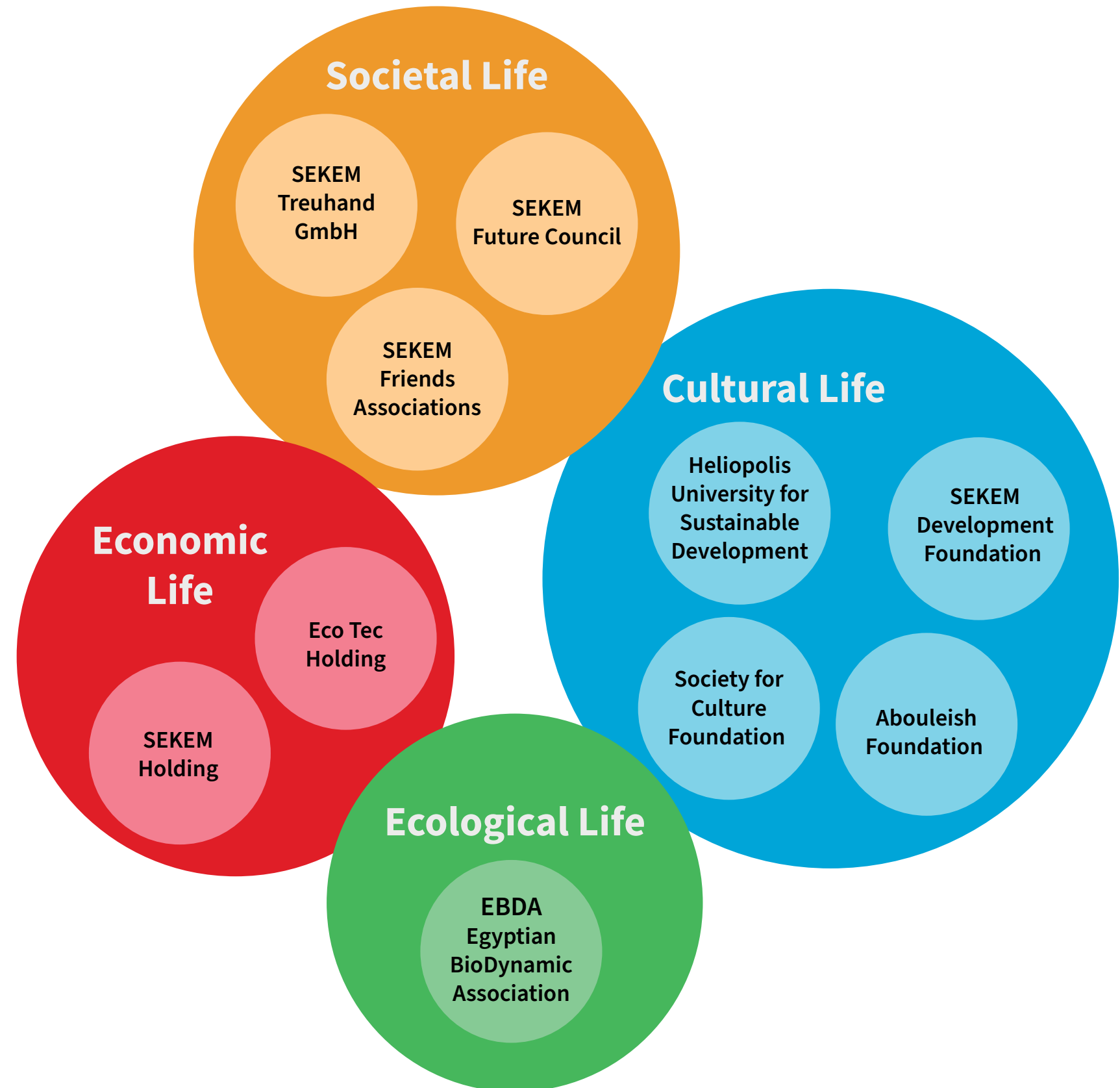
The history of SEKEM starts with a group of companies under the **SEKEM Holding** founded in 1977 by Dr. Ibrahim Abouleish to strengthen sustainable development in Egypt. On the scale of Egyptian and international markets they produce, process, and market Organic and Biodynamic foodstuff, textiles, and phyto-pharmaceuticals.

With part of its profits the SEKEM Holding co-finance the social and cultural activities of the **SEKEM Development Foundation (SDF)**, a **NGO** that runs, among others, schools and a medical center.

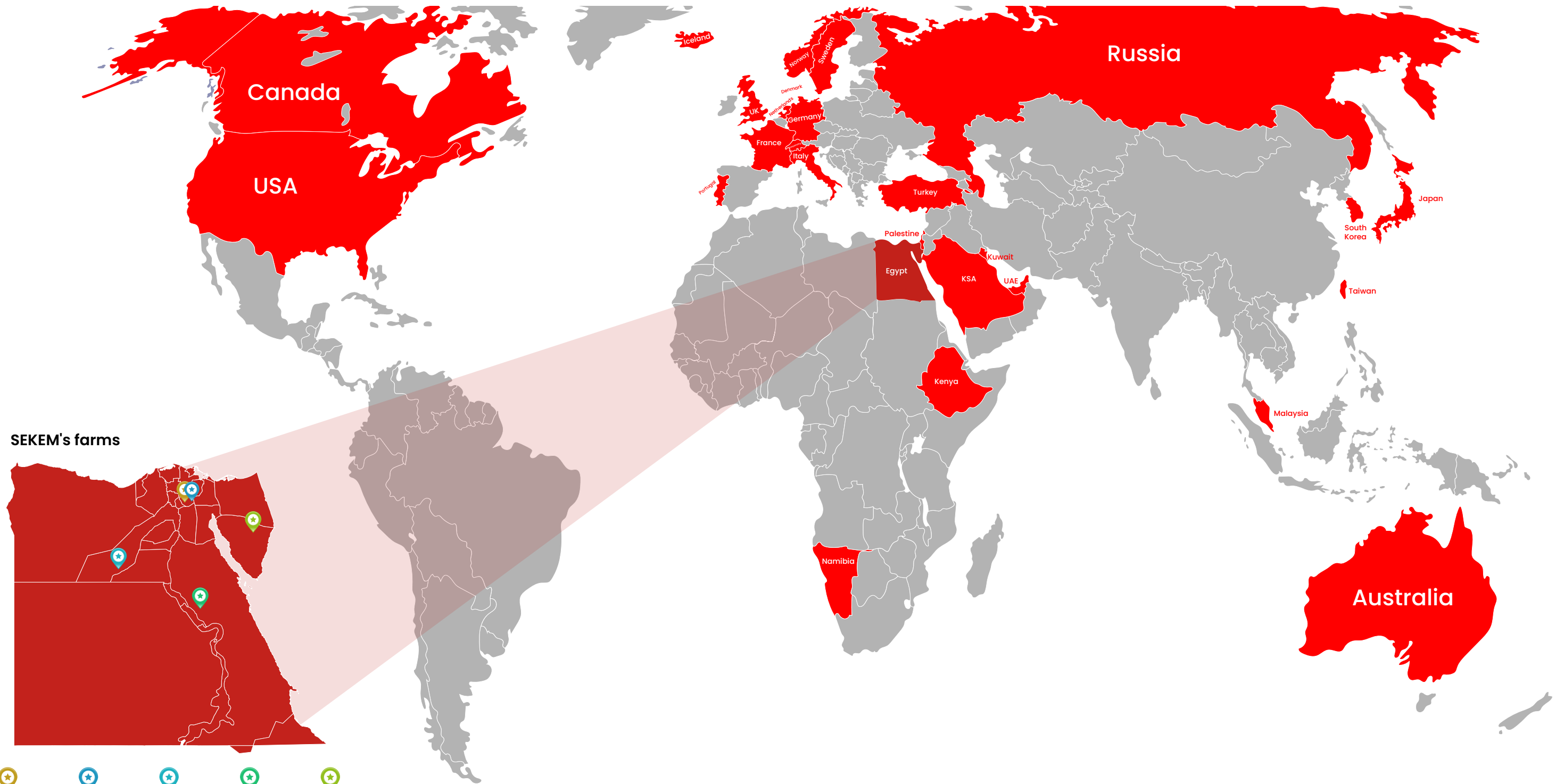
In 2012, **Heliopolis University for Sustainable Development (HU)** was opened under the umbrella of SEKEM Initiative.

EBDA is an independent non-governmental organization that supports farmers in Egypt to shift from conventional agricultural practices to sustainable, biodynamic ones.

SEKEM Friends Associations support development of cultural life in SEKEM, while the **SEKEM Future Council** and the **SEKEM Treuhand gGmbH** exist to secure the alignment and integration of SEKEM's institutional ecosystem in the long-term future.



Sekem Companies' Sales Outreach



- SEKEM mother farm
- Adleya
- Wahat Bahareya
- Minya
- North-East Sinai

Sekem Holding S.A.E.

SEKEM Group Companies



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

Brands: Lotus

Range: National/international



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

Brands: NatureTex

Range: National/international



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

Brands: ISIS, SEKEM Herbs

Range: National/international



Name: ATOS Pharma S.A.E.

Year of establishment: 1986

Services: Manufacture & marketing of phytopharmaceuticals

Products: Natural medicines and healthcare products

Brands: ATOS Pharma, SEKEM Healthcare

Range: National/international



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: SEKEM Europe GmbH

Year of establishment: 2005

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

SEKEM Holding

Board of Directors 2021



Helmy Abouleish

Nationality: Austrian/Egyptian

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

External positions: Member of the World Future Council, President of Biodynamic Federation Demeter International, Member of the Board of the German Arab Chamber of Industry & Commerce, Member of the Board of Trustees of the Egyptian Junior Business Association, Member of the Board of the Social Section (Goetheanum), Member of the Advisory Council of Cradle2Cradle, Member of the Social Entrepreneur Council (Schwab Foundation), Member of Advisory Council of Ecosystem Restoration Camps

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



Christophe Floride

Nationality: German

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

Background: Mechanical Engineering



Dr. Ahmed Abu Ali

Nationality: Egyptian

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

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

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



Elfrieke van Galen

Nationality: Dutch

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

External positions: Partner and Co-founder of The Rock Group, Director of enerGQmobility, Chair of the Supervisory Board of GVB, Supervisory Board member Royal Schiphol Group, Supervisory Board member of Meerlanden, Supervisory Board member of Arcadis NL, Supervisory Board member of Holding Maatschappij Zuid-Holland, Supervisory Board member of Triodos Groenfonds NV

Background: Sustainability, Law, Logistics and Service Industry



Heather Henyon

Nationality: American

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

External positions: Founding Partner at Mindshift Capital

Background: Entrepreneurship, Emerging Markets, Angel Investing, Financial Technology, Micro-Finance and Impact Investment



Dr. Jakob Müller

Nationality: German

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

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

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



Konstanze Abouleish

Nationality: German

Nationality: German

Internal positions: Executive Member of the Board of Directors, Co-Managing Director of NatureTex and Member the SEKEM Future Council

Background: Music, Textile, Sustainable Community Building



Rembert Biemond

Nationality: Dutch

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

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

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



Sherif Massoud

Nationality: Egyptian

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

External positions: Managing Partner at Value Capital Ltd.

Background: Private Equity, Investment, Corporate Banking Industries

Board Committees

The Board of Directors established committees to delegate certain functions and investigate specific topics in order to prepare decisions for the board. Irrespective of the establishment of committees, the final responsibility for SEKEM Holding remains under the Board of Directors.

Corporate Governance & Remuneration Committee (CG&R)

Elfrieke van Galen (Chair)

Ahmed Abou Ali (Member)

Rembert Biemond (Member)

Thomas Fischer (Secretary)

Audit & Risk Committee (A&R)

Dr. Jakob Müller (Chair)

Heather Henyon (Member)

Sherif Massoud (Member)

Thomas Fischer (Secretary)

Sustainable Development Committee (SD)

Elfrieke van Galen (Chair)

Rembert Biemond (Member)

Maximilian Abouleish-Boes (Secretary)

Strategic Development Committee (StraDe)

Helmy Abouleish (Chair)

Rembert Biemond (Member)

Thomas Fischer (Secretary)

Advisory Board

The purpose of the Advisory Board is to provide refreshing impulses, knowledge and experience available for SEKEM in the area of economic, societal, cultural and ecological life to reach SEKEM's Vision 2057.

Advisory Board

Ragnhild Nilsen – Writer, Lecturer, Social Entrepreneur

Christoph Werner – CEO of dm-drogerie markt GmbH

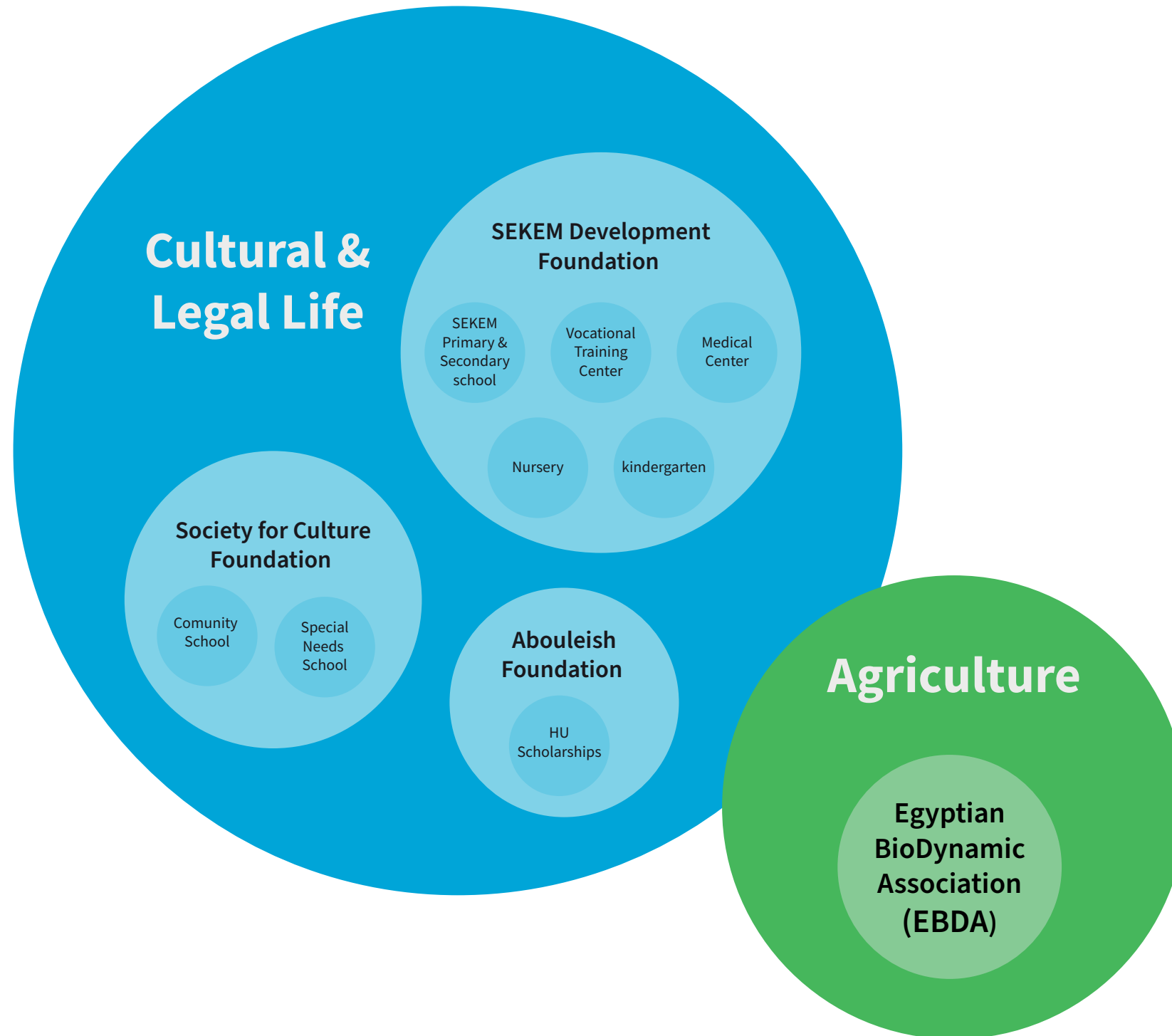
Peter Blom – Former CEO of Triodos Bank

Thomas Jorberg – CEO of GLS Bank

Ulrich Walter – Founder and Former CEO of Lebensbaum

Volkert Engelsman – CEO of Eost

SEKEM NGOs



Name: The SEKEM Development Foundation (SDF)

Year of establishment: 1984

Type: NGO

Entities: SEKEM Schools (SEKEM Primary and Secondary School, Nursery, Kindergarten, Vocational Training Center) and the Medical Center.

Name: Society for Cultural Development

Year of establishment: 1984

Type: NGO

Services: Community School, Special Needs Education

Name: Abouleish Foundation

Year of establishment: 2004

Type: Private non-profit organization

Services: Support of cultural development in Egypt

Name: Egyptian Biodynamic Association (EBDA)

Year of establishment: 1994

Type: NGO

Services: Support of farmers in Egypt in shifting from conventional agricultural practices to sustainable, organic/biodynamic agriculture

Heliopolis University for Sustainable Development (HU)

Year of establishment: 2012

Type: Non-profit university

Services: Sustainable education and research

Faculties

Faculty of Pharmacy

Year of establishment: 2012

Degrees: A five-year academic program for BSc degree in Pharmacy

Faculty of Business and Economics

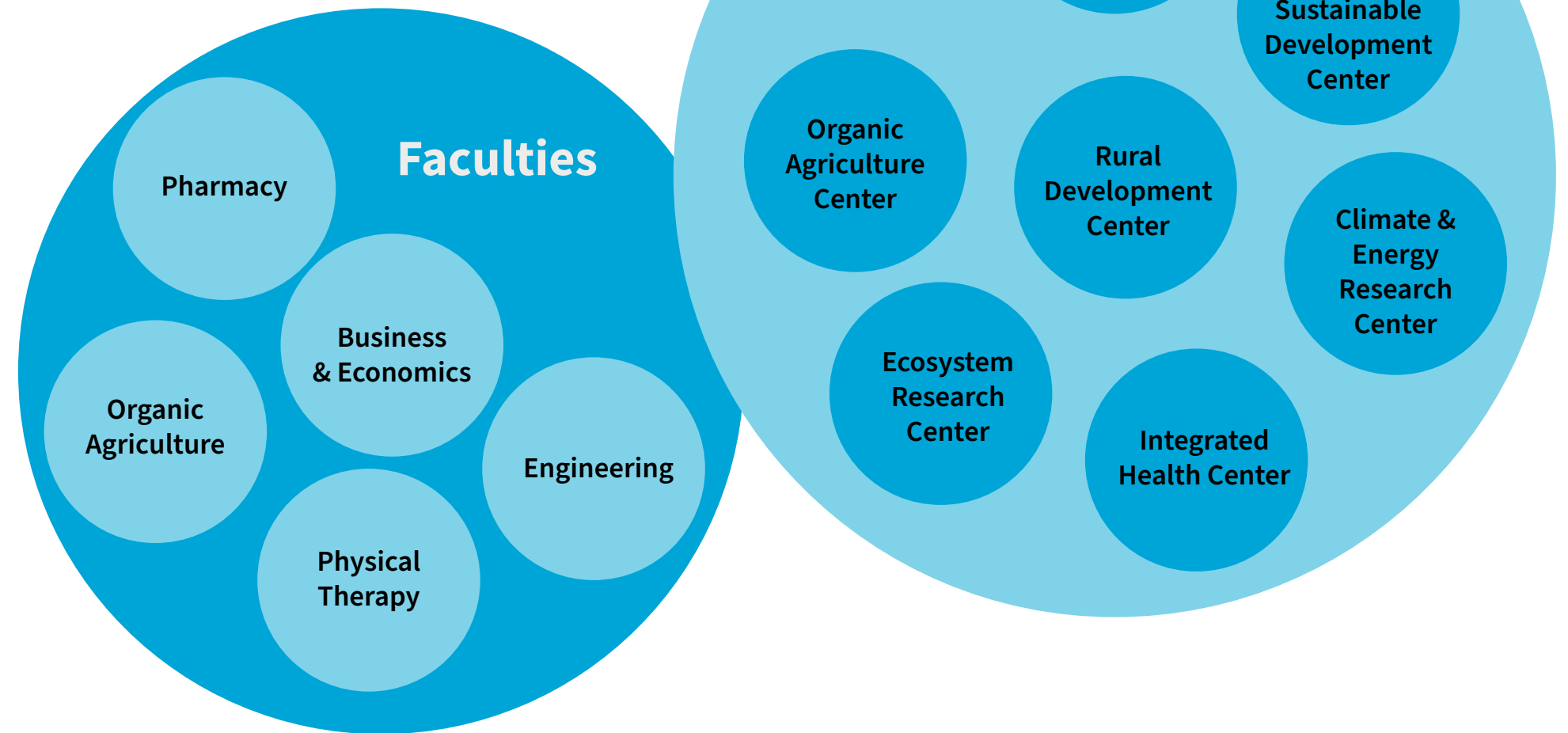
Year of establishment: 2012

Degrees: A four-year academic program for BSc degrees in Business Administration or Economics

Faculty of Organic Agriculture

Year of establishment: 2018

Degrees: A four-year academic program for BSc degrees in Organic Crop Production or Food Processing Technology



Faculty of Physical Therapy

Year of establishment: 2018

Degrees: A six-year academic program for BSc degree Physical Therapy

Faculty of Engineering

Year of establishment: 2012

Degrees: A five-year academic program for BSc degrees in Energy Engineering, Water Engineering, Mechatronics or Green Architecture

Core Program

Year of establishment: 2012

Core Program Curricula: Language, Communication, and Enterprise; Arts, Culture, Development, and Innovation; Social Sciences; Nature and Community

Centers of HU

Name: Organic Agriculture Center (OAC)

Year of establishment: 2021

Services: Organic agriculture training programs and workshops, issue of organic products certificates, cooperation with the authorities

Name: Entrepreneurship Center for Social Impact (ESIC)

Year of establishment: 2021

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

Name: Education for Sustainable Development Center (ESDC)

Year of establishment: 2021

Services: Educational projects, teaching and training

Name: Rural Development Center (HUC-RD)

Year of establishment: 2021

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

Name: Climate and Energy Research Center (CERC)

Year of establishment: 2021

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

Name: Ecosystem Research Center (ERC)

Year of establishment: 2021

Services: Research, technical consultations, field training

Name: Integrated Health Center (IHC)

Year of establishment: 2021

Services: Participatory research, training and education, community services

Other Related Entities

Name: SEKEM Treuhand gGmbH

Year of establishment: 2021

Type: Charitable limited liability company

Services: Asset management, support of cultural and human development at SEKEM holding of the majority shares of SEKEM Holding

Name: EcoTec Holding S.A.E.

Year of establishment: 2007

Type: Sister organization of the SEKEM Holding

Services: Sustainable community development, management of SEKEM's community housing assets, the guesthouse and cafeterias renewable energy, ethical finance, integrative health services

Name: SEKEM Future Council Association

Year of establishment: 2020

Type: Association

Services: Alignment towards the SEKEM Vision for Egypt 2057

Name: SEKEM International Friends Association

Year of establishment:

Type: Associations

Members: Austria, Germany, the Netherlands

Services: Financing and support of the cultural work of the SEKEM initiative, exchange programs, promotion of the vision of SEKEM

About SEKEM



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

*Dr. Ibrahim Abouleish,
SEKEM’s Founder
(1937-2017)*

Story of SEKEM

In 1977 Ibrahim Abouleish started 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 and NGOs, united by the same values that Dr Ibrahim initially began with. Widely praised as an “Egyptian organic pioneer” SEKEM has received the “Alternative Nobel Prize” in 2003 for its “business model for the 21st century which integrated business success and the social and cultural development of society through an economy of love”.

Nowadays altogether these entities address Egypt’s burning issues such as food security, urbanization and environmental pollution, climate change and the need for education as well as community development.



Our Vision

We strive for sustainable development towards a future where every human being can unfold his or her individual potential; where mankind lives together in social forms reflecting human dignity; and where all economic activity is conducted in accordance with ecological and ethical principles.

Our Mission

To realize our vision for sustainable development in Egypt...

- we established Biodynamic agriculture as the competitive solution for the environmental, social and food security challenges of the 21st century*
- we support individual development through holistic education and medical care*
- we create workplaces reflecting human dignity and supporting employee development*
- we build successful business models in accordance with ecological and ethical principles*
- we innovate for sustainable development through research in natural, social and spiritual sciences*
- we advocate, locally and globally, for a holistic approach*

for sustainable development

- we build new forms of living together in a community based on solidarity and celebration of diversity*

Some of Our Recognition

“National Adaptation Plans Champion” for the adaption to climate change by UNFCCC, 2018

Luxembourg Peace Prize, 2018

“Land for Life Award” by the United Nations to Combat Desertification, 2015

“One Business Community, Equal opportunity Seal” by UN Women and World Bank, 2015

“Award for Excellence in Positive Change” by the Global Thinker Forum, 2013

“Business for Peace Award” by Business for Peace Foundation and the International Chamber of Commerce, 2012

“New Sustainability Champion/Sustainability World Leader” by the World Economic Forum, 2011

“Outstanding Social Entrepreneurs” Award by the Schwab Foundation for Social Entrepreneurship, 2003

“Right Livelihood Award” (Alternative Nobel Prize) by the Right Livelihood Award Foundation, 2003

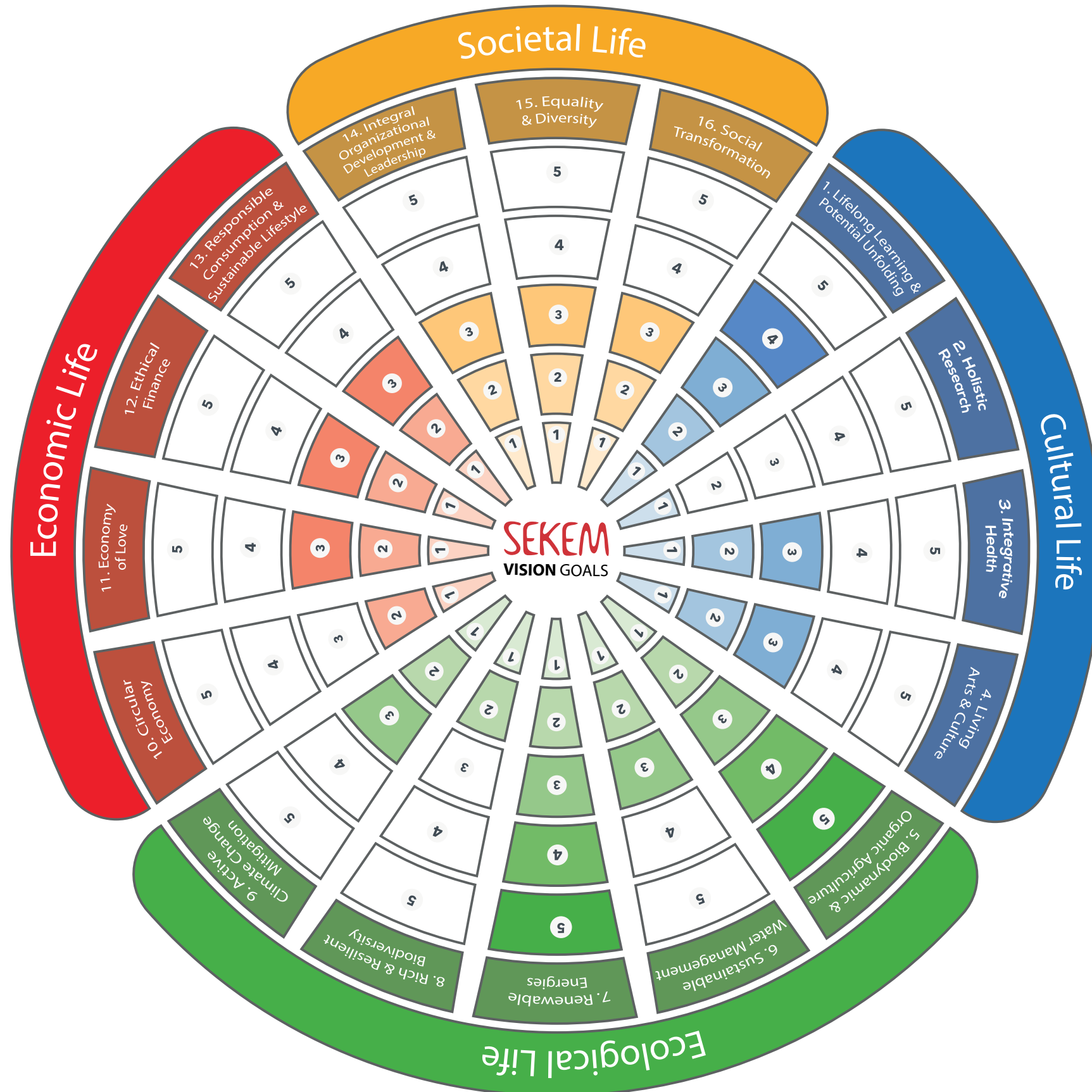


Sustainability Strategy

For us, sustainable development is a way to integrate **Cultural, Ecological, Economical** and **Social Life**. This holistic approach to development comes with a mission to transform society that currently suffers from human-made systems and actions.

1977 was a starting year to reach our vision that will take several generations to achieve. Driven by the needs of people and society, our institutional ecosystem grew over time, becoming more and more complex. We find ourselves in a unique situation of an association of different organizations all aligned under one vision that serve each their respective purpose. All the different fields and organizations under the SEKEM initiative deal with people from different walks of life and our approach is to celebrate this diversity and to take each upcoming challenge as an opportunity to learn.

We see SEKEM as a huge school where people can develop and unfold their potential, and as a place for everyone to offer their gifts as a service to the whole.



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt



Vision 2057

Our ultimate vision expresses a sustainable transformation of Egypt until 2057, which is linked to our **16 Vision Goals (SVGs)**. They all are aligned globally with the [Sustainable Development Goals](#), and Egypt's national sustainable development strategy ([Egypt's Vision 2030](#)).

Each of our **SVGs** represents a guideline for social innovation through community-based research, community-based learning approaches and implementation of community-based projects. For every **SVG** we provided background information: how it relates to Egypt, where we see our country in 2057 and how we contribute to make this vision come true.

These **16 SVGs** are mapped around the **Sustainability Flower** – an extensive performance evaluation framework used to monitor our key performance indicators. It plays the role of a management, assessment and communication tool that is helping us to measure success in all four dimensions.

Each **SVG** has its own **Vision Group** responsible for giving guidance, while experts from specific research and development **Centers** constantly work on prototypes and models that will help our stakeholders to implement the **SVGs** with active support from SEKEM.

Each year we choose 2 goals from the **Sustainability Flower** to pay special attention to them in our work and community life. In 2021, our focus goals were **SVG#9 Renewable Energies** and **SVG#13 Responsible Consumption & Sustainable Lifestyle**.

Our Management Approach

Currently, we are building and improving an effective management system to track our progress and measure the results towards reaching our vision goals in each dimension. At the moment, over 130 projects are running in organizations inspired by the SEKEM Initiative. Our challenge is to coordinate the work and find synergies, while communicating the outcomes effectively to our stakeholders. As we are learning by doing, we are constantly working on the improvement of our system of indicators and metrics to be able to better evaluate our impact. Our credo is rather “start, learn and improve” than to strive for perfection.

We are highly aware of the interconnectedness of life and our place in this unity. We understand that an impact in one area, positive or negative, will affect another area, too. That is why SEKEM strives to carefully balance its actions and manage trade offs – a key characteristic of managing sustainable development. Wherever it makes sense or customers require it, we comply with standards that help us to codify best practices. Nevertheless, we also see the risk of over-rationalization and bureaucracy and hence we highly value the direct feedback from our stakeholders and an open dialogue conducive for learning.

Wherever possible, this sustainability report is prepared with reference to the Global Reporting Initiative (GRI). The GRI content index explains where in the report information on the individual GRI indicators can be found. Links to the GRI Standards are placed throughout the report whenever applicable.

Standards

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

ISO:



Other Standards:

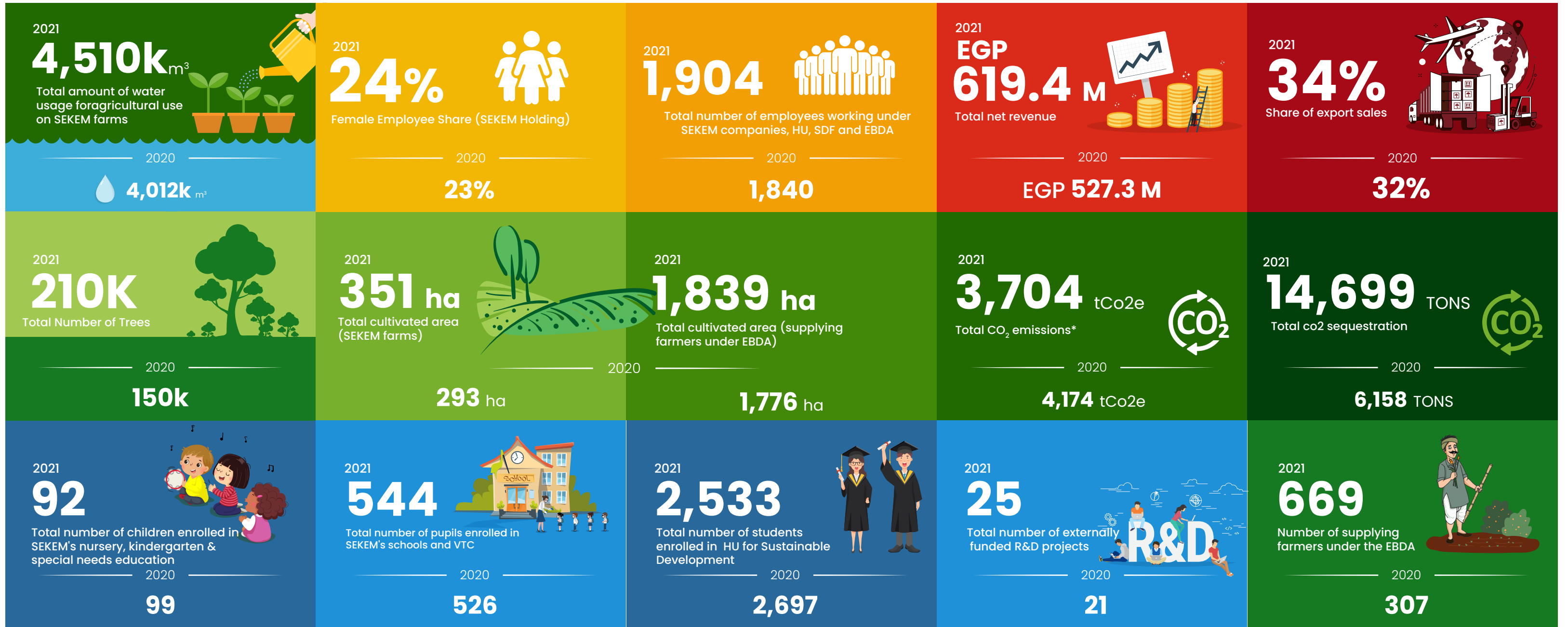


Agricultural Standards:



SEKEM Report

2021 in a Nutshell *



*data related to number of people for 2020 differs from the one provided in Report 2020, due to the different way of data collection. In this year report we present YTD Dec data for each year



Cultural Life

SVG#01: Lifelong Learning and Potential Unfolding

SVG#02: Holistic Research

SVG#03: Integrative Health

SVG#04: Living Arts & Culture



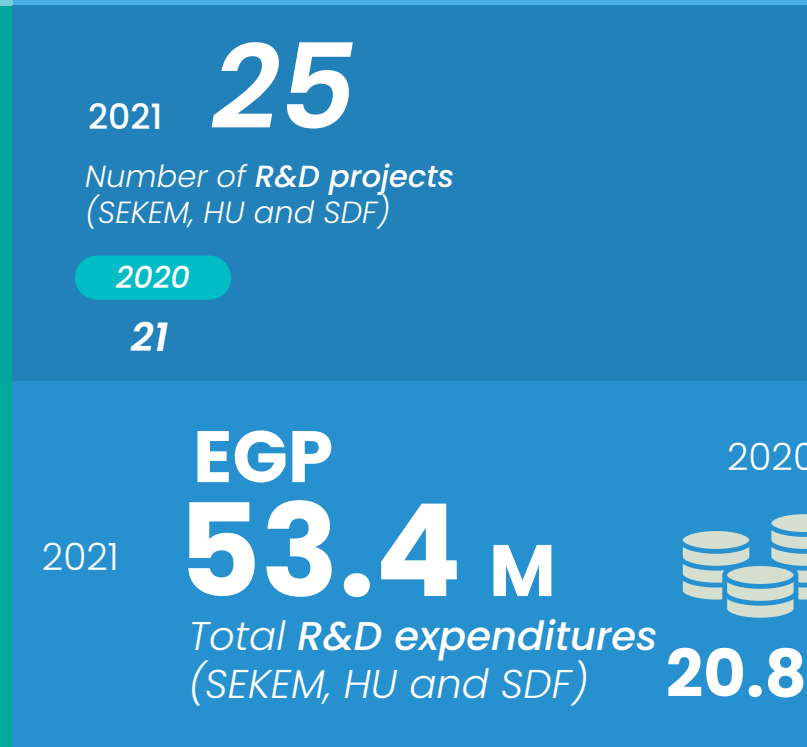
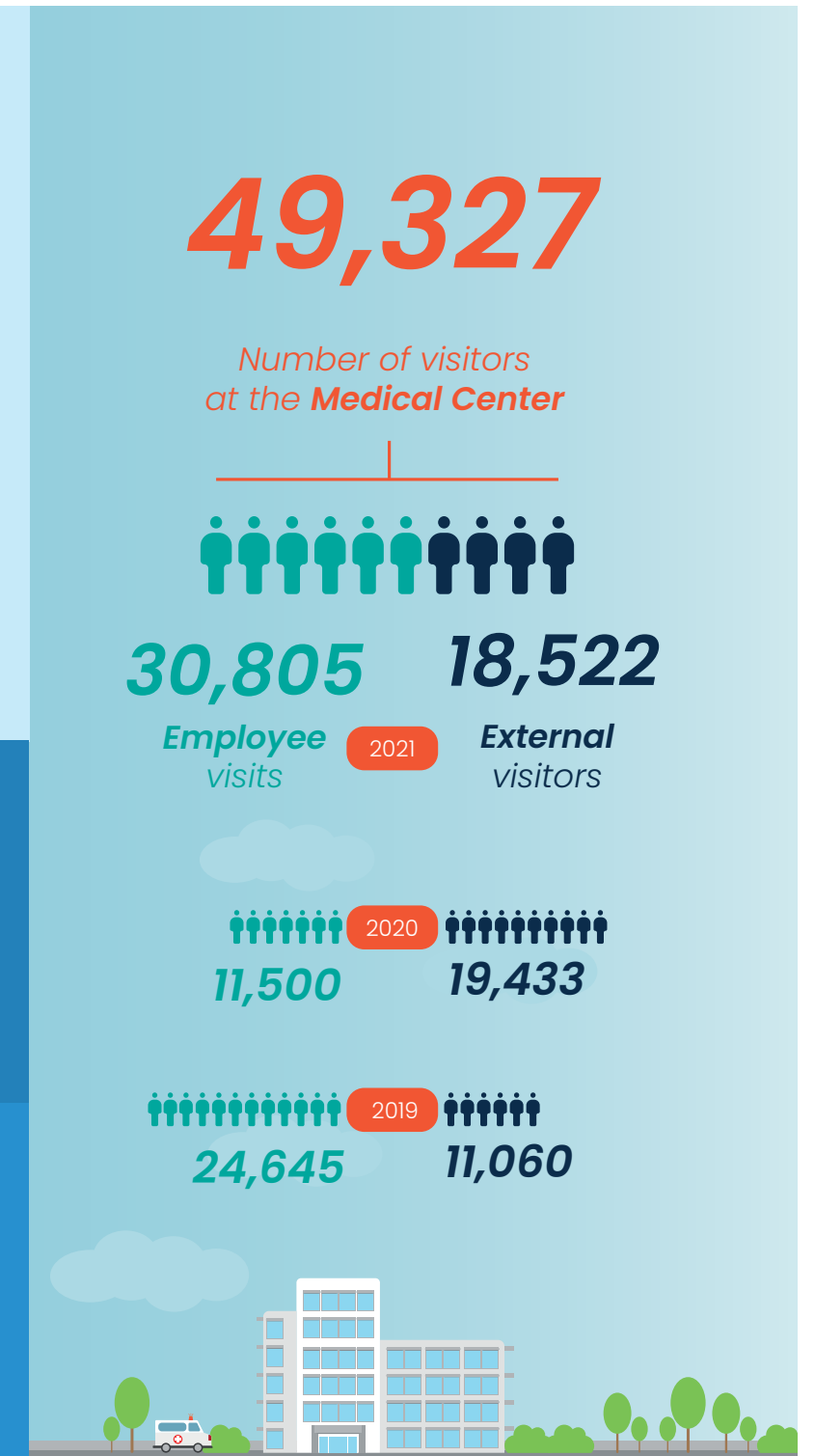
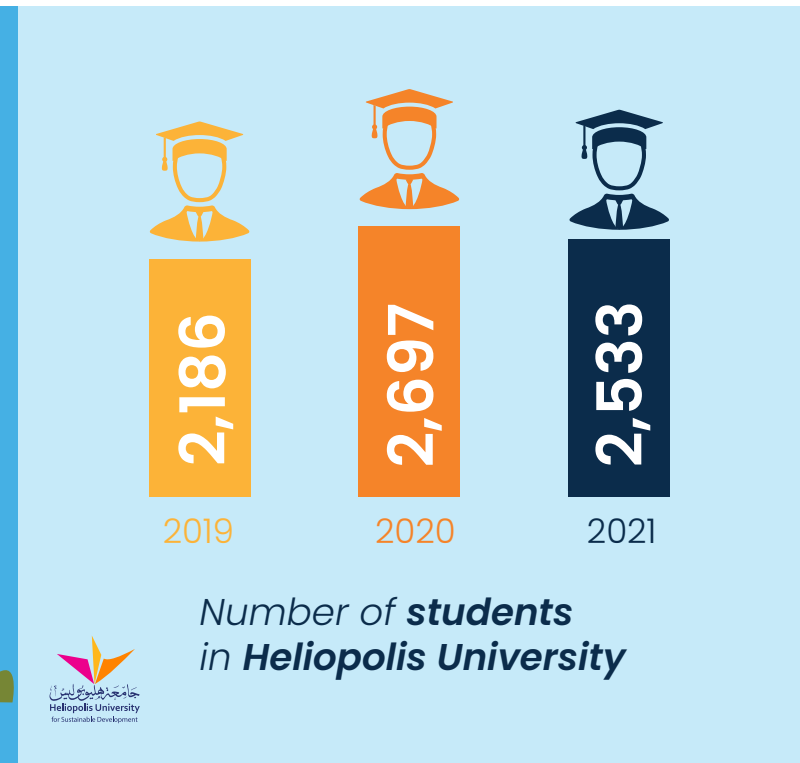
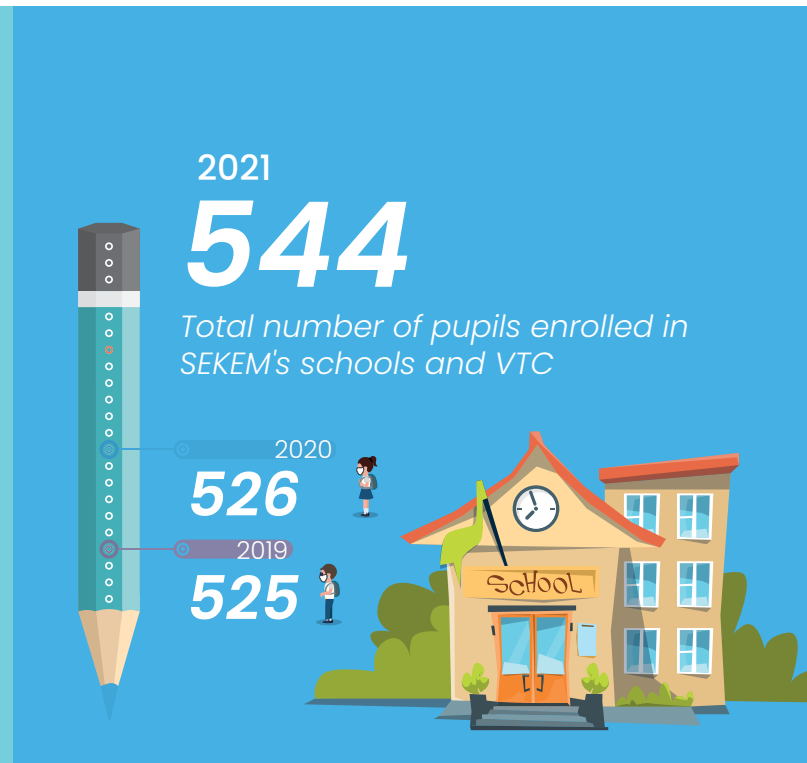
Our Approach

Humanity creates the world from ideas. All learning, researching, inventing and artistic activities are ideally free and not influenced by material benefits. In order to create such a reality and contribute to the developmental goals of Egypt, the SEKEM Development Foundation (SDF) was

founded: a private non-profit organization, which is running various programs and implements many projects in the field of social development, health care, education and ecology. Additionally, Heliopolis University champions higher education and research activities and provides a platform for culture and arts production for our community.

Cultural Life

At a Glance 2021



Cultural Life

Meet Our People



“Dealing with patients is often even more significant than the direct treatment.”

Dr Alaa Miklid, SEKEM Medical Center

[Read more](#)



“It is up to today’s children to become the innovative leaders of tomorrow”

Marwa Tohamy, Teacher of Arts and Craft

[Read more](#)

Cultural Life

People Tell A Story



Dr Naela Refaat, Head of Education for Sustainable Development Center (ESDC) in 2021. She explains what are the main goals of the ESDC and shares her perspective on what Sustainable Education actually is.

Dr Naela: Education for Sustainable Development (ESD) is the heart of Heliopolis University (HU). For many newcomer teachers it is a new concept, others say they have experienced something similar in other universities – however, it is definitely not the same as in HU, because here we take it very seriously. That is why we created an ESD Program for our academic staff to give them SEKEM vision of sustainability.

Connecting theory with the real world

The ESD Program helps our staff to connect theoretical education on sustainable development (SD) to real world issues. A lot of new members enter the university with an idea that SD is mostly about environmental issues, meanwhile environmental topic is just one part of sustainable development. To show them the bigger picture of what

sustainability means we use Community Based Learning (CBL) which in my perspective is the most empowering method we have by now. CBL can be briefly described as trips to the rural communities, in which we learn about the challenges that local people face and try to develop solutions for them. This program unites technical parts of the curriculum with the human side of SD challenges. Sometimes, before experiencing CBL, new teachers find it difficult to come up with ideas of real life projects for SD, but after, they start to understand what we are actually talking about and begin to connect the dots themselves.

Sustainability requires new evaluation methods

In the ESDC we also work on other issues, related to education. For example, right now we are trying to change the system of assessment and evaluation of students in the curriculum. Exams and tests are fast and convenient, but they are not the right tools if we are talking about the real ESD. Now we are trying to experiment with different ICT (Information and Communication Technologies) methods, but it is definitely a challenge when you deal with a curriculum that is based on the old traditional system of education. People do not like to touch the curriculum, and most of the academic staff feel that they are obligated to follow the standard procedures. However, I believe that we can at least try to look at some

parts where we can be flexible. We need assistance from management of the university to make steps forward. There are some teachers who are individually trying to experiment with different assessment tools, but it is still not practiced on the institutional level.

Transformative learning

When it comes to the training process for our staff we are trying not to give them lectures, but rather use transformative learning – it is when a change appears on the inner human level. We encourage them to use the same approach with their students and deliver their lessons in the same active manner. However, so far we haven't conducted a deep evaluation if these courses have actually helped our staff in their classrooms, so the next step for us will be to find it out. For sure, we have reached the changes on the personal level, but what we really need are societal changes on the institutional, faculty or classroom levels. Recently, we have delivered the course: "Inner Power and Societal Change", where we explained how to use the inner power to be a catalyst for change. I always see local actions as more important than the global ones. Compare the global forums, where countries mostly only discuss how they will follow their commitments, but not always do it, to the local organizations like SEKEM or other small initiatives in Egypt, who are actually creating a change already.



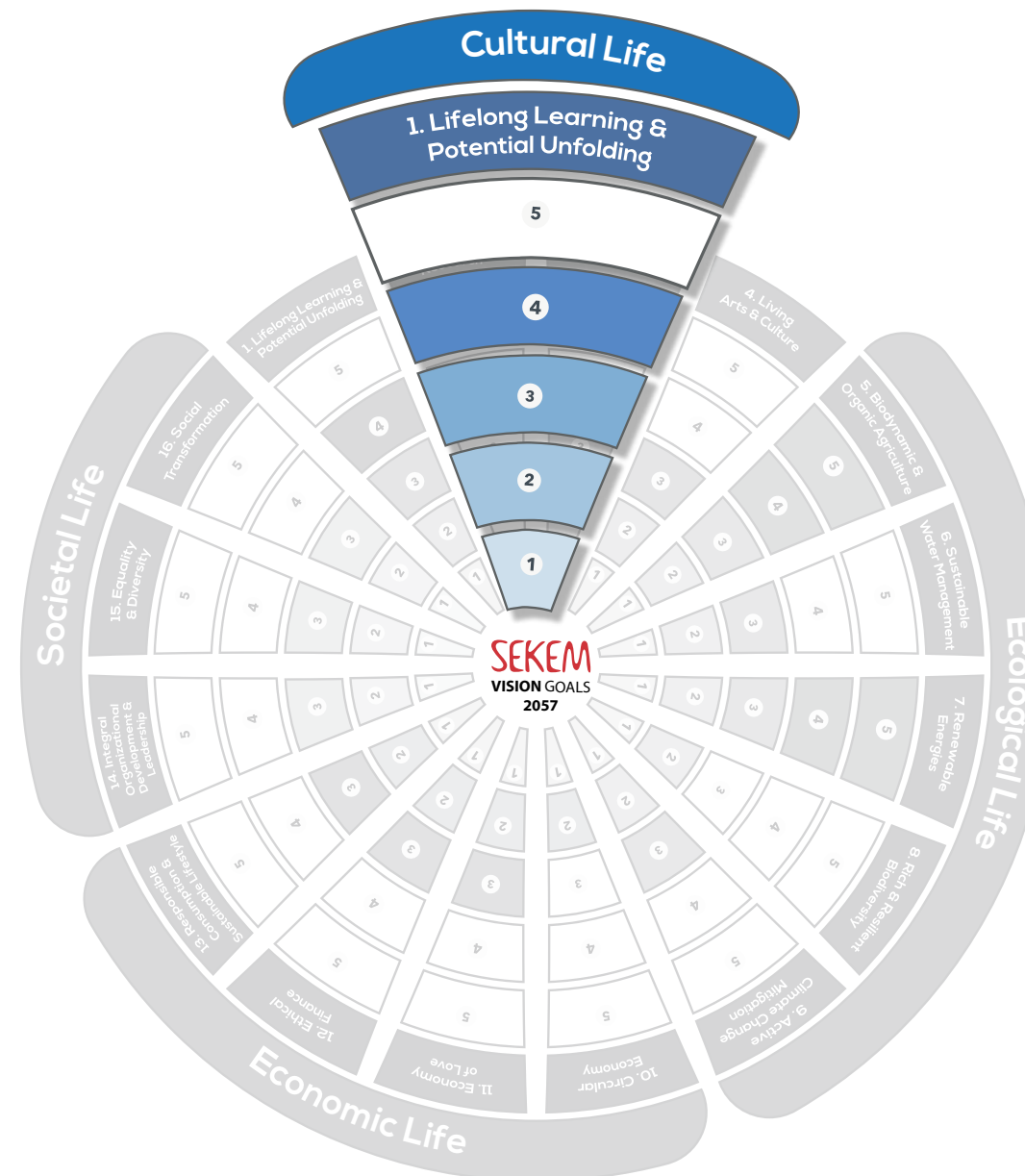
SVG 1: Lifelong Learning and Potential Unfolding



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, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

Education is the foundation of any country’s development. In the past years, the Government of Egypt has given a greater priority to improving the education system by increasing the numbers of learning facilities all over the country. It resulted in noticeable growth of enrollment rates in all education stages, with a positive decline in dropout rates in schools.

However, Egypt still faces many challenges:

- *literacy rate of 71% (one of the lowest among middle-income countries)*
- *low positions in international educational ranks (99/141 according to Global Competitiveness Index)*
- *lack of educational services in remote areas*
- *limited educational opportunities for children with disabilities*
- *high density classes (50 students/class)*

(UNDP, Egypt Human Development Report 2021)

At the same time, the modern fast-changing world that has mountains of information just a click away, demands an urgent change in the traditional educational system with a passive learning approach. Future leaders of tomorrow need to learn how to be flexible, being able to think outside the box and be prepared to deal with unexpected challenges maturely.



Our Approach

[SEKEM Development Foundation](#) (SDF) addresses current challenges of the educational system in Egypt by leading initiatives such as the [Vocational Training Center](#) (VTC) and [Special Needs Program](#) to provide access to education for everyone, non-regarding their background or physical abilities. The [SEKEM School](#), located near Belbeis, is open for children of all social levels, giving the kids from rural neighborhoods a chance for a decent future.

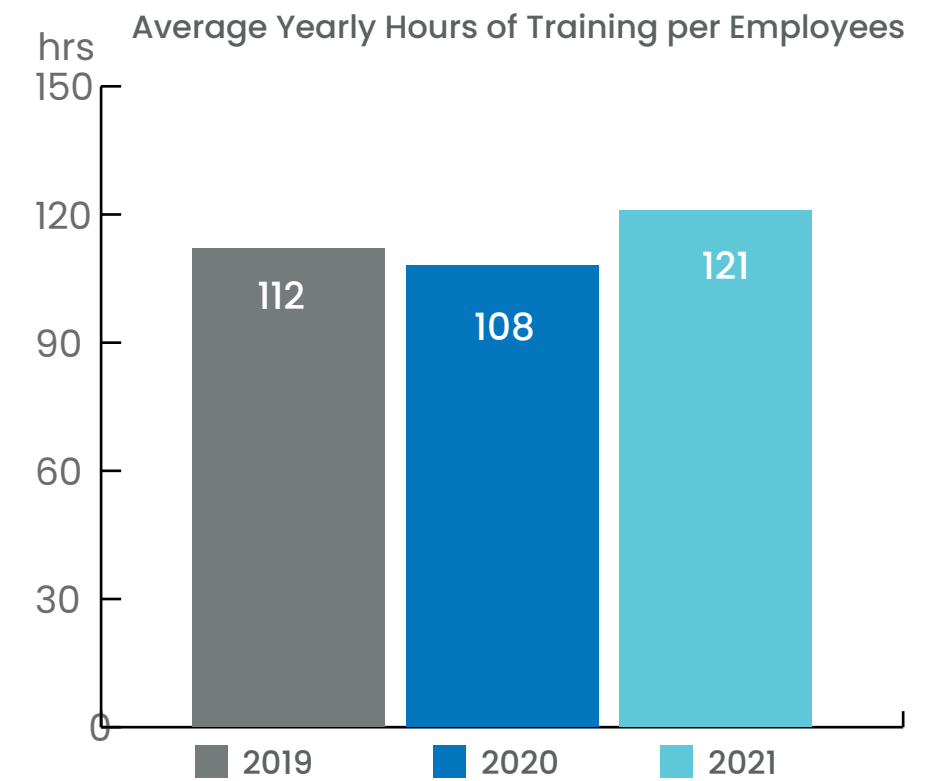
Education is More than Learning

SEKEM steps out of the traditional passive way of learning with its Core Program that unfolds the potential of every individual by integrating art activities in a standard curriculum. This program is inspired by [Waldorf education](#): an approach that is well known for its ability to stimulate integrative thinking and creativity, and develop high ethical and moral standards. The **Core Program** in SEKEM is available not only for [students](#) of all ages, but also for full-time [employees](#), who are sharing a vision of lifelong learning.

Our Results in 2021

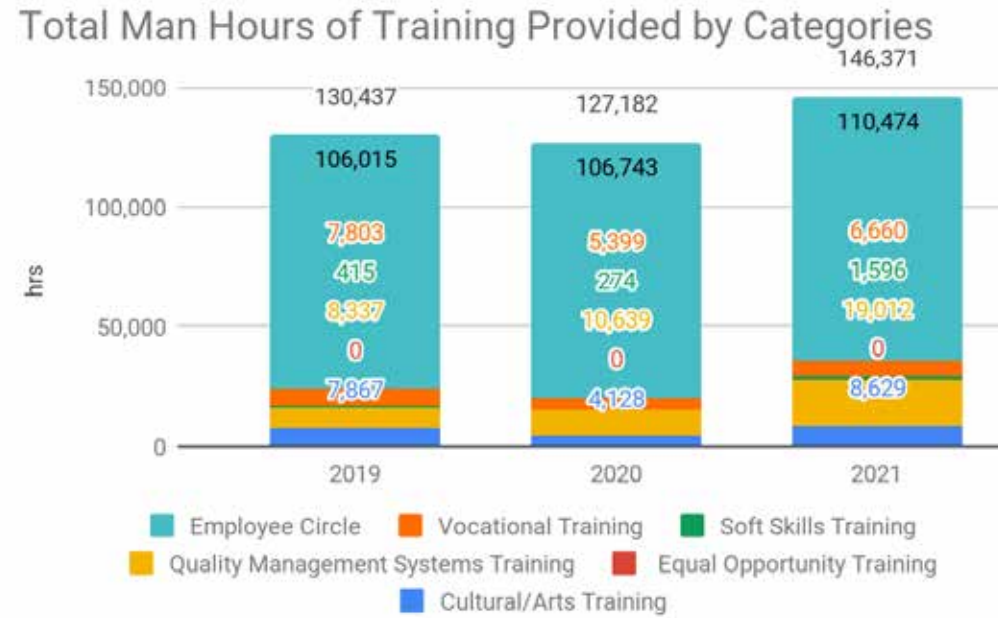
Number of Students

Total number of students in SEKEM Schools and VTC grew from 526 to 544 with a new school officially opened in Wahat farm. The number of students in HU decreased from 2,697 to 2,533, due to a more selective application process.



Within the **Core Program** we strive that 10% of working time of every employee is dedicated to their potential unfolding. The results indicate that in 2021 the share of training and development hours per employee from their total working time was roughly equal to 5.4%, or approximately 121 hours per year per employee.

Training and cultural activities offer to our employees



development of soft skills, for example through language courses. They also include a number of artistic courses or professional development training. Besides, an everyday morning circle is counted as a cultural activity. It is actively participated by the majority of the employees and thus takes the biggest share in the result of the year.

Upscaling the Vision

This year, we took steps in upscaling the SEKEM concept of a school with a holistic pedagogical approach into Egyptian society. Teachers from the Belbeis region were invited to the **SEKEM School**, where they participated in training sessions. They focused on different approaches of how to structure lessons in a diversified way so that children develop joy in learning and gain new knowledge.

Our Ongoing Activities

- Providing Higher Education under [Heliopolis University \(HU\)](#)

- Running [Vocational Training](#) Center under SDF
- Providing [Lower Education](#) under SDF
- Providing Child Care and [Special Needs](#) under SDF
- Unfolding the potential with [Core Program](#) - of students and employees
- Connecting students with real-life experience through **Community-Based Learning (CBL)**
- Training academic staff with **Education for Sustainable Development (ESD) Program**

Our Active Projects

- Establishment of [Community School](#) at SEKEM Wahat farm
- Creation of CBL curricula
- Establishment of technology college under Heliopolis University
- Support of the Egyptian rural-community under [DeVilag Project](#) (HU, ISIS, Lotus)
- Improvement of skills and knowledge of Fayoum University staff on Climate-Smart Agriculture and Organic agriculture through TMT Fayoum Project (HU)
- Internationalization of higher education at home in Mediterranean countries through MED2IAH Project (HU)
- Integration of SDGs in Egyptian universities curriculems through INVOLVE Project (HU)
- Implementation of refugee teaching certification program with RefTeCp Project



Challenges

One of our current challenges is to raise employees share of working time time to 10%. For this we are planning to expand the number of skillful instructors and diversify activities. Besides, we intend to make it a regular program and create a clearer system for its implementation.

Next Steps

- Establishment of new HU campus at SEKEM main farm
- Establishment of Vocational Training Center at SEKEM Wahat farm
- Extension of Faculty of Business & Economics at HU to include design
- Establishment of Faculty of Medicine at HU
- Establishment of adult training center for Core Program
- Establishment of food processing program under VTC
- Creation of evaluation tool for ESD courses
- Development of a "Youth at work" program at Sekem Wahat Farm

SVG 2

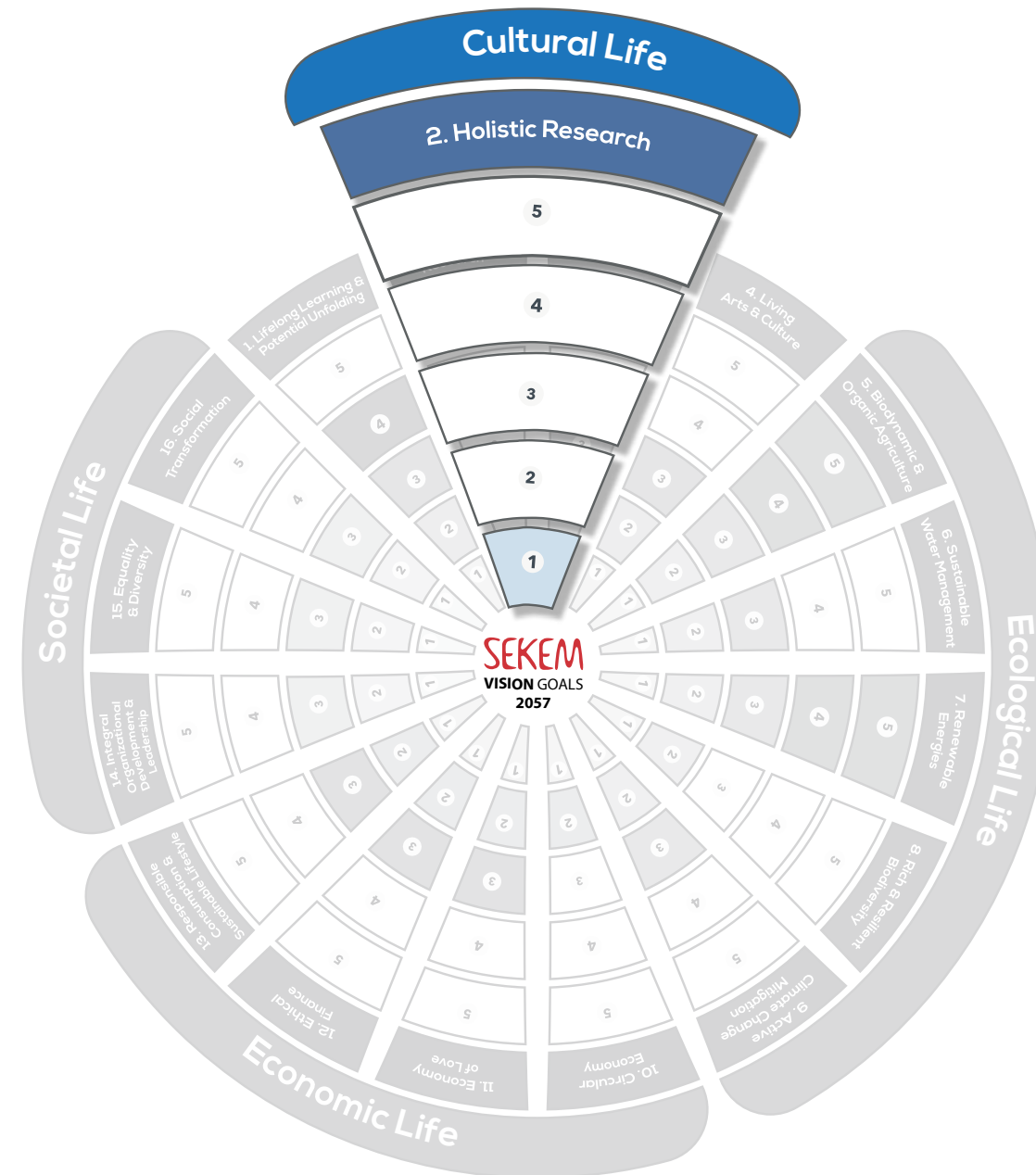
Holistic Research



Our Vision for Egypt 2057:

A holistic research model was developed that takes into account scientific, humanistic and spiritual aspects.

Link to UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
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In All Egypt

Why It Matters

Research plays a crucial role in the development of social innovations that evolve humankind. Research models tell us about how we gather and authenticate knowledge to find practical solutions to the challenges we face. However, the most widespread model of research nowadays takes the academic approach, which can be criticized to be too much focussed on measurable “objective” data that often does not fully capture the complex and dynamic burning issues of reality.

Present global conditions require a paradigm shift from the raw numbers and statistics that gives us only partial understanding of the problem or one-sided solution to a challenge. The new model of research requires a holistic approach that combines social, natural and spiritual sciences together and can open for us a whole new world of possibilities in different fields. This would also require tapping into the sources of knowledge from local cultures with adequate methodological approaches. In the end, what counts is a meaningful contribution to address community and societal burning issues and provide meaningful contributions to societal transformation.

Our Approach

SEKEM Initiative is driven by an action-oriented research model in its business and generates knowledge through applied collaboration between researchers and practitioners. This type of research model can simultaneously contribute to local communities, bridging worlds of theory and practice together. Our approach touches every side of our life, starting from tests of biodynamic agriculture practices to discovering new irrigation methods as well as empowering women, just to name a few examples.

The vision of SEKEM Initiative is based on the results of the

holistic research, where the important part lies in spiritual approach. Spiritual approach includes aspects such as personal growth, finding meaning in life and living by a code of ethics connected to a universal truth, beauty or goodness. This approach makes us move beyond the common framework of thinking and conduct research in the direction of questions, such as why biodynamic methods are more effective compared to conventional agriculture, or if we can change the people’s mindset through the different leadership models.

Heliopolis University

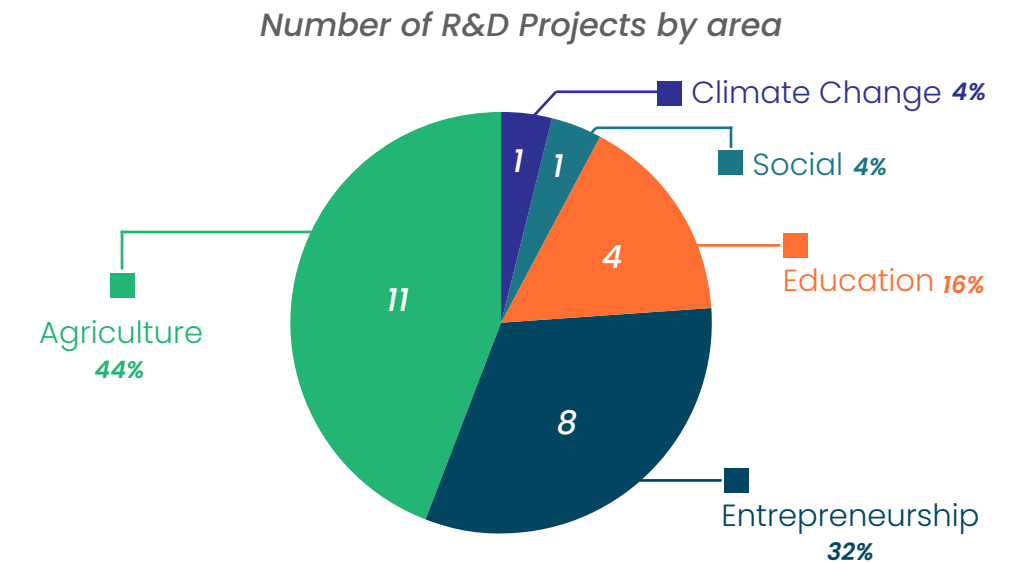
[Heliopolis University](#) (HU) strives to be the source of innovation and societal transformation. To achieve this status, it combines sustainable development driven research with practical use of knowledge to create a positive impact for society. (**Community Based Learning** Initiative as an example).

HU hosts [the Heliopolis University Research and Innovation Observatory](#) (HIRO) that serves as the main R&D and innovation core structure. It cooperates with the [Academy of Scientific Research & Technology](#) (ASRT) in Egypt to support researchers, providing them with guidance on funding and connecting them with networks of counterparts. Every year HU’s **Office for Sponsored Programs (OSP)** in HU develops on average 30 research proposals.

Research Centers

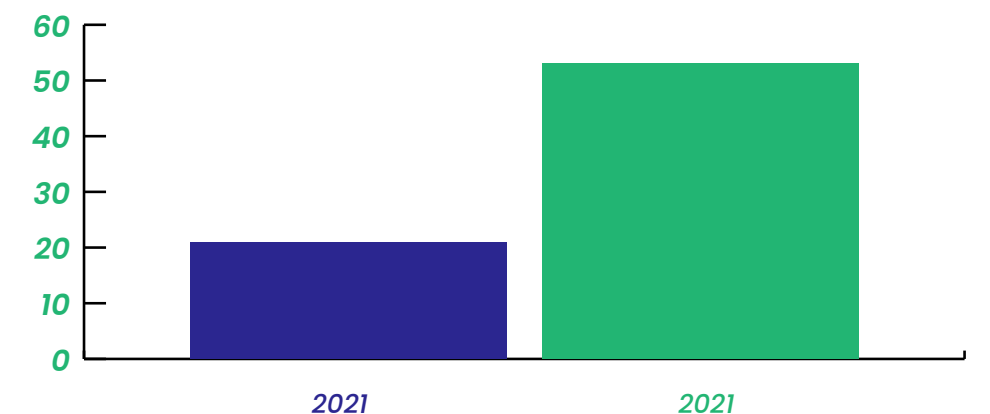
The SVGs are our guide for research for technological and social innovation. In order to realize them for 2057, HU established special centers that handle specific topics important for us, from integrative health to climate and energy research. The main tasks of the centers are to research and develop prototypes of sustainable solutions for the SVGs implementation on a scale of SEKEM Initiative and Egypt.

Our Results in 2021



As a pioneer in biodynamic agriculture, SEKEM has an emphasis on this sector in its research activities. Among the most remarkable projects in the field of organic agriculture is [Knowledge Hub for Organic Agriculture in North Africa](#) (KHNA) funded by [BMZ](#), implemented by [GIZ](#) and coordinated by SEKEM Organic Agriculture Center. The objective of KHNA is to spread the knowledge and best practices of organic agriculture among the farmers of North Africa through training and networking.

Total R&D Expenditures



The expenditure number for R&D projects significantly increased in 2021. One of the reasons for that was the backlog from COVID-19 in 2020. Another reason is several large projects in 2021 that boosted the total expenditures.

The biggest project in which SEKEM is currently involved is [InnoEgypt](#). It is a project for young entrepreneurs with a total expenditure of 1,23 million Euro (21,44 million EGP), funded by [EuropeAid](#). It aims to foster national transformation toward a sustainable innovative-based economy via business incubation and start-ups.

Our Ongoing Activities

Our institutional ecosystem for research includes running the following centers under HU:

Organic Agriculture Center – providing inspection services for the inputs and outputs of organic agriculture and granting certificates for organic products

Entrepreneurship Center for Social Impact – creating sustainable start-ups through providing customized support services for early-stage entrepreneurs

Education for Sustainable Development – providing lifelong learning for all age groups based on a holistic worldview.

Rural Development Center – providing services and consultations to the surrounding communities to enable their members to develop their communities by themselves

Climate and Energy Research Center – preparing the environmental reports, and the strategic and operational

planning necessary to limit the causes of climate change and global warming

Ecosystem Research Center – conducting scientific and applied research, providing technical consultations, field training, spreading awareness and transferring knowledge achieved for sustainable development goals.

Integrated Health Center – promoting and practicing the concepts of holistic integrative health

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

Soil Research Laboratory – providing assessments of the soil’s fertility to make fertilizer recommendations

Atos Quality Laboratory – performing pharmaceutical quality control activities

Challenges

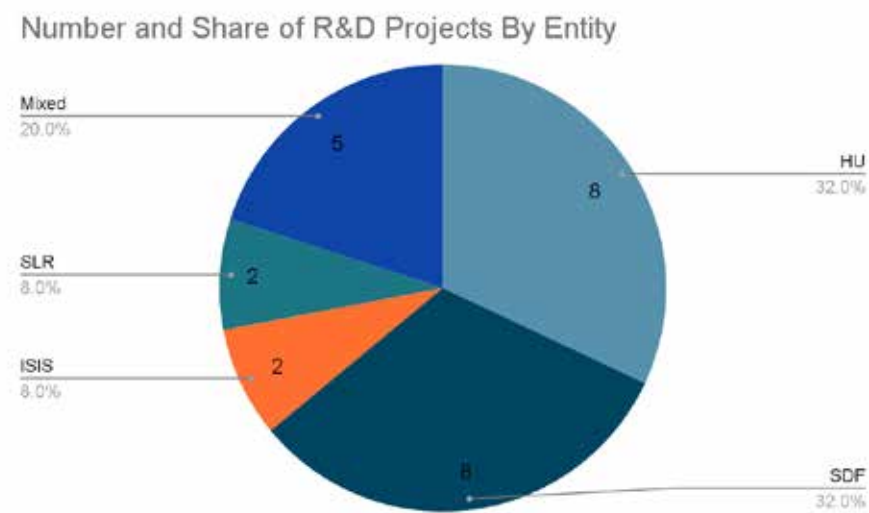
SEKEM’s approach to research and development emphasizes ‘learning by doing’. We only do projects if they are aligned with our vision goal and have a practical impact on the ground. The challenge is to measure the impact of each project given the complexity of them.

Another challenge concerns our model of holistic research – integrating the realm of spiritual knowledge – that is at its early stage of ideation. Our challenge is to bring all our partners and friends together to define how to integrate natural and spiritual sciences together.

Next Steps

- Establishment of biocrystallization lab at **HU**
- Establishment of water research laboratory at **HU**
- Research of the effect of biodynamic preparations on plants and soil

Our Active Projects



SVG 3

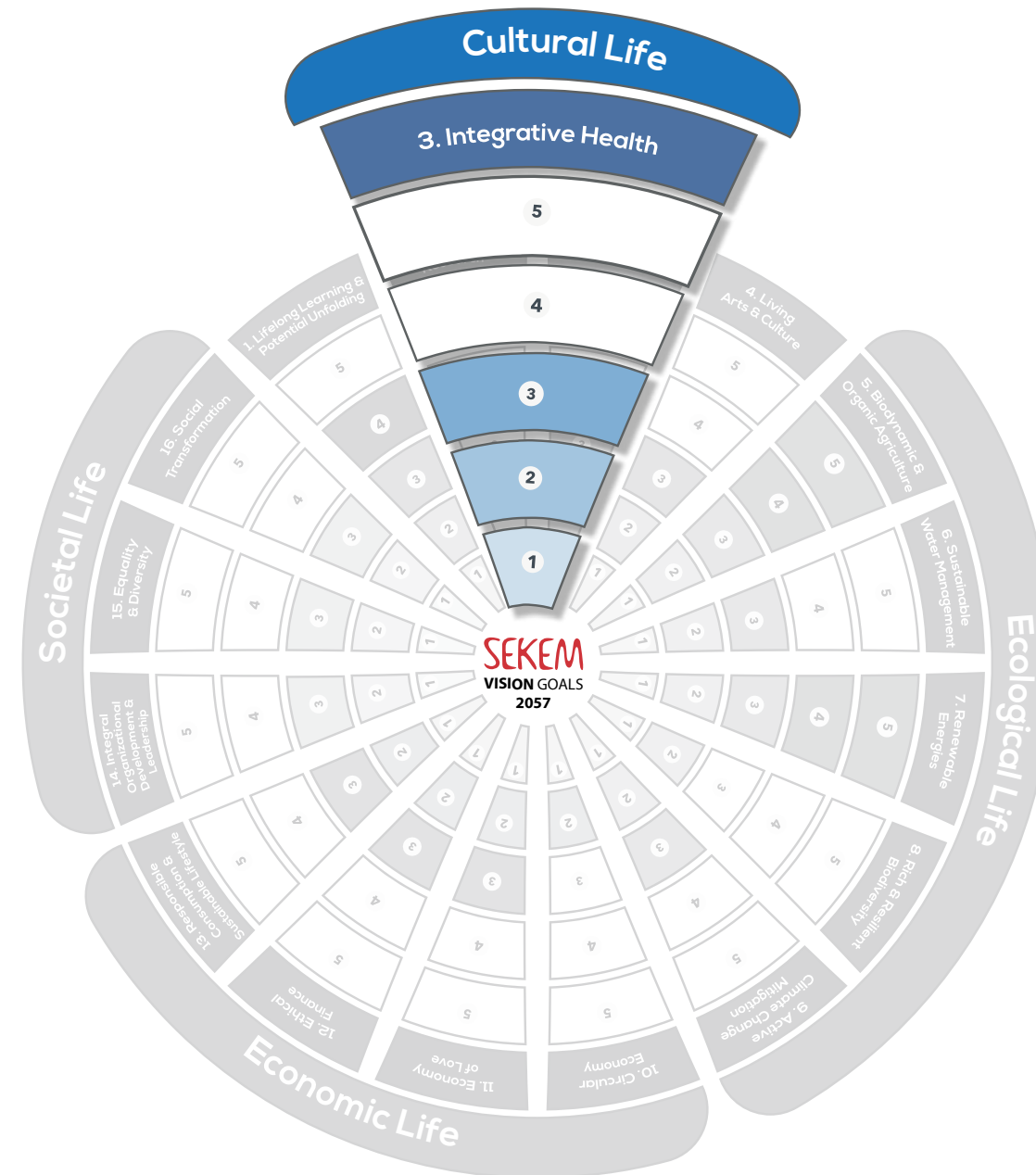
Integrative Health



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, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

While access to high-quality healthcare is a universal right, according to 2021 Egypt's Voluntary National Review (VNR), around 43% of the Egyptian population does not have medical insurance coverage. This issue is planned to be addressed by the new Comprehensive Health Insurance Program that aims to cover 100% of the population by 2032.

Integrative Medicine

The [National Center for Complementary and Integrative Health](#) (USA) defines that "integrative medicine" is a coordinated way of bringing together conventional and complementary and alternative approaches that have shown high quality evidence-based effectiveness and safety. Complementary and integrative medicine is defined as "a group of diverse medical and health care systems, practices, and products that are not generally considered to be part of conventional medicine" and include natural products and mind and body practices. This approach allows not only to maintain a patient's health, but also prevents, improves or treats physical and mental illness.

Our Approach

SEKEM has an integrative view on human health that integrates body, soul and spirit, and wants to disseminate this vision in Egypt.

We use this approach in the [SEKEM Medical Center](#) that provides basic health care and access to medical services to its employees and surrounding 40,000 community members. The Center's different clinics offer a variety of preventive, basic, diagnostic and therapeutic services for the patients.

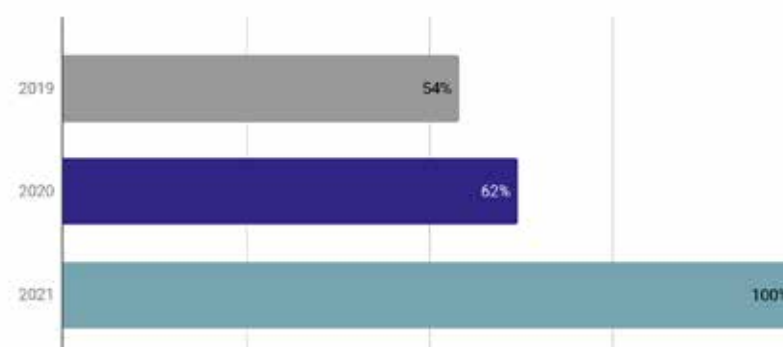
To expose all the community members to a more integrative health service, SEKEM launched its own medical insurance

and Integrative Health Service. Eco-health is a unique service that, besides coverage of medical expenses, focuses on long-term health goals and prevention of diseases through proper health education. At the moment it offers integrative health services such as personalized one-to-one coaching, self-care practices, meal planning and sustainable dieting. Currently, [Eco-health](#) serves around 2,000 community members and 3,000 students.

Our Results in 2021

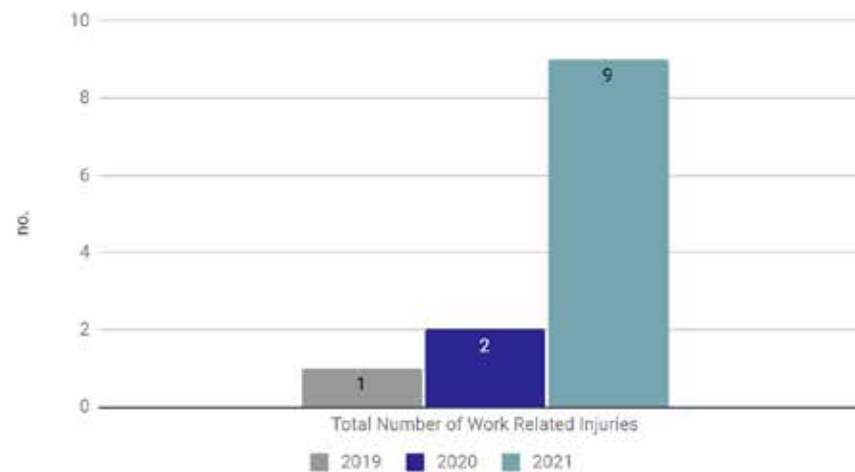
100% Employees Insured

Coverage of Complementary Health Insurance for Employees



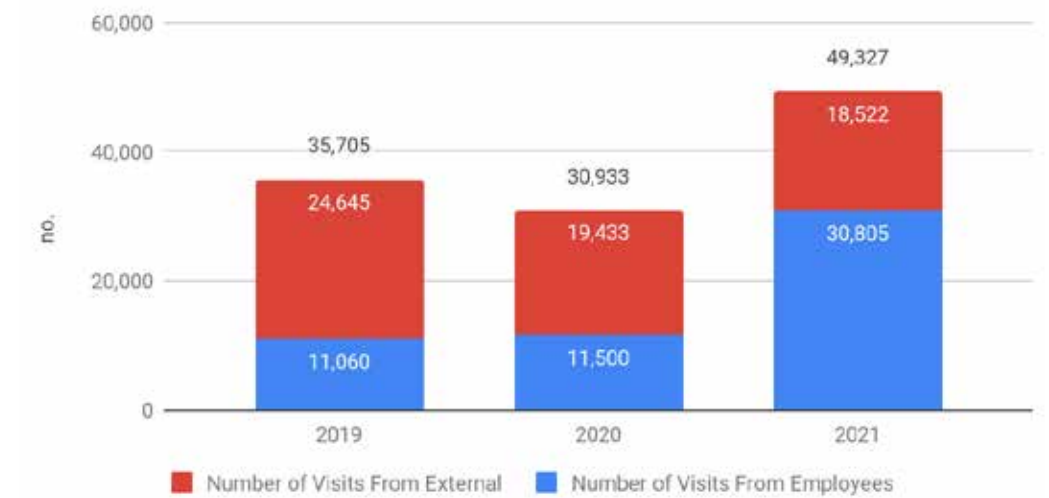
After launching Eco-health service this year, we managed to fulfill our target of 100% employees covered with insurance services.

Total Number Of Work Related Injuries



9 employees from Naturetex got minor injuries last year due to the incorrect use of sewing machines. As a preventive measure, Naturetex will give awareness raising sessions for its workers for the optimal and safe use of sewing machines.

Number of Visits at the SEKEM Medical Center



The amount of **Medical Center** visits increased to almost 50,000 this year, because of the newly offered **EcoHealth services** for SEKEM employees. Still, around 40% of the total visits were coming from the non-workers, but the people from the surrounding villages.

Our Ongoing Activities

- Providing a variety of preventive, basic, diagnostic and therapeutic services in SEKEM Medical Center
- Providing integrative health screening services in HU Integrative Health Center
- Running Health on Wheels Project for 13 Villages
- Covering health of employees and students with EcoHealth Insurance.

Our Active Projects

After introducing EcoHealth to all of our employees and students and introducing a new ERP system to manage patients, we focused mainly on our ongoing activities.

Challenges

The main challenge is to implement the philosophy of integrative medicine through our doctors who work part-time with us. Coming from a different background, classical school medicine is the dominating paradigm of thinking and changing the culture and approach to look at patients and their health is difficult and takes time.

There are many people who already would like to join us in testing the SEKEM Integrative Health model on a larger scale. However, we are not planning yet to upscale it in the upcoming year. Instead, our next move will be to expand our Medical Center into a fully functioning university hospital with an active involvement of pharmacy and physiotherapy faculties. This is a prerequisite step for building our planned HU Faculty of Medicine.

Next Steps

- *Attraction of investments for the expansion of SEKEM **Medical Center** into a fully functioning University Hospital*
- *Extension of therapy services for our employees, with inclusion of art and traditional Egyptian therapies*



SVG 4

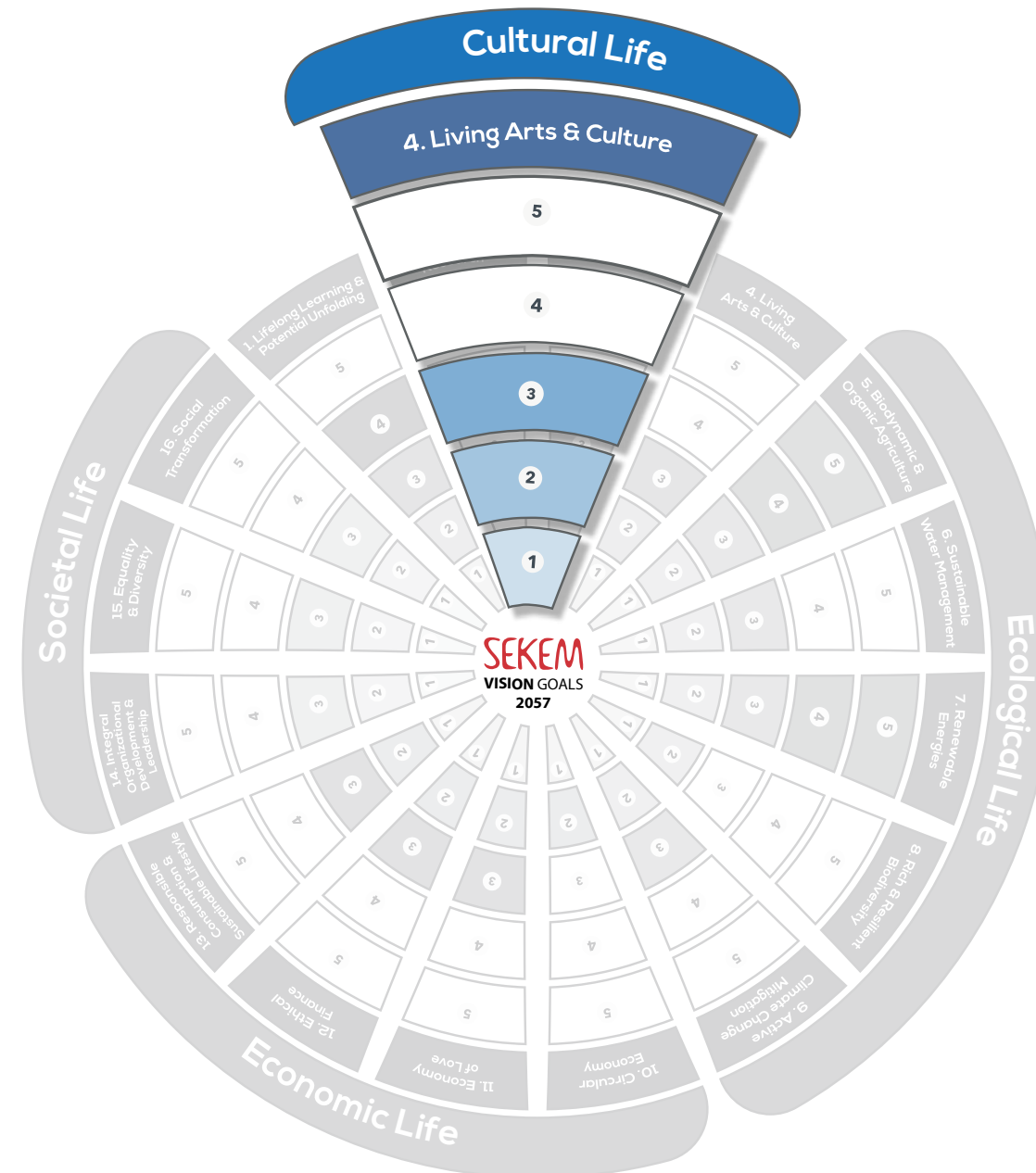
Living Arts & Culture



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, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

Why do we give such a special place to art in a personal development?

Art is a well-known source of joy, but at the same time it is much more than just it. Art is a language that connects us to the world, unites our feelings with our minds. There is no wrong way to express oneself artistically, that is why it brings us a feeling of accomplishment, reveals us from the inner constraints and cultivates a willpower. Art always makes us experience something new and in this way makes us prepared for future challenges. In other words, art makes us realize our full potential.

Art applied in the context of education and work can open spaces where people experience something new and improve their readiness to open up to change. This helps a lot for learning. Besides that, art courses offer an opportunity for team building and socializing which is a part of a healthy work life.

Our Approach

The [Space of Culture](#) emerges from HU as part of the university's vision of striving towards "[...] the sustainable development of individual consciousness [...] in Egypt and the world".

The driving philosophy of the **Space of Culture** is based on the connection and integration of various cultures in a central point in Egypt. Here, all cultures and ideas can enmesh in a series of dialogues, performances, festivals and exhibitions to enrich the region with a diversity of ideas, beauty, and cultures. **Space of Culture** engages in a diverse series of initiatives and activities that aim towards enriching the surrounding communities, particularly the most excluded and marginalized ones.

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

Our Results in 2021

Our results are difficult to measure. Under active projects below, the reader can get an idea of which type of events and activities are organized under the HU Space of Culture. To find the right measurements is still a research task for the future because we do not believe that our intention of inducing inner development steps on people's soul level can be measured in numbers. For us, this vision goal is about quality and not quantity.



Our Ongoing Activities

- Organizing cultural events at HU, SEKEM and Wahat farms with [Space of Culture](#)
- Organizing bi-annual [SEKEM Festivals](#)
- Running Arts & Culture production under **HU**
- Conducting beauty contests of companies and farms
- Keeping rituals of morning & weekend circles

Our Active Projects

- Organization of events under [Space of Culture](#), among which are:
- Concert with Eslam el Tony Band
- Performance of women empowerment group of HU for the International Women Day
- Syrian Culture Event
- Poetry Salon with Salah Abdel Sabbour
- ["The Hidden Treasure - Women of Sufism"](#)
- "The golden voice of Egyptian singer" with Nouran Abu Taleb
- "Re-connecting to feminine power" Arabic Poetry with Ghada Khalifa & HU students
- "100 thousands poets for change"
- Opera "Carmen" in Alexandria
- "Biodiversity and the future of life" lecture with Dr Sherif Bahaa
- Sekem Festival, March 2021
- [Sekem Festival, November 2021](#)

Challenges

We feel very blessed and privileged to offer such a rich and diverse cultural program. We see a lot of progress over the last few years, hence, we want to bring this format even further to the villages. Given our experience in this field, we rather offer a program that we see as relevant instead of waiting for the demand.

Next Steps

- Extension of **Space of Culture** program in 13 Villages

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

We live in a world that is dominated by an anthropocentric (human-centered) model, where the human being is separated from nature and seen as a conqueror of it with all other beings holding value only in their ability to serve humans. But we realize that the world is facing consequences

from this attitude resulting in environmental degradation, climate change and scarcity of natural resources. In order to deal with these consequences we need to change the relationship with nature and admit that natural life has its own value in itself, independent from the usefulness for human purposes. In order to survive, humanity needs to

accept a wider “life-centered” position and act in harmony with nature. Guided by this approach, SEKEM is aiming not only to reduce its ecological footprint, but to spread life and to contribute towards a better and healthier condition of the land. In a sense, this puts the human in a responsibility of an earth steward (a core principle in Isla.

Ecological Life

At a Glance 2021



Ecological Life

Meet Our People



“Organic agriculture on SEKEM Wahat Farm is a challenge that brings me happiness and hope”

El-Shahat Sahri, Farmer at SEKEM Wahat Farm

[Read more](#)



“As a farmer or a teacher, my keyword has always been patience”

Ismail Elsayed, Teacher of biodynamic Agriculture

[Read more](#)

Ecological Life

Our People Tell a Story



Mohammed Aewais is a Manager at Wahat Farm. Originally he comes from Ismailia city, 100km North-East from Cairo, but now he works and lives in Wahat. He shares the story of how he came to SEKEM and how it feels like to live in the desert.

Mohammed: My story with SEKEM started 25 years ago. Originally I come from Ismailia. I have my own farm there, and it happened that my farm was the first biggest supplier of organic vegetables for SEKEM. When I learned about SEKEM and its Vision for the future of Egypt, I realized that to work along with Dr Ibrahim is my biggest dream.

A challenging journey

During our first talk I confessed that I want to join SEKEM and

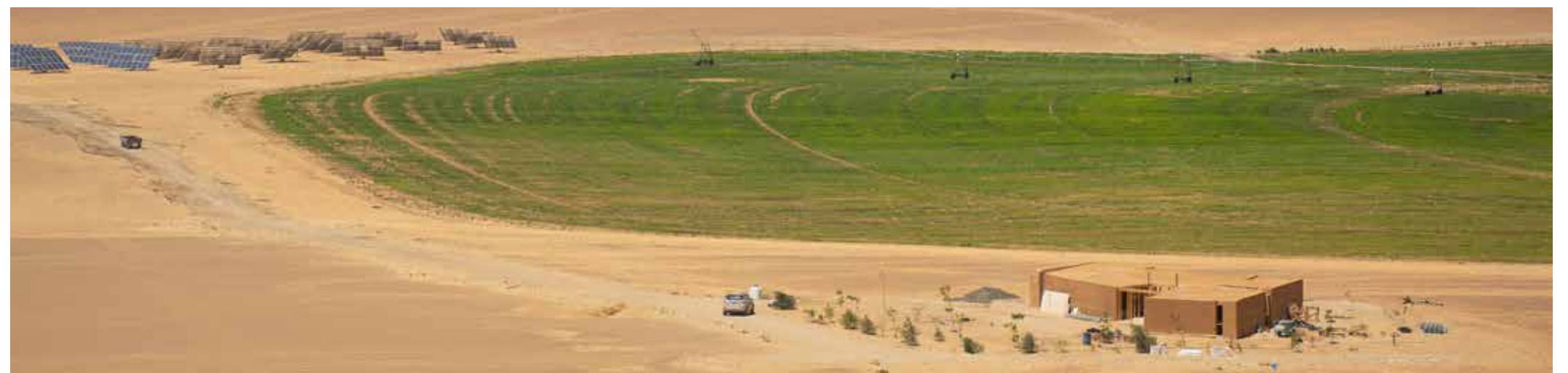
Dr Ibrahim told me: "It will be a tough journey. Are you ready for it?" Of course, I said I was.

At first I tried myself in a project that happened around 5 years ago, where SEKEM made a cooperation with Upper Egypt to grow herbs. My task there was mainly to work on the construction of pivot systems. Then, a couple of years later, in 2019, I moved to SEKEM Wahat Farm and became a manager there.

Life in desert

Life in the desert is not easy. Starting from the weather conditions, coming to the working issues. As a manager I face a lot of difficulties. When there is a problem with the irrigation system or a tractor, you cannot just call an engineering company to come to the desert and fix it. You need to deal with it yourself, using the resources that are available.

A few years ago we had many technical issues with wells and pivot system structure. Houses for labor were not well-prepared to live in for the present climatic conditions. Another major issue was the compost that was transported all this long way from SEKEM to Wahat. We have been working hard to improve the situation there day by day, and eventually Wahat flourished.



A dream comes true

Now beautiful things are appearing there every day. The houses are renovated, and we have a new beautiful cafeteria. The issue with compost was resolved by bringing the new equipment: now we can produce good quality compost at the site itself.

This year we made a huge step in switching all wells and pivot systems to the newly installed PV panels. Now during the day Wahat farm is running fully on the solar energy. We have only one diesel generator left for the energy supply during the nighttime and emergency situations.

However, my vision for this farm is that we do not need a single drop of diesel. So our next goal is zero emissions: everything, including vehicles, is running on clean energy: solar, wind or hydrogen. Some people would say that this target is too ambitious, just like planting one million trees. But, you know, after all these years I still see Wahat farm as a dream, where everything can come true.

SVG 5

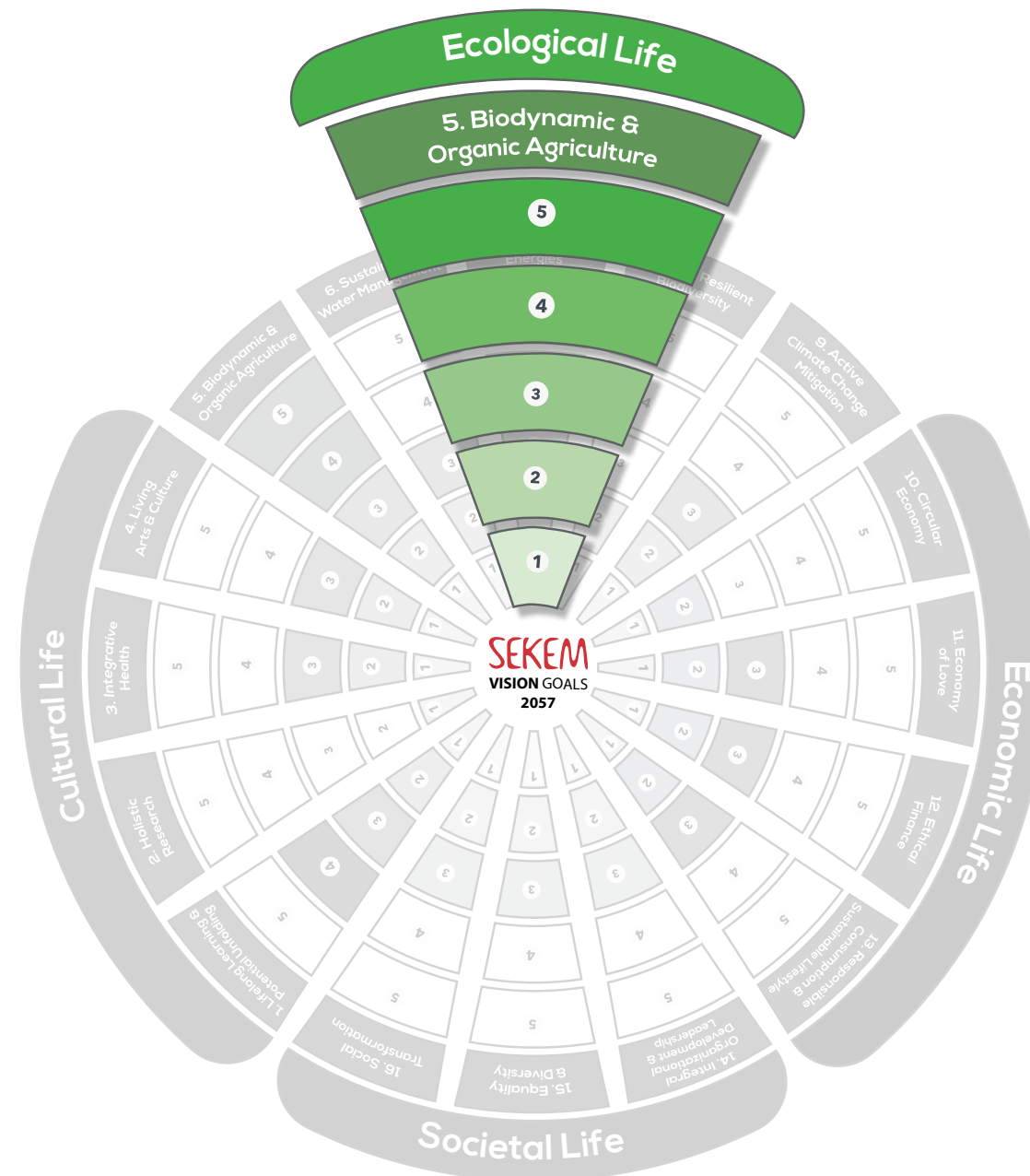
Biodynamic & Organic Agriculture



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, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
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In All Egypt

Why it matters

The area of total agricultural land in Egypt is mainly narrowed to the Nile Valley and delta and represents only 4% of the total land area of the country (around 3,6 million Ha). Such limited area pushes farmers to perform intensive agriculture practices that bring well-known negative impacts of topsoil depletion, groundwater pollution and health problems due to application of agrochemicals. Organic farming is a sustainable solution to these issues. It reduces soil erosion, decreases nitrate leaching into ground and surface water and lower GHG emissions.

According to [FiBL](#) and [IFOAM Report 2021](#), organic farming in Egypt accounted for 3% (or 116,000 Ha) from the total share of agriculture area, which is a decent result compared to the world's average share of 1.5%. The Egyptian organic agriculture sector is fast-growing, primarily because of its export-oriented models and increased interest in organic agriculture in the European and USA markets. Currently, Egypt is recognized as one of few relevant African organic domestic markets.

Our Approach

SEKEM and its farmers are known as Egyptian pioneers in organic farming. The vision of sustainable agriculture in Egypt has always been one of our core visions and SEKEM invests a lot of effort and resources to fulfill it.

We have already reached the mainstreaming phase on our journey to this goal by creating awareness among farmers through training and networking, spreading the word about the environmental and economic benefits of organic agriculture. To prove this point on the ground we work with smallholder farmers from all around Egypt, providing them with the support they need to make their transition to organic

agriculture smooth and easy. Our support includes improving the seeds, biopesticides and biofertilization, making them cheaper and more efficient. With the help of carbon credits as an additional income source for the farmers we are getting ready to make biodynamic agriculture to go mainstream in Egypt and be even more profitable for farmers than its conventional alternatives.

It is not possible to reach such a huge vision alone, that is why SEKEM and HU are constantly cooperating with other national and international organizations, among which are our close partners [Demeter](#) and [Organic Egypt](#).

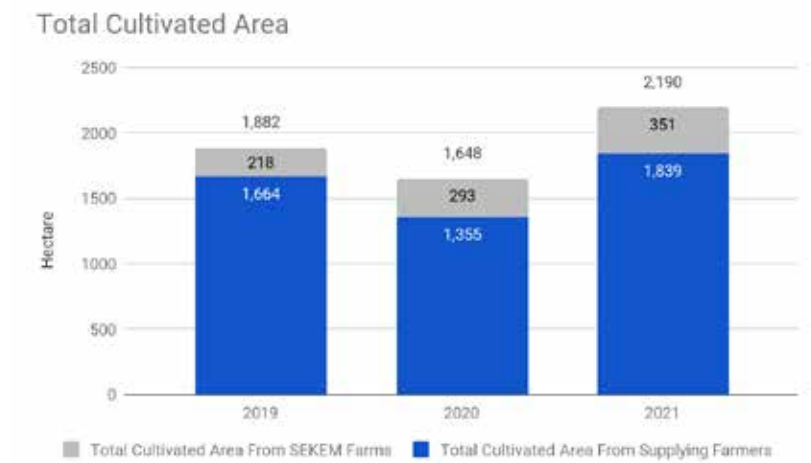
Our Results in 2021

EBDA

In 2021 **EBDA** changed its strategy and now is not only targeting fully organic farmers, but also welcoming the ones who are on their way towards being fully organic. In order to attract more farmers and encourage them for a 100% organic transit, **EBDA** offers its help in selling their products on the local market for good prices. One important role of **EBDA** is to recommend true prices that internalize all environmental and social externalities and to integrate these prices into the **Economy of Love Standard (SVG II)**.

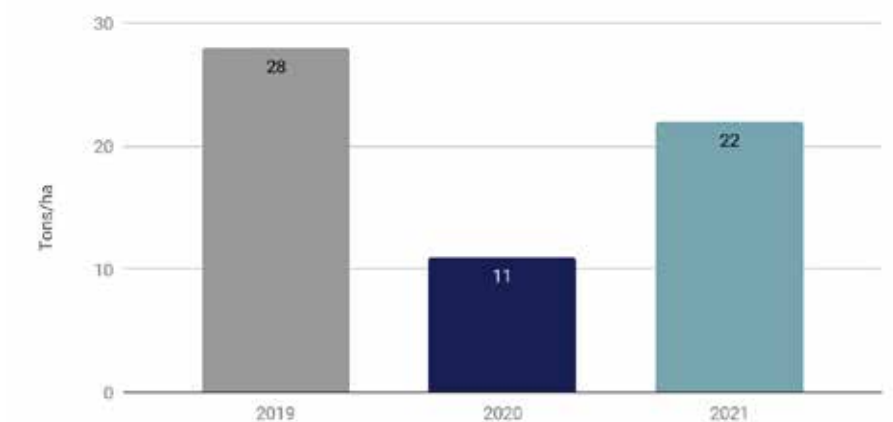


Cultivated Area



Total cultivated area of SEKEM farms faced a 20% increase this year due to active reclamation activities in **Wahat Farm**. Newly joined farmers added 35% to the supplying farmers' land.

Compost Usage for SEKEM Farms



In August of 2021 the composting site was put into operation in **Wahat** and now compost can be produced on the farm itself. In total, SEKEM produced and used around 7800 tons of compost in 2021, which is more than double compared to 3340 tons in 2020 which is also driven by the increased land reclamation activities.

Our Ongoing Activities

- Producing our own organic compost, seeds and bio-pest control
- Onboarding and training of new farmers in EBDA/Demeter Egypt
- D.O.C. trials on SEKEM farms comparing biodynamic, organic and conventional agricultural production methods

Our Active Projects

- Development and dissemination of the agriculture model of the future in Egypt for 70 most relevant crops, including competitive pricing mechanisms and innovative cultivation methods.
- Upgrade of onion and garlic chains through Agriculture Innovation Project (SLR)
- Creation and knowledge spread through Knowledge Hub for Organic Agriculture in North Africa Project (HU, SDF)
- Participation in NextFood Entrepreneurship Program 2021 (SDF)
- Sustainable intensification of food production through resilient farming systems in West & North Africa through SustInAfrica Project (HU)
- Presentation of saline agriculture business case for community farmers through De-Salt Project (SEKEM, EBDA)
- Sustainable Resource Management Programme to solve Desert(ed) Challenges SureMAP
- Establishment of pesticide analysis laboratory
- Conduction of agroforestry project at SEKEM farm
- Production of locally sourced organic fodder for cows, chicken and fish
- Pilot implementation of tissue culture

- Test implementation of rain fed agriculture at Egypt's Mediterranean coast
- Trial production of organic mushrooms
- Implementation of tests on trees without irrigation
- Implementation of project on basalt for CO2 sequestration (Farming 4 Climate)
- Prototypes implementation of technical equipment for small farms

Challenges

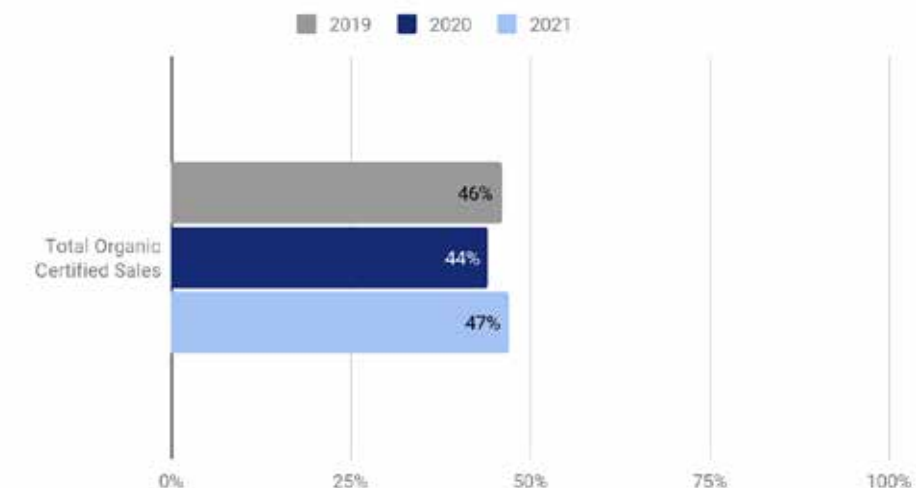
Right now our focus is on the mainstreaming phase of biodynamic farming in Egypt. No need to say that it is an exciting step for SEKEM, that nevertheless raises many challenges. We want to achieve the best experience for the small-scale farmers that join EBDA in their transition to organic farming and help them to get as many benefits out of it as possible. For this reason, for example, we are actively looking for possible ways to integrate carbon credits systems in their working life, which requires additional efforts for carbon certification and carbon marketing processes.

Organic Certification

Not all of SEKEM's products are organically certified. While we can proudly claim that all products from **Naturetex** and Lotus are 100% organic, pharmaceutical products from **Atos** undergo different standards. Less than 30% of **ISIS** products have organic certification. The certification issue comes from several factors, among which environmental pollution from Delta is the major one. We face a problem of certification on a product level due to residuals of pollutants from air and water, rather than on a process level. With the expansion of **EBDA** we are tackling this issue and aim to introduce a certification scheme focussing on peer-to-peer verification and the process instead of product level.

Note: The share of potential organically certified product sales include Naturetex,

Share of Potential Organically Certified Product Sales



ISIS and Lotus, but not Atos.

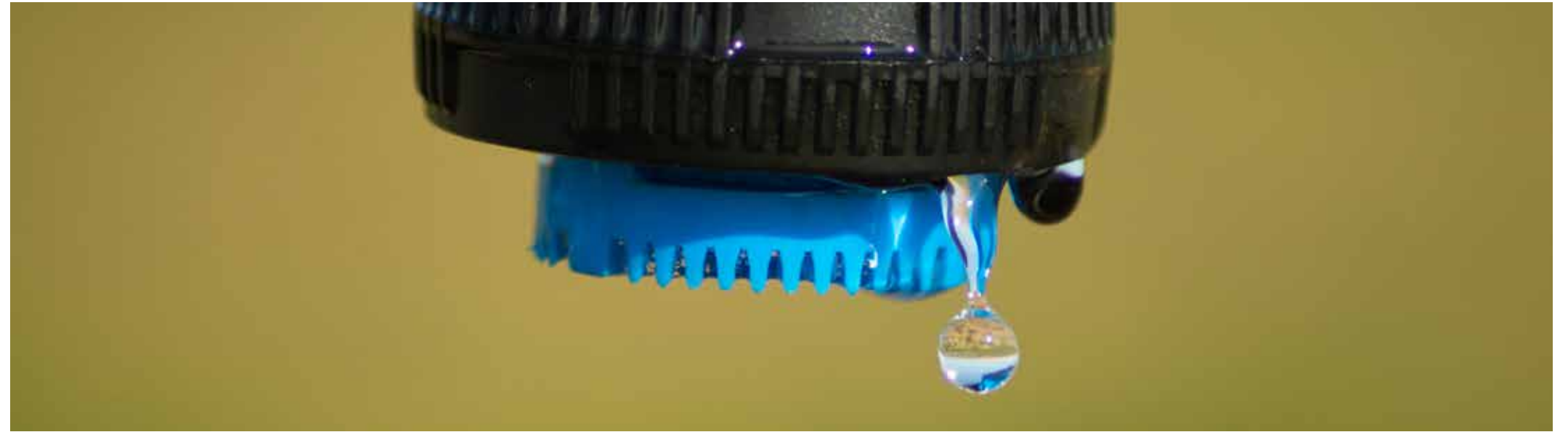
A focus of the ISIS' management is to secure more raw materials that can be certified also from a Peer-Guarantee-System (PGS). The increase of SEKEM's own farmland this year contributes to this objective of improving the quantity and quality of certified raw materials. Still, the bigger priority lies in driving the transition of Egypt becoming 100% organic and biodynamic, which goes beyond the scale of SEKEM's value chain and hence we need to put this into perspective.

Next Steps

- Expansion of cultivated organic land under SEKEM farms by reclaiming land under 3 new pivot irrigation systems at SEKEM Wahat farm
- Introduction of Peer-Guarantee-System (PGS) to certify process integrity of farmers
- Expansion of cultivated organic land under EBDA by onboarding more than 2,000 new small scale farmers
- Expansion of the Seed bank and introduction of new varieties of crops
- Improvements on knowledge delivery system

SVG 6

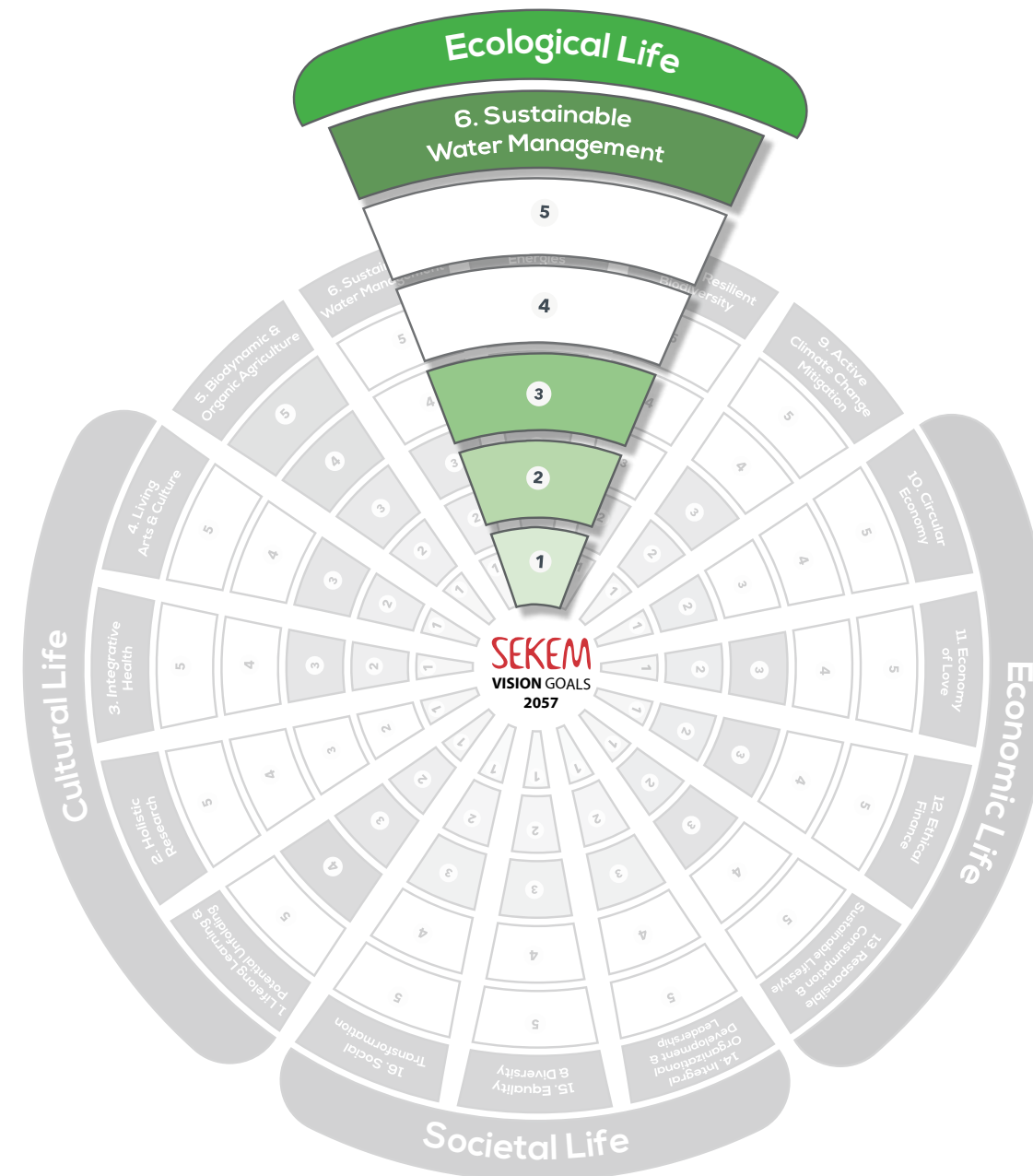
Sustainable Water Management



Our Vision for Egypt 2057 :

Egypt operates a sustainable water management that 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, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why it matters

Egypt is one of the world’s most water-scarce countries with an annual share of 560m³ of water per capita, which is almost twice below the international water poverty line of 1,000 m³ per capita as defined by the UN. In the next few years, the situation with water in Egypt is expected to be even more tense due to the growing population and climate change impact.

Agriculture in Egypt uses around 85% of all available water, meaning that it is one of the most vulnerable sectors to the threats of freshwater deficit. It may lead to rising food insecurity and unemployment. [The International Society of City and Regional Planners](#) has stated that agricultural adaptations must be a worldwide top priority.

Meanwhile, the majority of the small-scale farmers in the Nile Delta use a flood irrigation system, when the delivered water simply flows over the ground through the crop. It is known to be the least efficient type of irrigation, where around 40% of water is lost through evaporation. However, it has the lowest initial costs and many Egyptian farmers do not have an opportunity to invest in a sustainable irrigation system.

Our Approach

We address the water scarcity problem in Egypt by supporting water management in different sectors, with a special focus on the agricultural one.

Agricultural activities consume around 99% of SEKEM’s water share, whilst 1% is shared between processing and everyday use by employees. All of our companies and farms share a set of rules for sustainable water use.

SEKEM **Wahat farm** mainly uses large-scale pivot irrigation systems that saves 30-50% of water compared to flood irrigation. The waste water from all companies is treated and reused as irrigation water for the trees at the farms.

At the moment, SEKEM prototypes small-scale wastewater systems for neighborhood farmers, who currently spend a lot of money to dispose of their wastewater in unhygienic and unsustainable ways.

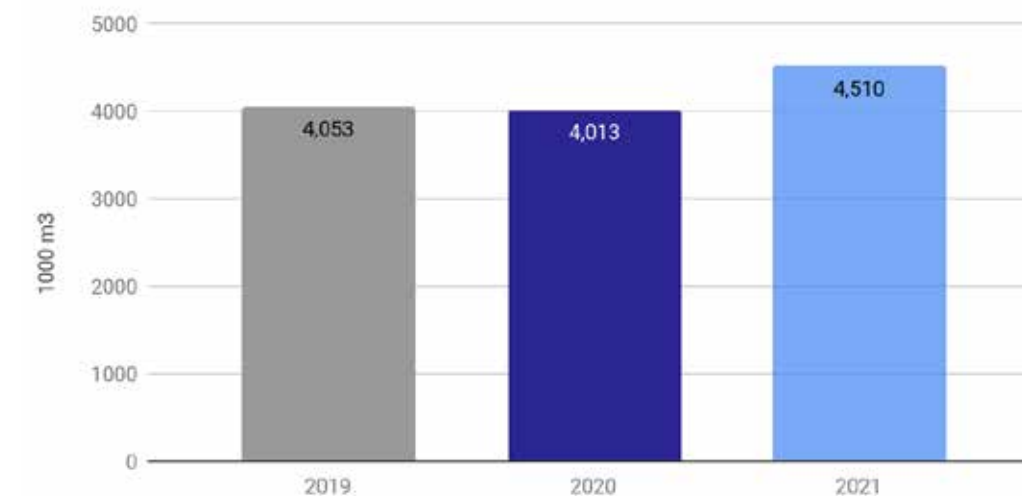
We realize the importance of alternative water sources for Egypt, that is why HU currently holds research projects on alternative water sources.

Our Results in 2021

Freshwater Access

Within 13 Villages Project this year, SEKEM worked on addressing the challenge of access to drinking water for 500 inhabitants of El Sheikh Hammed area. Currently, drinking water is transported there by truck 3 times per week, so freshwater supply is considered to be the top priority for the people. Together with the villagers, HU and partner organization “[Life From Water](#)” SEKEM started three parallel operations to design a water pipe by securing financing and obtaining approval from the administration of the Egyptian government.

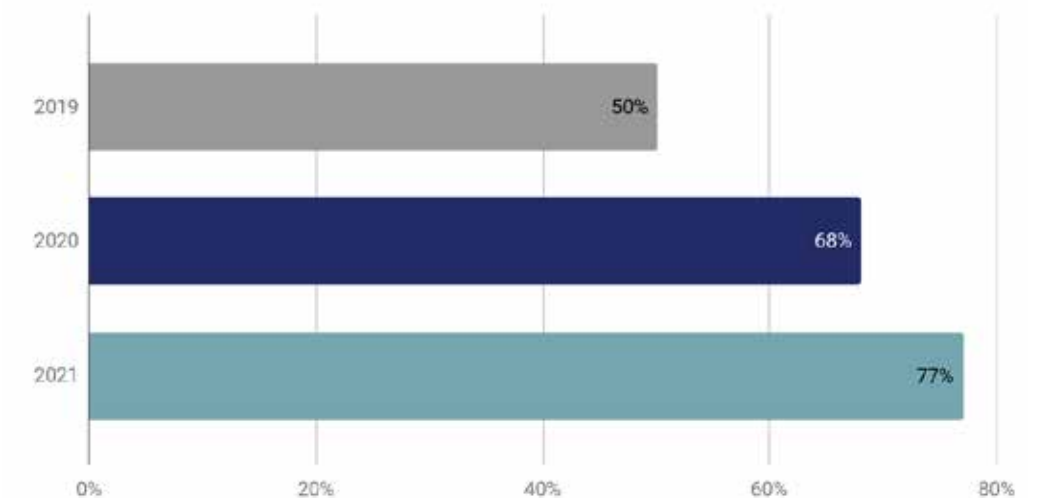
Total Agricultural Water Consumption From SEKEM Farms



Water Agriculture Activities

Due to newly reclaimed areas in SEKEM **Wahat farm** we had a 12% increase in total water consumption. During the summer season (from March/April until September/October) the water efficiency also went down due to lower fertility of the newly reclaimed land and different crop mixes on the **SEKEM farm** that affected the yield.

Share of Water Usage From SEKEM Farms From Fossil Water Sources



Wahat Farm Water Source

All water for our irrigation activities in Wahat comes from the fossil water source. **Wahat farm** is the only one where we do not use renewable sources of water, provided by municipal suppliers from the Nile or from the underground Nile. Since it is our biggest farm this year it consumed an amount of 3,463k m³, which is equal to almost 80% of our total water share for agricultural activities on all farms.

Our Ongoing Activities

- Running aquaponics demo plant

Our Active Projects

- Implementation of salt water usage project at **SEKEM farm**

- *Launch of sustainable sub-surface irrigation project at SEKEM **Wahat farm***
- *Improvement of Mediterranean irrigation and water supply for smallholder farmers by providing efficient, low cost and nature-based technologies and practices through MEDWET Project (**HU**)*
- *Demonstration of water loops with innovative regenerative business models for the Mediterranean region through Hydrousa Project (HU, ISIS)*

Challenges

The water for **Wahat farm** irrigation comes from the Upper Nubian Sandstone Aquifer – the biggest aquifer in the world. Nevertheless, we are aware that our activities may contribute to the water shortage in the aquifer, which, in turn, may entail disastrous effects on the whole ecosystem and community that depends on it. Therefore, we are dedicated to finding a solution for this problem by relying on the future innovations in the sector of alternative water sources and envision that large scale desert reclamation and ecosystem development can result in positively impacting the hydraulic cycles and even weather patterns.

Next Steps

- *Launch of sustainable small scale wastewater system at **SEKEM farm***
- *Implementation of desalination project of HU*



SVG 7 "2021 Focus Topic"

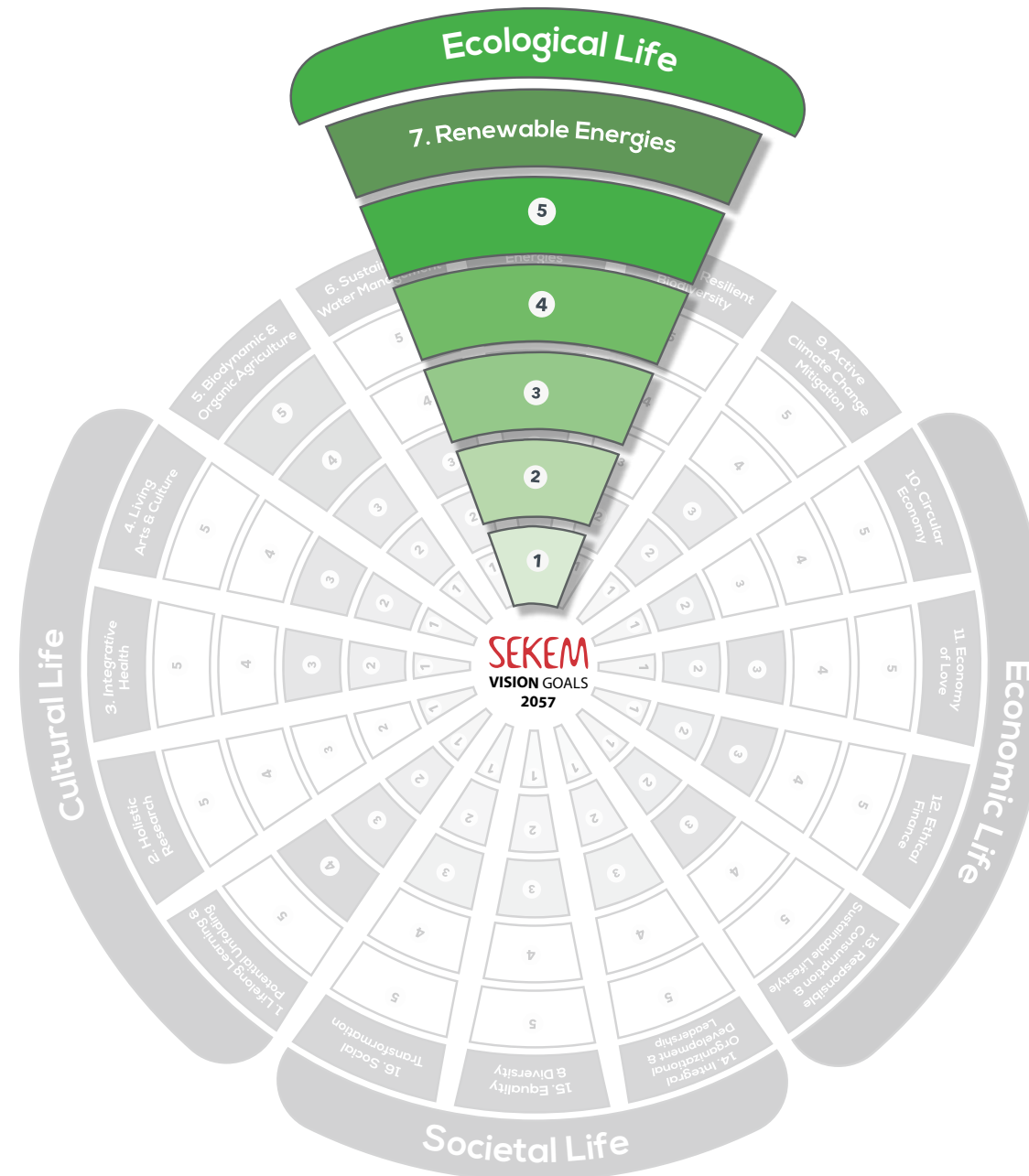
Renewable Energies



Our Vision for Egypt 2057 :

A sustainable energy concept based on renewable energies and optimized consumption is applied in Egypt.

Link to UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org. , HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

According to Our [World in Data](#), GHG emissions share from energy production are equal to horrifying 41.5% from industry and buildings sectors only. It makes the world's switch to green energy vital in the fight against climate change.

As specified in the Integrated [Sustainable Energy Strategy \(ISES\)](#) to 2035, the Egyptian government has set renewable energy targets of 20% of the electricity mix by 2022 and 42% by 2035.

With Egypt's potential for solar energy it does not seem only as an obligation, but as an economically viable and feasible direction of development. Costs and efficiency of PV panels are steadily improving over time, and this tendency is likely to be continued in the future.

The installation cost of 1KWp in Egypt for 2020 was equal to 0,17 EGP for ongrid PV systems and 0,27 EGP for the offgrid one. In comparison, the cost of electricity from the grid for the same year was equal to 1,6 EGP/KWh and the cost of diesel was 2,53 EGP/KWh. Meaning that in the long run it is possible to significantly reduce the electricity costs by switching to solar energy consumption.

Our Approach

EcoEnergy, a company owned by **EcoTec Holding**, has the license to connect renewable energies to the public power grid and to sell the green electricity to all SEKEM facilities. Our main goal is to encourage more people to transition to renewable energy. For this we use our own example of gradually switching all SEKEM entities to work from 100% PV energy. Besides this, SEKEM supports small-scale farmers on their path to green energy by providing them funds and necessary tools to facilitate their transit.

Our other approach of investment in the future of renewable energies is by supporting young professionals of HU and

VTC by involving them in the real-world work. For example, trainees from the **VTC** install and maintain solar panels in **Wahat Farm**, while engineering students from the **HU** take an active part in research on the topic of how to lower the price for PV systems and make them more effective.

Our Results in 2021

Heliopolis University

In December 2021, **HU** became the 1st university in Egypt that operates on [100% renewable electricity](#). It took around 4 months of preparation and work by **Eco-energy** and **Heliopolis University Carbon Footprint Center**, who were mainly in charge of the implementation. Numerous undergraduates and graduates of **HU** as well as students from **VTC** took an active part in the project.

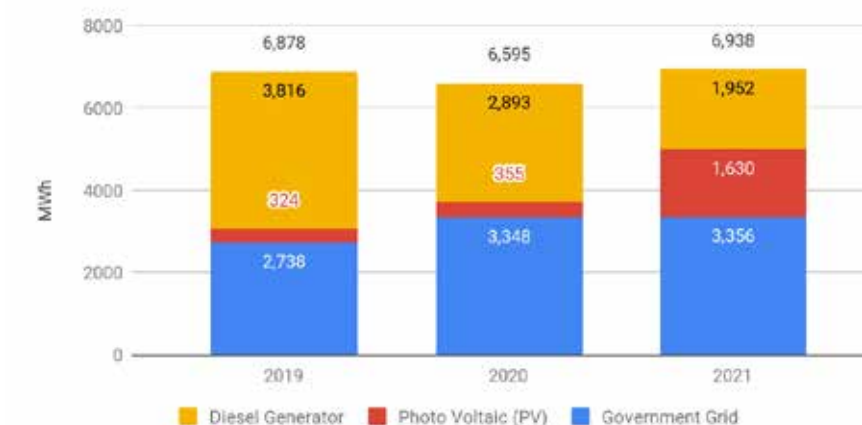
At the moment it consists of two solar stations that cover 124 kilowatts and is now in observation stage. SEKEM is excited to share its experience and provide support to other institutions in Egypt with consultation and designing their transition to renewable energies.

Wahat Farm

Wahat Farm is not connected to the public power grid, which makes the goal of conversion of it to 100% renewable energy economically more viable. In **Wahat Farm** capacity of renewable energy power in 1 megawatt was achieved in May and now all 6 pivot-watering systems and 4 old wells are fully driven by PV energy. It is close to being fully run by renewables, excluding using diesel for vehicles and one emergency diesel engine.

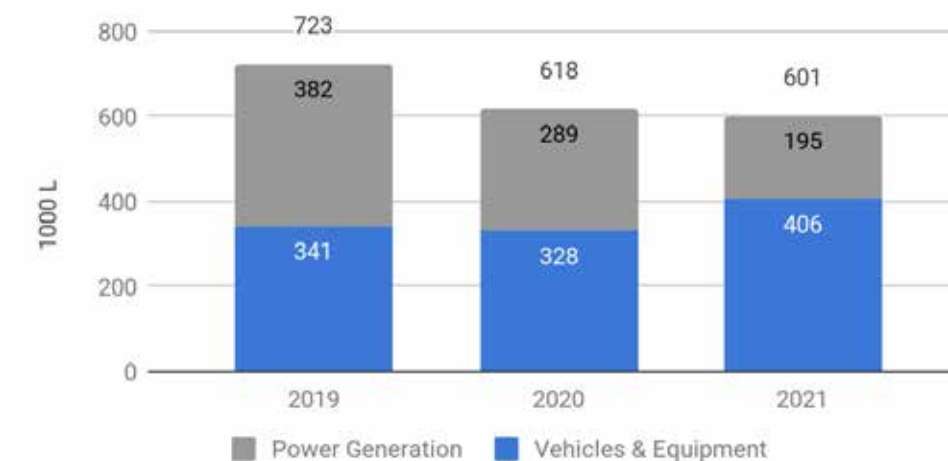
Electricity and Diesel Consumption

Electricity Consumption by Source



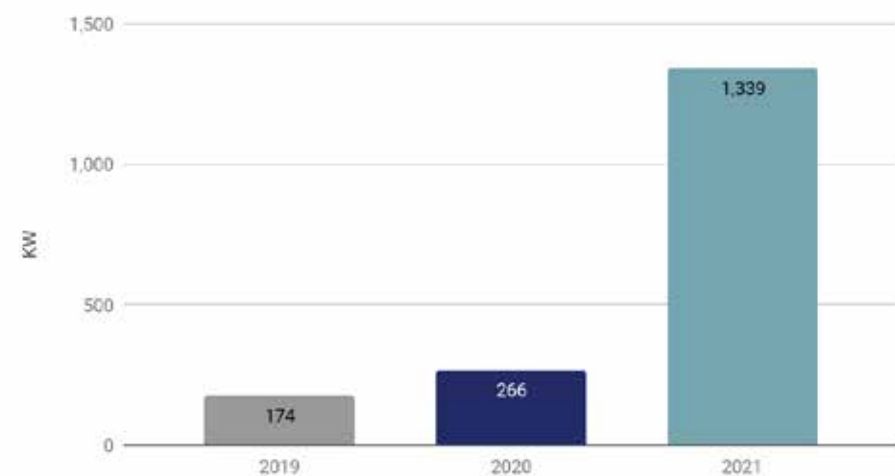
Our total electricity consumption had increased slightly this year by 1.3%, meanwhile we faced a remarkable decrease in use of diesel fuel for power generators due to the significant growth in renewable energy share (24%) through the newly installed PV solar panels at **Wahat farm**.

Diesel Consumption From Vehicles & Equipment and Power Generation



However, due to the increase of production in industry and land reclamation, SEKEM also had a higher demand in diesel for vehicles this year. In the end, the decrease in total gasoline consumption was not as impressive as in 2020.

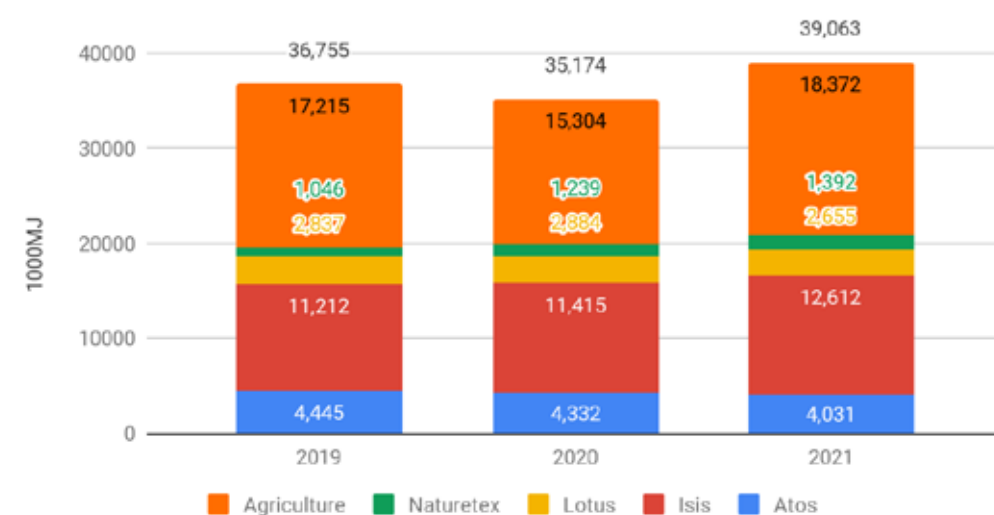
Installed PV Capacity of SEKEM Holding



The installed capacity of PV energy increased significantly at Sekem Wahat farm.

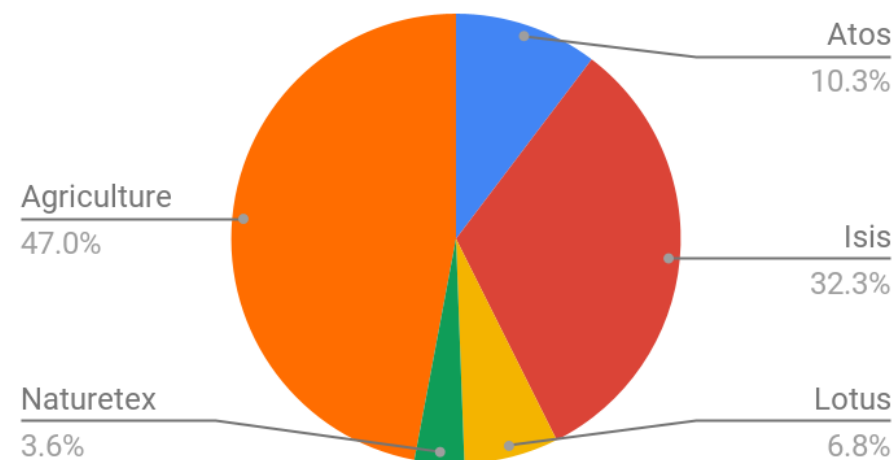
Energy Consumption by Companies

Energy Consumption by Entity



While energy consumption of most companies went up, **Atos** and **Lotus** made good efforts in reducing their energy consumption by 10% and 8.6% respectively, thanks to improved efficiency of the machinery equipment at their factories.

Share of Energy Consumption by Entity



Energy Intensity of Sales By Entity			
Entity	2019	2020	2021
Atos	102.7	88.4	68.9
Isis	35.9	34.0	34.0
Lotus	39.3	33.4	30.8
Naturetex	14.4	20.8	16.0
Agriculture	785.3	550.4	538.7
SEKEM Consolidated	70.4	66.7	63.1

EGP Net Sales 1,000 /MJ

In relation to energy intensity, **NatureTex** is showing the best performance among all companies year after year. In general, **SEKEM Industry** continues its positive path of becoming more energy efficient.

Our Ongoing Activities

- Promoting and selling on-grid PV feeding
- Offering solar water heaters and domestic PV energy to private households
- Promoting and selling off-grid solar water pumping systems

Our Active Projects

- Test of biodiesel from *Jatropha*
- Implementation of wind power turbine prototype at **Wahat farm**
- Establishment of a “green” greenhouse prototype
- Conduction of the research on solar water heater (SWH) for domestic use
- Increase of renewable energy production capacity for **Naturetex** (30 kW)

Challenges

The process of getting approvals from the government to switch to the renewable energy source is very complicated and might take up to 6 months.

Next Steps

- Increase of renewable energy capacity in **Wahat farm** to 2 megawatts
- Operation from 100% renewable energy for **NatureTex**
- Distribution of the small solar pumping systems for small-holder farmers, starting from the community of the **13 Villages**
- Research on sustainable energy storage



SVG 8

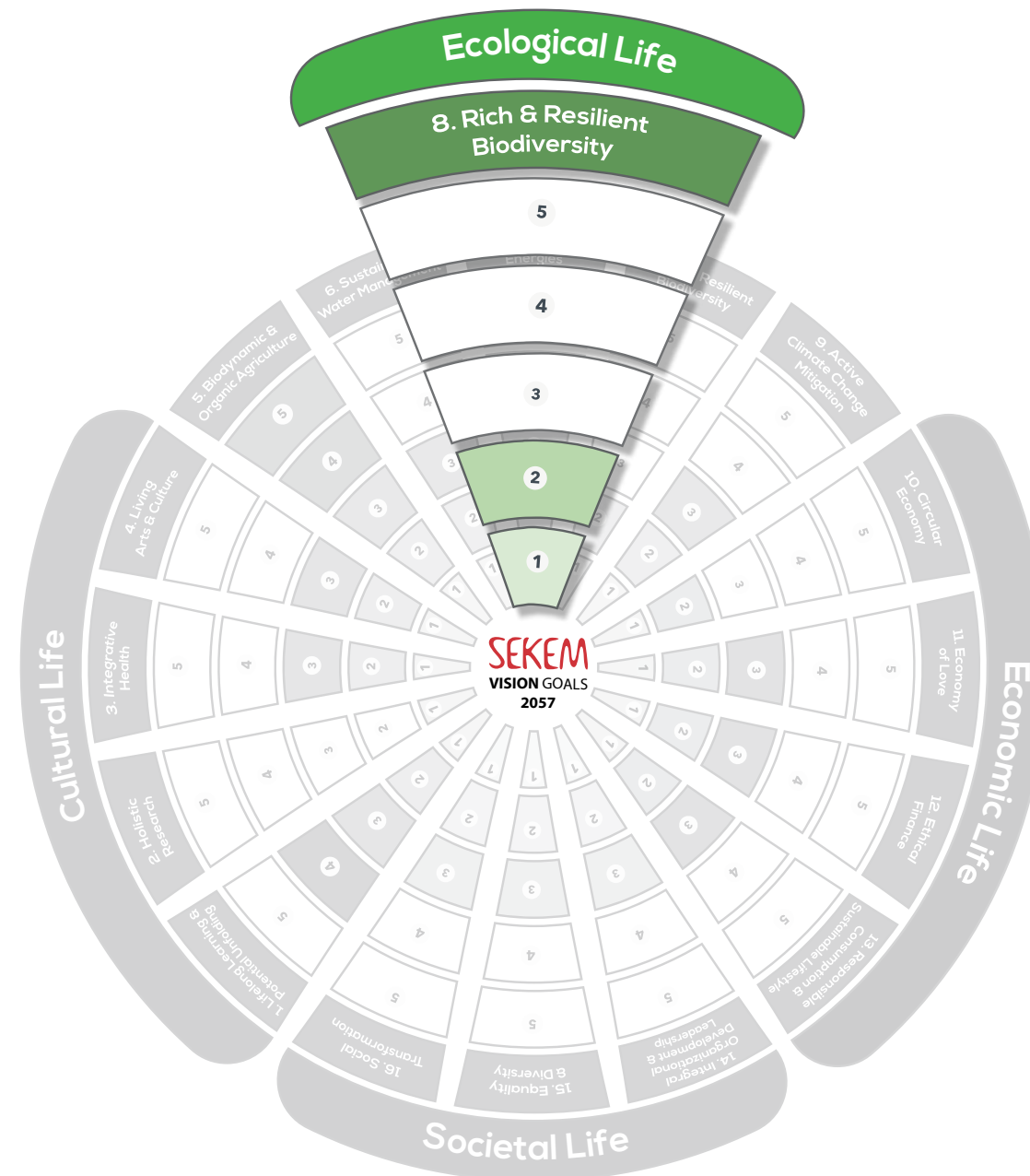
Rich & Resilient Biodiversity



Our Vision for Egypt 2057:

Biodiversity in Egypt is sustainable, growing and thriving.

Link to UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why it matters

The balance and functioning of every ecosystem relies on its biodiversity - variability among living organisms from all sources. Biodiversity builds up a foundation for a range of services and products essential for human well-being.

Currently around one million species worldwide are at risk of extinction. Land use change is the leading reason for biodiversity loss, while agriculture is the major driver for land use change. Combined with harmful agricultural practices like overuse of pesticides, fertilizers and monocultural cropping it has a devastating effect on the ecosystem.

- Desertification

Around 96% of Egypt is desert. Arable land in Egypt is equal to 300 m²/person, which is an extremely small area compared to the world's average of 1,840 m²/person. Hope for a thriving future of Egyptian agriculture lies in cultivation of desert lands through the desert land reclamation (DLR).

Our Approach

Rich and Resilience Biodiversity is a focus topic of 2022.

With SEKEM Wahat [Greening The Desert Project](#) we're reclaiming and developing about 1,000 hectare of desert land and turning it into fertile land. We are aware of the negative consequences of turning one ecosystem into another and strive to find balance between cultivation of land and conservation of biodiversity. In order to reach it we use only sustainable agricultural practices. A distinctive difference to other organic agriculture methods is the use of biodynamic preparations in the cultivation for the purpose of enhancing soil quality and stimulating plant life.

To support and enhance biodiversity SEKEM creates new habitats such as tree stripes and heaps of organic matter. Tree planting provides habitat for birds and insects. Over the

years on our farms, we built up a habitat for wildlife of which 11 are rare species.

Our Results in 2021

Share of organic matter in farm soils (10 - 0cm)			
	2019	2020	2021
Farm 1,2,3 Sekem	1.0%	1.0%	1.1%
Adleya Farm	1.1%	1.3%	1.3%
Wahat/Baharreya Farm	-	0.1%	0.2%
Sinai Farm	0.2%	0.2%	0.2%
Minya Farm	0.7%	0.7%	0.7%

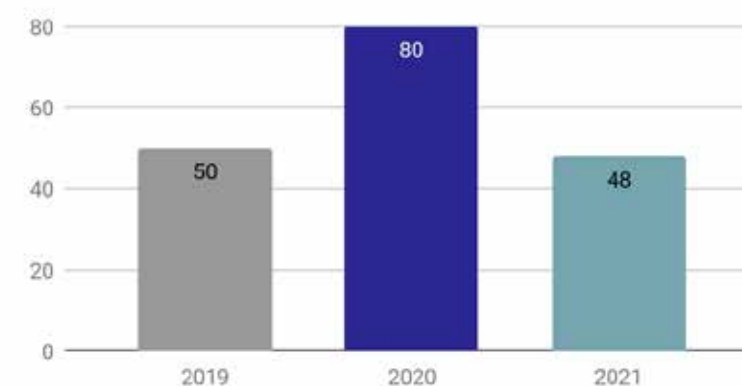
Source: SEKEM Agriculture

In Egypt the amount of organic matter in soils varies from 1.8-2.8% in the most fertile lands. For sandy soils an indicator of less than 1% is common with a potential to reach 2% in the best case. For comparison, the most productive agricultural soils worldwide have 3-6% of organic matter.

Number of Dairy Cows

92 dairy cows were milked in the last year, while about 15% of our livestock were dry before calving. The total number of dairy cows slightly dropped in 2021 due to the renewal of the livestock, when the old and injured cows were sold. Currently

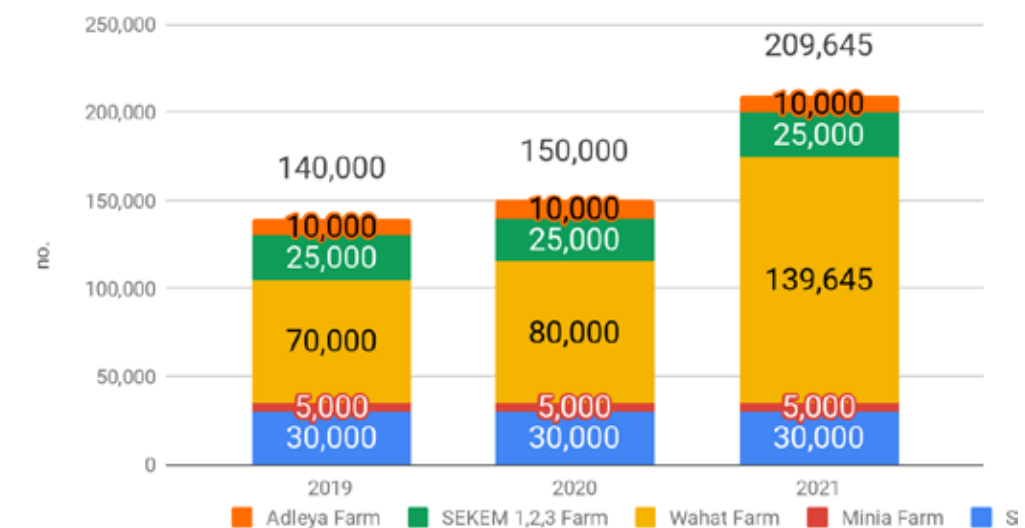
Total Number of Bee Hives



we are investing in the juveniles that are able to give us new healthy offspring.

2020 shows an increase in numbers of bee hives due to the acquisition of new hives. In the process of a natural selection this number went down to 48 hives in 2021, it happened when the weak colonies died out. Now we have a stronger population of bees that are doing well under the present climatic conditions. Heist, we expect a further increase in the number of bee colonies in the next few years.

Number of Trees on SEKEM Farms



To the west of the **Wahat farm**, a "forest strip" was created to serve as protection against pesticide drift and wind. In total almost 60,000 new trees were planted.

Seed Bank

We are constantly adding new varieties of plants in our seed bank. In 2021 it included 23 new varieties, among which are Arabian coffee, saffron, dragonfruit and several types of dill.

Baseline studies

It is little known about the impact of desert land reclamation on biodiversity. In order to learn more about it a baseline study by two students was conducted in SEKEM **Wahat farm** this year (Kuhrt, Peters "Biodiversity Patterns of Reclaimed Desert Areas: A Case Study from the Bahariya Region, North Sahara, Egypt"). The main research question of it was if the cultivation changes the species composition and abundance on the Wahat desert farm?

The study took species richness as an indicator for biodiversity. The research has shown that the number of species present in the cultivated areas is much higher than the number of the species in the desert area. The increase in species richness is 338% for surface-active arthropods, 397% for flying insects, 430% for birds and 667% for plants. Tree stripes at the farm also provide a habitat for newly emergent species. On the other hand the reclamation led to a 0-49% loss of the species which previously existed in the desert, but disappeared from the reclaimed area.

Our Ongoing Activities

- Protecting and spreading Lamarkee Bees in Egypt
- Continuing Biodiversity Assessment at SEKEM **Wahat farm**
- Taking part in [Ecosystem Restoration Camps](#) with SEKEM **Wahat farm**
- Maintaining Seed bank with 280 varieties.

Our Active Projects

- Formulation of Ecosystem Restoration strategy

Challenges

As mentioned above, according to the conducted study, some of the desert species disappear due to the DRL activities. For example, surface-active arthropods are the group with the highest number of species which are solely present in the desert (49%). Meanwhile the appearance of new species

might also have negative impacts and carry the danger of outbreaks of pests, invasion of alien species and extinction of local ones. Therefore the consequences remain ambiguous and further research is required.

Another challenge is the attitude of local people towards reptiles, snakes and lizards that are often considered to be dangerous. Consequently, we try to create more awareness about biodiversity's role in the natural cycle.

Next Steps

- Launch of an **Ecosystem Restoration Research Center** in cooperation with other biodynamic organizations
- Development of more practical concepts and strategies on how to support biodiversity
- Research and application of biodiversity credits concept for SEKEM farms



SVG 9

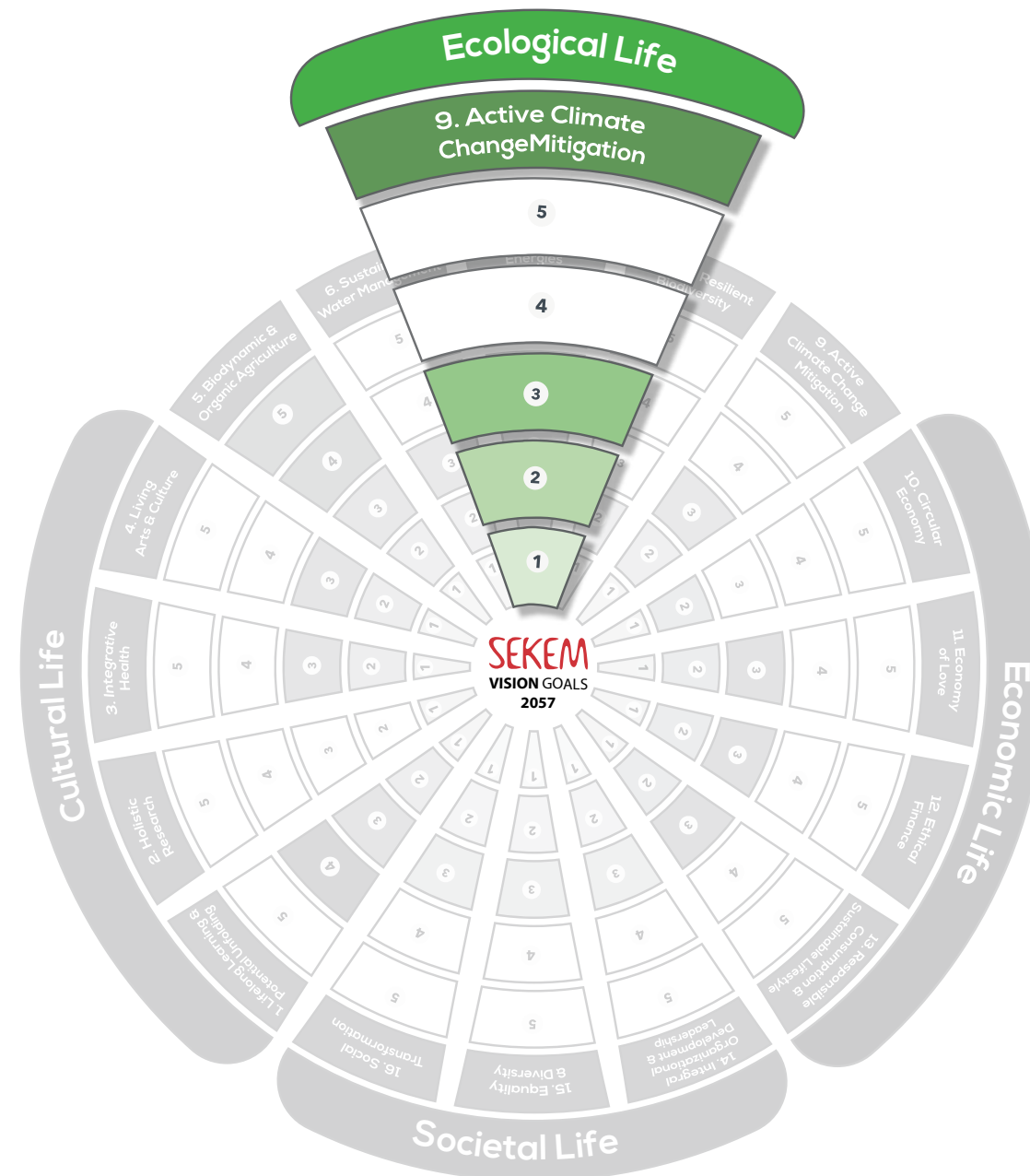
Active Climate Change Mitigation



Our Vision for Egypt 2057 :

Egypt is climate-neutral because no CO2 is emitted that nature cannot absorb again.

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

Egypt belongs to the number of countries that are extremely vulnerable to impacts of climate change and has already witnessed the consequences. During the last years Egypt has experienced a rising frequency of extreme heatwaves and severe storms, and their impacts on the national economy and people’s lives.

Agriculture sector is one of the major contributors to GHG emissions (18%) in the global perspective. GHGs in agriculture are released from unsustainable agriculture practices such as synthetic nitrogen fertilizers utilization, deforestation, livestock & manure. According to the latest data, the agricultural sector in Egypt is responsible for roughly 10% of the country’s total emissions, mostly released by livestock & manure and use of synthetic fertilizers.

In November of 2022 Egypt will hold the **Climate Change Conference (COP27)** in Sharm El-Sheikh. On behalf of the African Group, Egypt committed to make resilience and adaptation to the effects of climate change its priority. Within preparations to **COP27** Egypt is taking multiple initiatives in terms of sustainable tourism practices, eco-friendly transportation, waste management and efficient electricity use.

Our Approach

Climate change is the focus topic of SEKEM in the first half of 2022.

We see our main role in mitigation of climate change by demonstration of possibilities on how to sequester carbon in the agricultural sector by our [Greening the Desert Project](#) in **Wahat farm**. In cooperation with the Ministry of Environment, SEKEM aims to develop a national framework for emissions reduction and carbon credits from the agricultural sector, aimed to support Egypt to fulfill the commitments of the

Paris Agreement on Climate Change and sustainable development.

SEKEM is a carbon negative organization, which means it sequesters more CO2 than it emits. To offset carbon we use methodologies established by **IPCC** and **UNFCCC** that include trees carbon sequestration, soil carbon sequestration, avoiding methane emissions through composting, and using renewable energies instead of fossil fuels. By sequestering or avoiding GHG emissions we create carbon credits and sell them to our partner organizations after offsetting our own emissions. The revenue goes to the further development of the **Wahat farm**.

Carbon credit system makes sustainable agriculture more competitive than conventional. Currently we are aiming to roll out the model of carbon credits for smallholding farmers. Our vision is to create an additional income stream for smallholding farmers that will reward them for their sustainable farming methods. We are aiming to support around 2,000 farmers by looking for mechanisms that would provide funding for their CO2 sequestration activities.

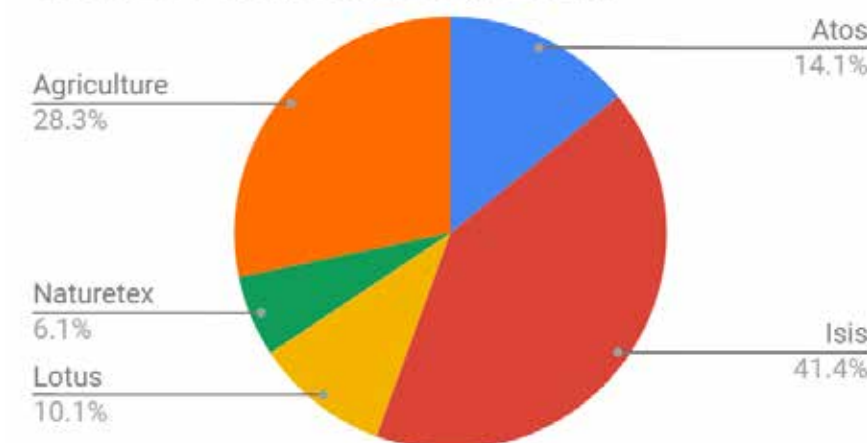
Our Results in 2021

CO2 Emissions of SEKEM Holding by Source



In 2021 we faced a significant decrease of total emissions by 470 tons of CO2, which is a huge achievement, compared to the previous years. It happened because of increased share of solar energy and reduction in gasoline consumption for power generation at the farms. For comparison, a typical passenger vehicle emits around 4,6 tons of CO2/year, meaning we lowered our emissions by more than 100 cars emissions equivalent.

Share of Emissions by Entity



Most of SEKEM emissions are coming from its biggest company ISIS and agricultural activities caused by the use of vehicles and diesel power generators.

Emission Intensity of Sales by Entity

	2019	2020	2021
Atos	13.6	11.1	9.2
Isis	4.3	4.1	4.1
Lotus	7.0	4.6	4.4
Naturetex	2.6	3.5	3.1
Agriculture	64.9	59.8	30.6
SEKEM Consolidated	8.4	7.9	6.0

Kg CO2/1000 LE Net Sales

With each year we gradually go down in energy intensity rate of our sales. In 2021 it decreased by 32% for **SEKEM Consolidated**, which is a great achievement, thanks to a better financial performance of our companies and significant reduction of emissions in the agricultural sector.

Carbon Inset

Carbon Credits Generation by Source



Source: SEKEM Agriculture

Our fast-paced work on the land reclamation in **Wahat farm** resulted in dramatic increase of CO2 sequestration. Nearly 60,000 of new-planted trees delivered an additional 2,000 ton of sequestered CO2. The expansion of cultivated land removed nearly 1,400 tons more of CO2 compared to 2020. Besides, we started to use compost for avoidance of GHG that added 5,140 ton to our result this year. For comparison, an average citizen of Egypt emits around 2,1 tons of CO2 per year, meaning that the amount of carbon credits generated from SEKEM this year can offset the emissions of roughly 7000 Egyptian citizens.

Challenges

The main challenge for us is to make the carbon credit generation mechanism available for all our farmers and also upscale such a system to all farmers in Egypt.

Furthemore, we need to review all our scope 3 emissions to account for indirect emissions that are driven by our business. This entails calculating the estimated emissions from all the farmers and the transportation emissions from farm to final consumer.

Zero emissions is not a target that we see as realistic but we are committed to reduce our direct and indirect emissions to a minimum over time and always neutralize our emissions first.

Our Ongoing Projects

- Offering Carbon Credits to the market to finance farmers
- Offering [Carbon Footprint Report](#) services

Our Active Projects

- Set up of [ERP Next](#) for managing Carbon Credits
- Publishment of [Carbon Footprint](#) Center standards for carbon sequestration from soil, compost and trees
- Launch of **Farm4Climate** Project
- Creation of a sustainable and profitable Agroforestry system, resilient and adaptive to climate change through [Ma4Sure](#) Project

Next Steps

- Conduction of a study on how to market carbon credits for smallholder farmers in cooperation with our German partners and [Biodynamic Federation Demeter](#)

[International](#)

- Research on carbon emission reduction schemes with alternative fuel
- Preparation of communication strategy and action plan to mainstream carbon credits from sustainable agriculture and forestry in Egypt for **COP27** 2022 in Egypt



Economic Life

SVG#10: Circular Economy

SVG#11: Economy of Love

SVG#12: Ethical Finance



Our Approach

At SEKEM, we aim to build a responsible economic system and balance within our own ecosystem. While SEKEM's businesses produce many goods with the help of the local market and local smallholder farmers, they also align with SEKEM's broader vision of circular economy, Economy of Love, ethical finance

and responsible consumption. Our customers and suppliers are supported in their ecological lifestyle by educational projects, related to sustainable business, waste treatment facilities created near SEKEM's main site or transparent product impact under the Economy of Love standard.

All together, the SEKEM Holding, evaluate and support

all subsidiary companies with the above mentioned infrastructure. In this way, all companies under the SEKEM initiative are independent enterprises that grow, process and market their products according to biodynamic, organic and EoL standard.

Economic Life

Company Highlights

Agriculture

One megawatt of solar energy was installed in Wahat farm this year, and new machines for chamomile and lemongrass harvesting were received from Germany. Thanks to this energy infrastructure project, the irrigation water supply increased strongly and chamomile cultivation was scaled up significantly. The agricultural sector has shown 22% revenue growth compared to 2020, however resulted in lower numbers than expected. Carbon credit sales served as an additional income stream.



This year, ATOS Pharma launched new products and pushed some of its goods at the Neurology Club in Alexandria. Besides, it has been conducting focus groups in Cairo related to Diabetology and contracted a new distributor which will distribute ATOS products locally. In 2021 ATOS resulted in lower export sales than was predicted. It faced an increase in local sales, which however were not as high as planned. Overall, it showed 20% growth of the performance compared to 2020, but 24% lower than the set target.



NatureTex showed an outstanding performance in 2021. A range of new products and Biodynamically grown EoL certified cotton from our supplying farmers, as predicted last year, resulted in a higher volume of sales in foreign market. Furthermore, key customers increased their demand in Naturetex' products which resulted in a higher than expected performance and 45% growth compared to 2020. Moreover, in 2021 it took great efforts in reducing the amount of plastic in its production process.



Being stable in both sales volume and total revenue, ISIS continues to deliver the biggest share for the SEKEM Holding. In 2021 it showed 10% growth compared to 2020 as it was predicted. Besides this, new products were launched, while the main focus was on exporting goods and fostering business to business online selling. ISIS also worked a lot on pushing the SEKEM brand with various promotional campaigns.



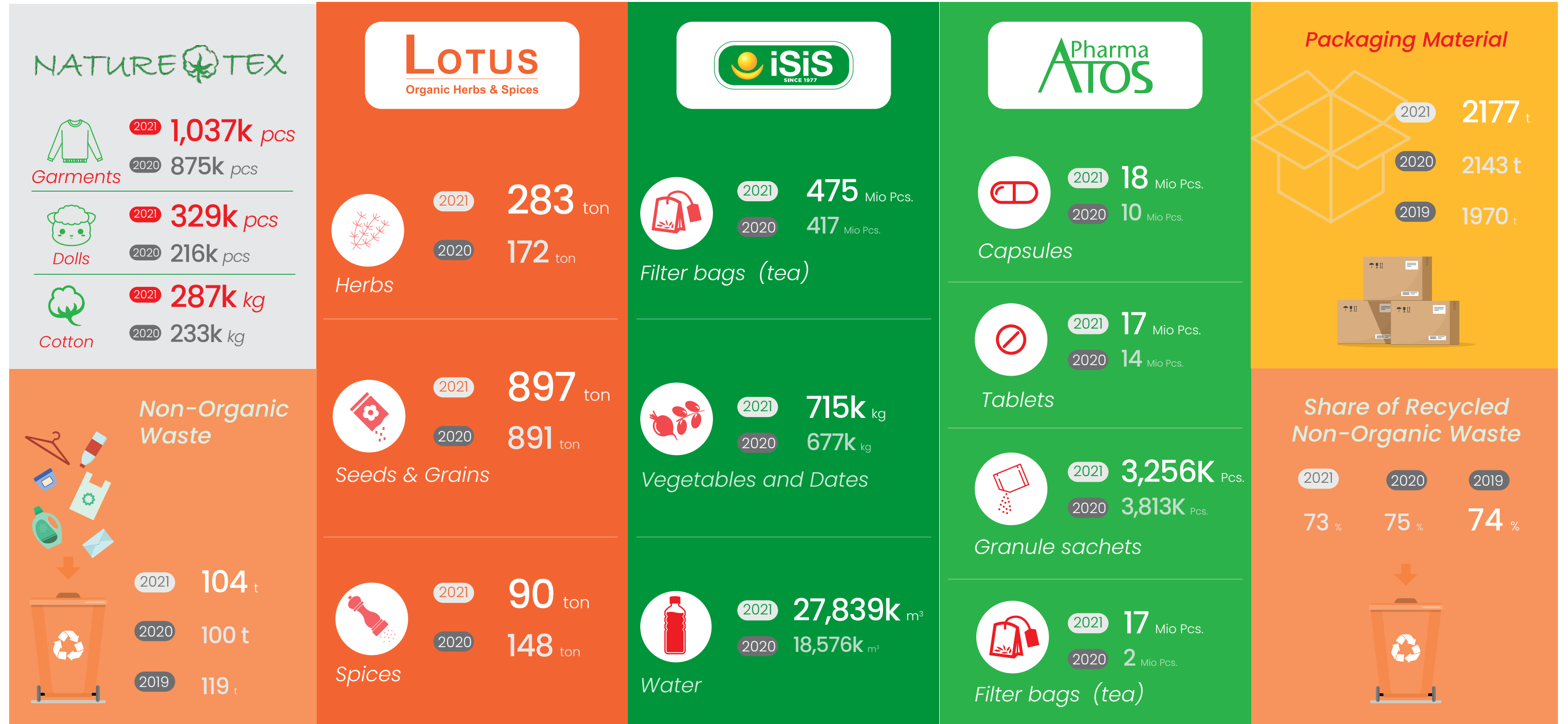
Lotus has successfully received the Demeter certificate and organic certificates from BioCert and the BioSuisse. Besides, it has received new customers in Germany and Italy and worked hard to improve and intensify its relationships with the international market. In 2021 it remarkably increased the sales volume of herbs, but as it was projected showed slightly lower economical performance compared to 2020 due to the challenges in availability and quality of raw material.



In general, performance of SEKEM Group consolidated resulted in expected numbers, which shows the resilience of the diversified business portfolio during an unstable global situation. Total EBITDA margin resulted in a healthy 23% and all financial commitments have been met.

Economic Life

At a Glance 2021



Economic Life

Meet Our People



“In SEKEM I learned that waste can be further processed or recycled or needs to be disposed professionally, so that the environment won’t be harmed”

Abd El Zaher Mohamed, Responsible for Waste Management

[Read more](#)



“I loved to do the basket-weaving, but I was always very interested in commerce as well”

Kamla Ahmed Hamed, Owner of Handcraft Business, Participant of SEKEM Microloans Project

[Read more](#)

Economic Life

Our People Tell a Story



Dr Mamdouh Abouleish (Deputy CEO of SEKEM Group) tells us about how 2021 was for SEKEM Holding and what it has taught us, while paying tribute to the employees and their hard work in the times of global pandemic.

More than just a job

Dr Mamdouh: For me SEKEM is not only an economical project or a respectable job to earn my living wage. It is so much more than that. In my eyes it is a dream that has unfolded in the real world. It is a genius idea that I have witnessed through 35 years of my life, and I can't describe how grateful and proud I am to belong to it.

SEKEM was founded 44 years ago with a goal to address

social and sustainability agendas. 2021 was another year when we made incremental progress towards our SVG 2057 targets across our business. However, we still have a long way to go, because SEKEM is an ongoing drive to protect the future of our planet for the next generations.

A challenging year

Besides the progress we made, 2021 was a challenging year in terms of how the COVID-19 affected the economy in most of the globe. Having been in business for 44 years, we are no stranger to crises. Together we have gone through natural disasters, depressions and conflicts. You see, the ultimate role of SEKEM is to provide the world with a safe, responsible and sustainable way of life, even in times of crisis. So, while the pandemic still creates a challenging environment for business with increasing prices in the inflationary market, we have anchored ourselves to our purpose and our values and focus on the well-being of our people. These challenging times taught us to constantly strive to protect our own employees and support our shareholders by ensuring food security, protecting the value chain, promoting diversity and inclusion as well as responsible consumption, and contributing to a low-carbon circular economy. SEKEM has a dedicated team of nearly 2000 employees propelling us forward. Despite their personal lives having been also heavily

disrupted by the COVID-19 pandemic, their tremendous efforts help our consumers to keep a variety of our organic food on their tables, and help SEKEM to keep a strong business position in the local and international markets.

All in all, I believe that what helped us to finalize this year on a high note: with a resilient business portfolio, strong relationships around the world, a healthy balance sheet, and steady revenues.

A long way to go

To the bright side, nowadays we can see growing demand for healthy, organic and sustainable products. So, certainly, there is much more work for us to do. We continue to develop, use and share our knowledge about farming and nutrition, support agricultural communities in Egypt and around the globe to promote organic farming as a viable option for the next generation. At the same time we ensure that all people are treated with dignity and respect, and given equal opportunities to grow and thrive. What challenges of the past year have taught us is that we are capable of much more than we previously thought. And we are grateful to our employees, customers and partners who have shown us this.



SVG 10

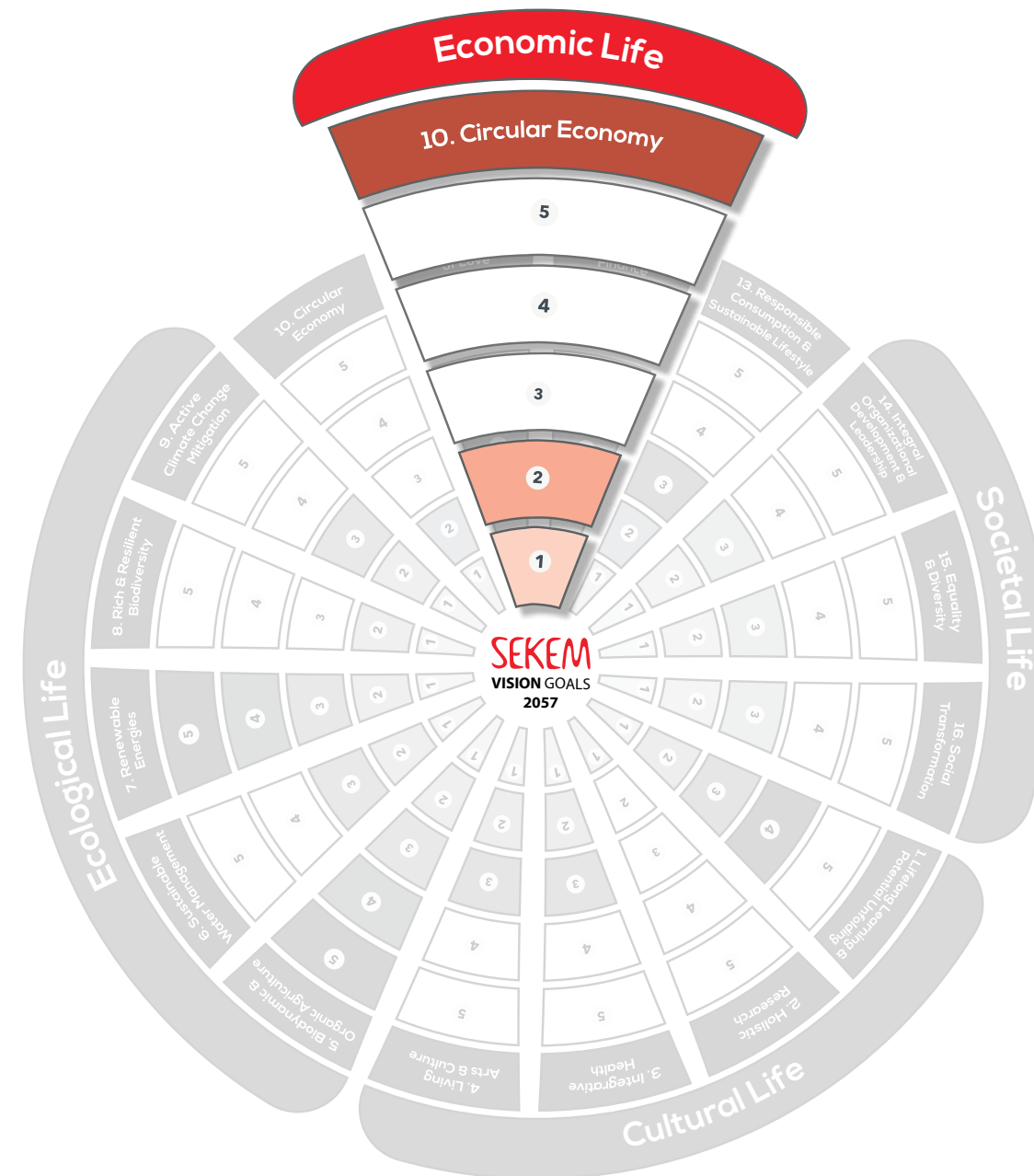
Circular Economy



Our Vision for Egypt 2057:

The companies in the country are practicing circular economy and Egypt is a model for waste reduction and management.

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

World’s current economic model uses a linear approach: we take resources, make products, and eventually throw them away as waste. In a circular economy, by contrast, waste is stopped from being produced in the first place.

In order to reach a circular economy model we must transform every element of our take-make-waste system: how we manage resources, how we make and use products, and what we do with the materials afterwards.

Waste management system in Egypt requires serious replanning. It was estimated that about 1.2 kg of solid waste per person per day is generated in Egypt, with collection coverage rate at only 40%, while only 2.5% of solid waste is recycled. It makes Egypt the biggest plastic polluter of the Mediterranean with 250,000 tons of plastic leaking into the sea per year. Waste disposal system in Egypt poses serious health and environmental problems for the country and its population and requires major investments and strategic planning.

Our Approach

SEKEM’s focus lies on proper waste management and optimizing its packaging material.

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

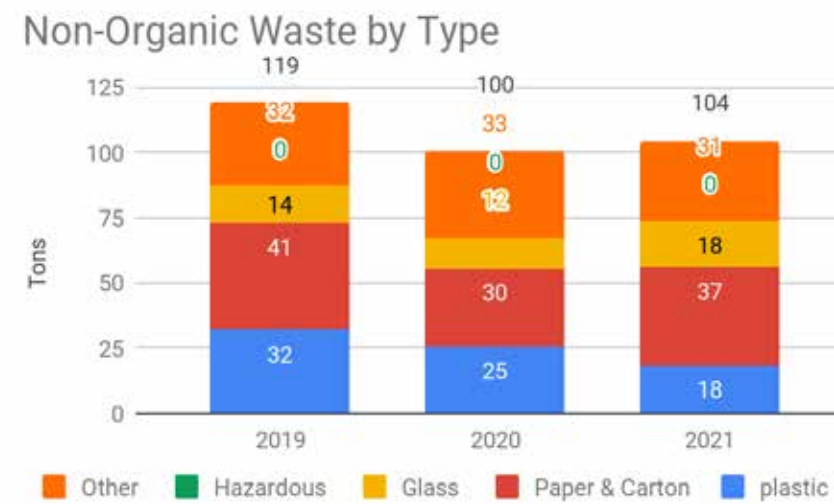
At its main site close to Belbeis, SEKEM has set up a waste sorting facility processing the company’s output of waste materials. The valuable non-organic waste is further sold for recycling, while all organic waste is used by SEKEM for its compost production.

For the packaging of our products, we continuously maximize the share of recycled input material. We strive to solely use

reusable or recyclable materials. For example, the largest amount of packaging comes from boxes and paper that offer the possibility for recycling.

Our Results in 2021

Waste Share

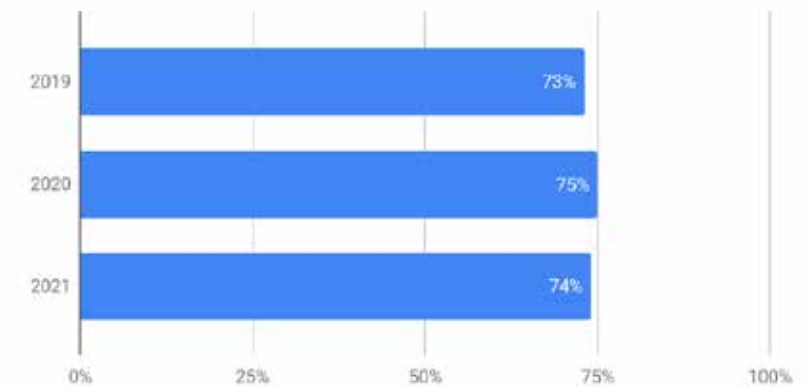


This year we faced a slight increase in non-organic waste with the raised share of glass and paper and carton waste. To the bright side, we have managed to reach a remarkable 28% reduction in plastic waste. The major part of 85% of the total waste share comes from ISIS.



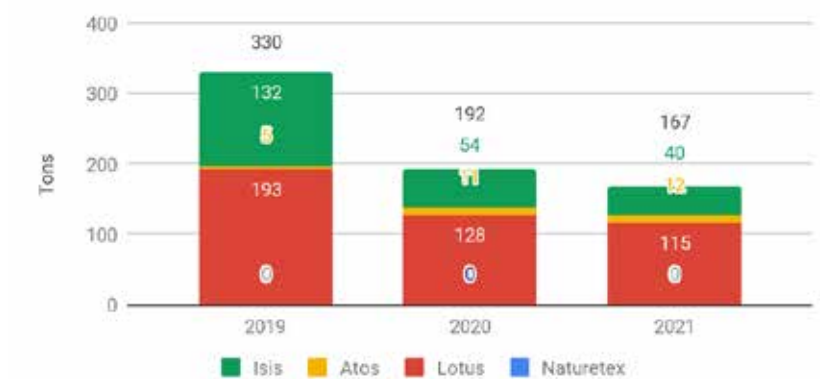
Recycle activities

Share of Recycled Non-Organic Waste



A significant part of our non-organic waste is sorted and sold to the external service providers for recycling. We strive to recycle as much of our waste as possible, with the best efforts done by **Atos** (97%) and **ISIS** (77%). Challenges of waste recycling still exist at **Naturetex** due to some non-recyclable materials it uses.

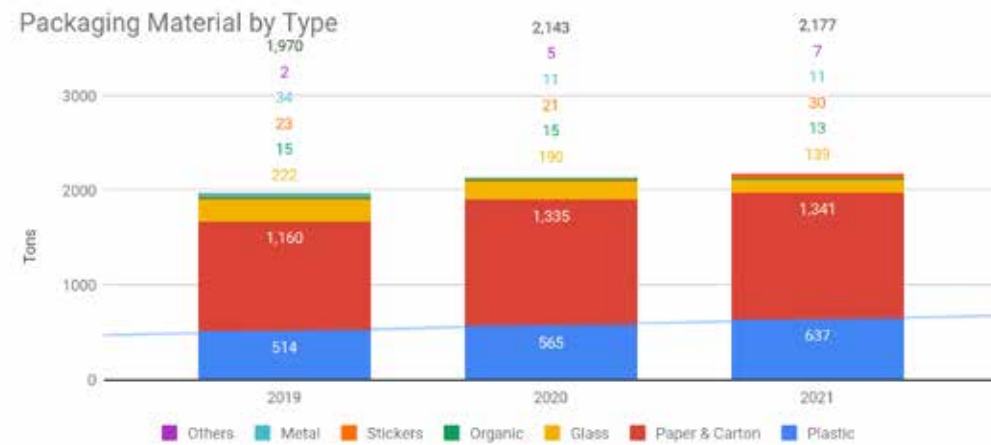
Organic Waste for Compost Production by Entity



100% of our organic waste is recycled and used as a compost for our farms. Needless to say, we are still putting a lot of effort into reducing it. The major share of organic waste belongs to **Lotus**, as a consequence of playing a role as a supplier of raw materials. In 2021 we had a 13% decline in total organic waste

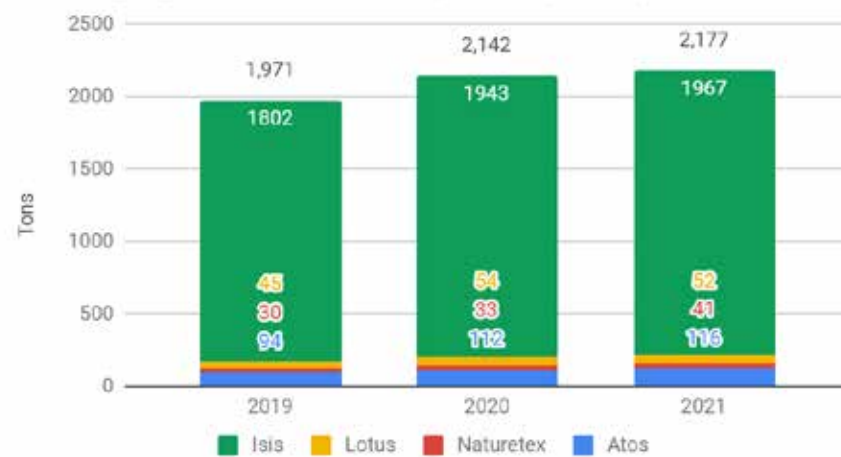
with a significant 14 ton decrease from **ISIS** that managed to lower its share by 25%.

Packaging Material



We had an insignificant 1.5% increase in total use of packaging material compared to previous year and an unfavorable, almost 13%, increase in plastic packaging. Still more than 60% of our packaging material is paper and carton, while plastic shares around 30% of it.

Packaging Material Consumption by Entity



The most significant share of packaging material (90%)

comes from ISIS.

Our Ongoing Activities

- Reducing the packaging material and increasing the share of biodegradable and recycled packaging material inputs for all SEKEM companies.

Our Active Projects

- Replacement of recycled plastic hangers from Naturetex with grass hangers
- Replacement of styrofoam plastic packing of vegetables with carton packing
- Turn food industry by-products into secondary feedstuffs via circular economy schemes in NewFeed Project (HU, ISIS, SDF)
- Collaboration with Stand Up! Project for networking and development of circular economy business ventures in the Mediterranean (SDF)

Challenges

Circular economy is more than just reduction of waste and at the moment we are at the beginning of a journey to implement circular design into our production processes and packaging designs. At least for this industrial cycle, we are still in the phase of research and development with some initial success stories, such as grass-made hangers for Naturetex. The success of these efforts are dependent on customer demand, regulatory requirements and pricing. With biodegradable plastic replacements, we take care not to use sources that compete with food production.

The non-organic waste at the SEKEM farms coming from people living at the farm in total is not significant compared

to the overall waste production from the companies. However it still represents a challenge to be tackled since it goes to local landfills and this issue needs to be addressed.

We do not have data to name the precise percentage of the recycled material used in our production yet, however we are working to get and report on it in 2022.

Next Steps

- Improvement of waste management system
- Elimination of companies's non-recyclable waste
- Engaging in post-consumer waste management system of PET water bottles to assure "plastic neutrality"



SVG 11

Economy of Love



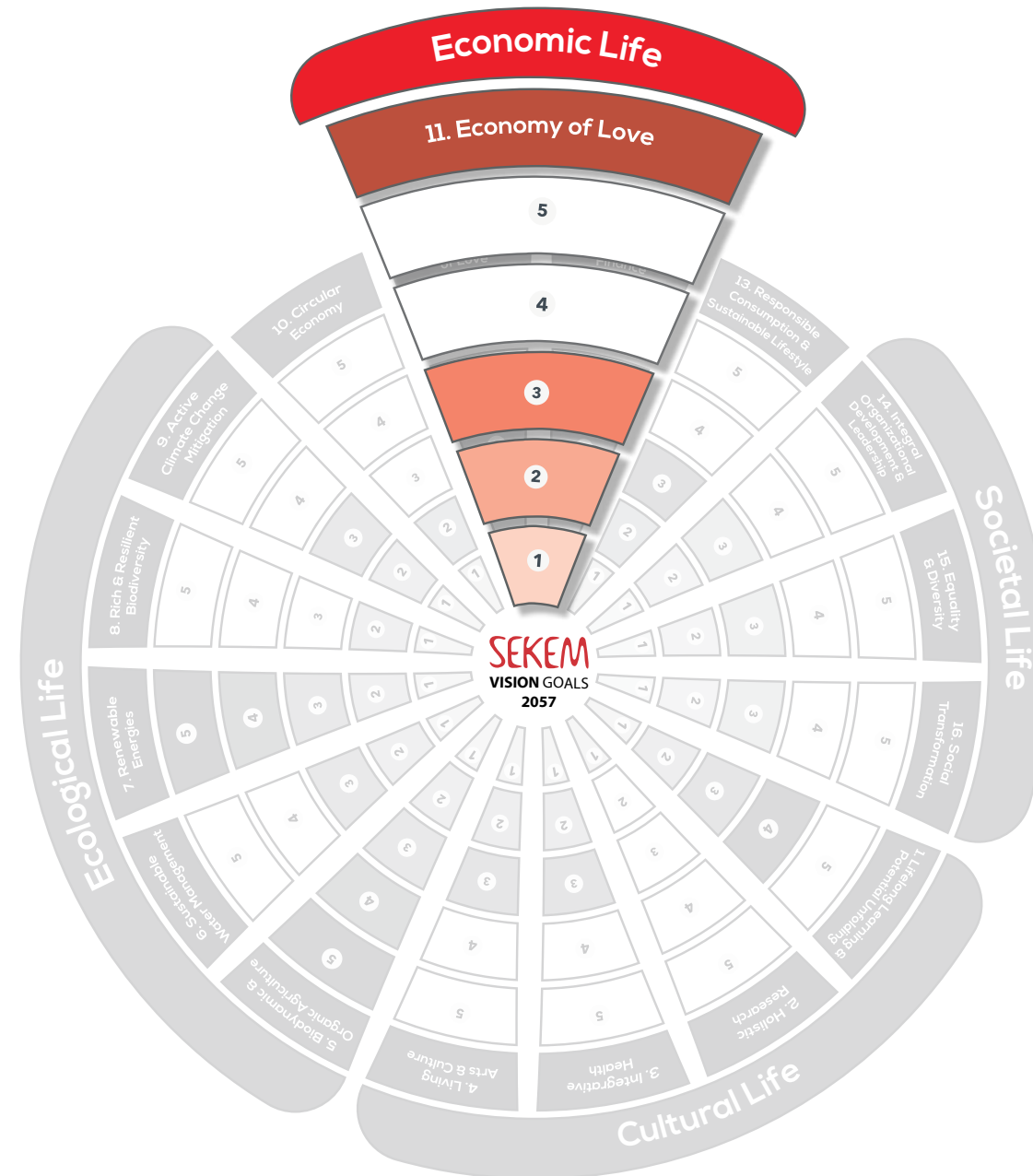
EoL Impacttrace



Our Vision for Egypt 2057:

Businesses in Egypt operate based on an "Economy of Love" standard that is transparent and takes into account true costs.

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

[Economy of Love](#) (EoL) is a certification for products that are sustainable, ethical and transparent throughout the entire supply chain. It was initiated by the Egyptian Biodynamic Association (**EBDA**) (also known as [Demeter Egypt](#)) to support sustainable farmers, companies and consumers. **EoL** certifies the entire value chain: production and farms, processing factories and companies, and distribution.

The main message of **EoL** is that every customer can make an impact by making the right choice on how to invest their money. In order to help customers to make this choice, and facilitate collaboration and transparency, **EoL** created [impactTrace](#). This service enables consumers to access information about their products through scanning a QR-Code on the package. Consumers can explore details on how their products were made, and what measures were taken to ensure they are ethical and sustainable: from the first raw material until the product reaches the consumer.

With the agricultural methods of biodynamics, the **EoL Standard** is committed to actively increase carbon sequestration on the licensee farms by implementation of **EoL Carbon Credits**. This system not just motivates the farmer to increase the number of trees on their farms but also provides an additional income. For this the EoL Standard has developed criteria allowing EoL Carbon Credit sales under verified conditions.

Our Approach

EoL was inspired by the SEKEM Initiative and the principles of the Wheel of Balance formulated by Dr Ibrahim Abouleish to maintain a balanced and positive impact on people and the environment. The wheel of balance is the basis on which the EoL certification standard is built. It defines a sustainable and ethical farm or company as one that equally fosters the

following principles:

- *Fair value distribution*
- *Regeneration of nature*
- *Fair and respectful social systems*
- *Individual potential unfolding and lifelong learning*

EoL is now launching its first certified products, which is a selection of SEKEM products in the Egyptian market.

The EoL standard is furthermore committed to guarantee fair prices that reflect the 'true cost' of the farmer, the environment and society. The farmer, workers and employees should get an income that reflects the living wage.

An EoL fund was established to finance social and environmental projects of the farmer. This fund will also help farmers to carry investments needed to plant trees for generating carbon credits.

Our Results in 2021

This year SEKEM became the first company certified by **EoL**. The range of [first certified products](#) included Anise tea, Peppermint tea, Chamomile tea, Hibiscus tea, peanuts, Peanut Butter, Moringa Powder and Dates. It was followed by products of [Lotus](#) and [NatureTex](#), which now have already been launched on [the official EoL website](#) and can be purchased in Egypt as well as in other countries.

Videos

A [YouTube channel](#) of EoL was created. The range of videos include detailed explanation about the concept of **EoL** that will facilitate the introduction of it to the customer. Besides that, the **EoL team** made educational videos related to the topic and took an interview from every farmer who is producing under the **EoL certificate**. It will give customers a chance to feel even more involved and feel an impact.



Our Ongoing Activities

- Writing annual TCA (Transaction Cost Analysis) Reports on Egypt's key crops together with **HU** and **CFC**
- Managing **Economy of Love Standard** for products and companies

Our Active Projects

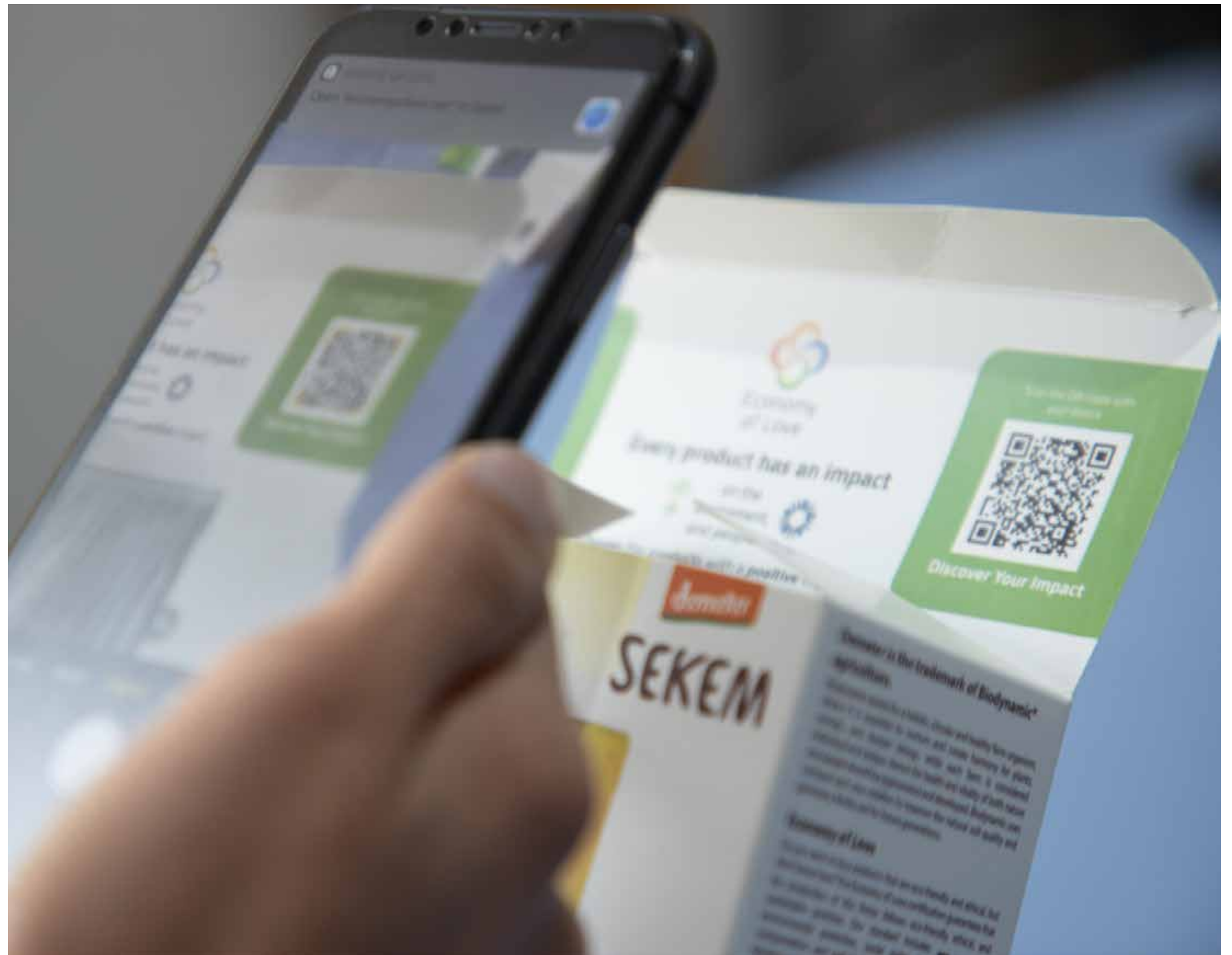
- Comparison of 10 **EoL products** market price
- Introduction of a minimum price for products from SEKEM producers under **EoL**.
- Applying concept of living wage on EoL farmers.
- Creation of true cost accounting Balance Sheet for **SEKEM Holding**
- List of all SEKEM products under EoL [impactTrace tool](#) online.
- Launch of EoL certified products in Europe (achieved for Germany and Netherlands, planned for Italy)

Challenges

In Egypt, there is a lack of governmental support that helps in the spreading of the concept of the Economy of Love. So, covering this gap will have its influence on the private sectors that are trying to adopt new concepts regarding being sustainable. And also the government to convince them about the importance of adopting this concept and having its certification known about in our country.

Next Steps

- Registration of **EoL label** in EU
- Launch of **EoL certified products** in Europe
- Integration of CO2 credits schemes under [EoL Standard](#).



SVG 12

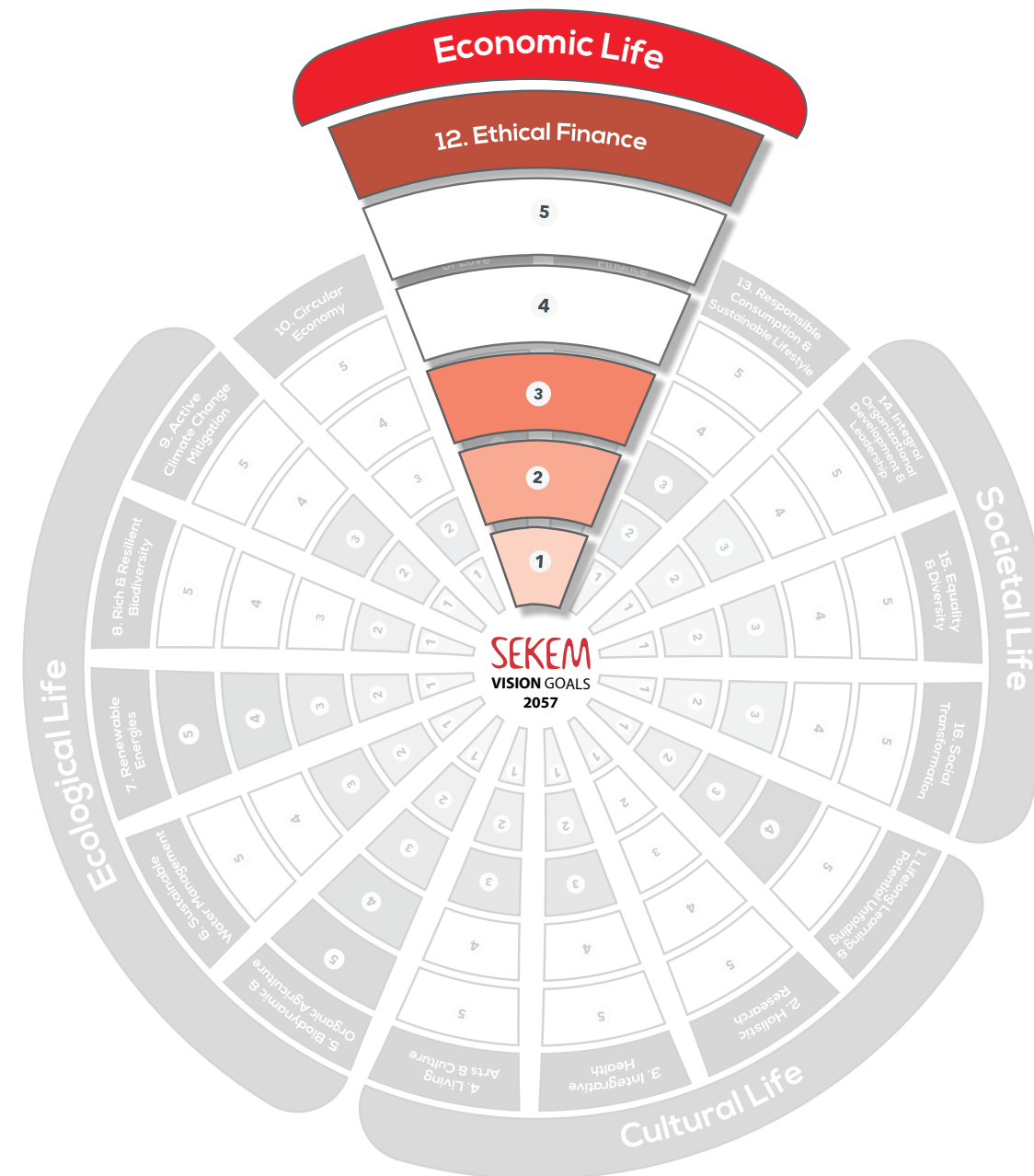
Ethical Finance



Our Vision for Egypt 2057:

Egypt has implemented ethical banking and finance.

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org. , HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

Ethical banks are the banks which are concerned with the social and environmental impacts of their investments and loans. The key to ethical banking is deciding on the common set of principles and sticking to them no matter what. The principles can range from commitments towards gender equality, minority representation, commitments for supporting and investing in businesses and the causes which align with social causes and environmental sustainability. Sustainable banking is an essential mechanism needed to fulfill the sustainable development goals.

A study by HU was conducted in 2020 to measure bank sustainability performance in Egypt. The results showed that there are only two out of 26 banks (Bank of Alexandria and Arab African international bank) which are significantly beginning to adopt sustainability practices as shown in their annual and sustainability reports. Several other banks demonstrated non-zero levels of implementation of sustainability concepts; it concludes that Egypt is still at its earliest stages; however, there has been some progress in this regard.

Our 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.

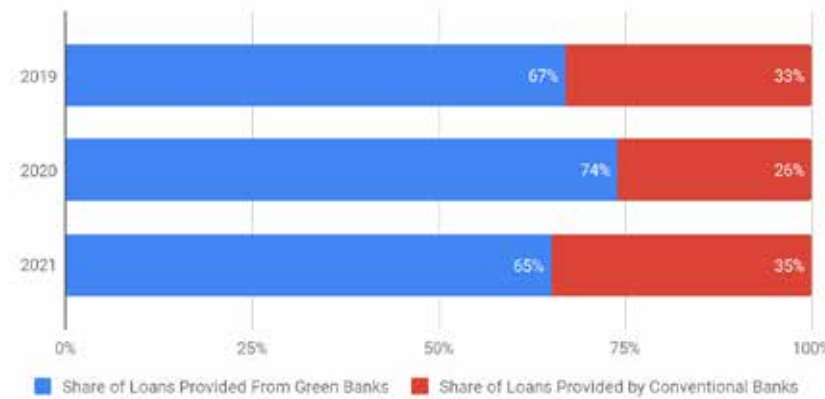
As a start, SDF distributes micro loans for entrepreneurs from certain villages that want to start projects in alignment with our vision.

Our Results in 2021

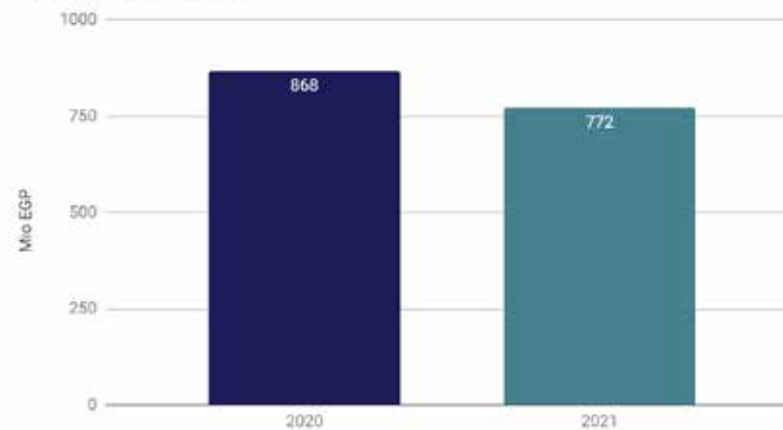
One of the priorities of SEKEM is to reduce its total debts to zero by 2027 and also to focus on getting loans or restructuring debts towards ethical banks with a commitment to

sustainability. In 2021, SEKEM was able to reduce its long-term debts at the expense of the share of this type.

Distribution of Loans by Type of Bank



Total Debt for Holding

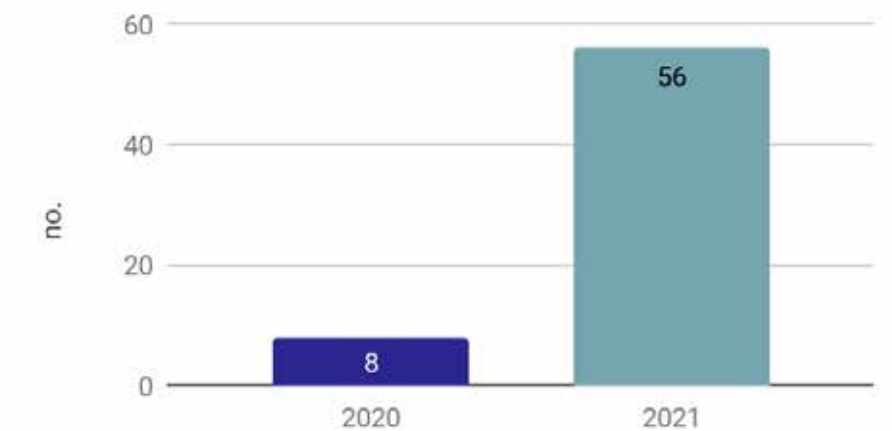


In April 2021 for the first time SEKEM launched SEKEM Miza, a complementary currency that grants employees points when purchasing food or beverages from the SEKEM shops. Developing a complementary currency is one important step towards more local, transparent and social economy by ensuring that the profits generated remain in the local community. In addition, it promotes and encourages purchase of sustainable and ecological products. After the first testing period, all SEKEM companies shall be integrated into the system.

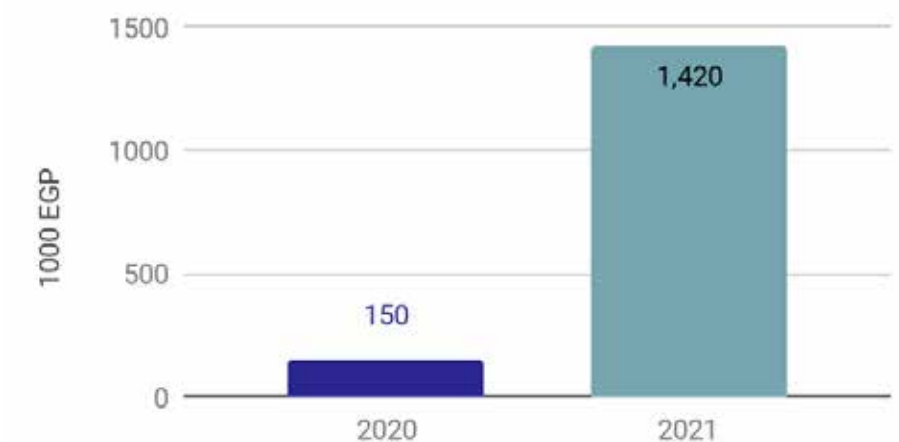
EcoFund company, which is a part of **EcoTech Holding**, was set up, which now has a license for lending and saving money to invest it in ecological projects. This project is tightly integrated in our organic agriculture support scheme that funds farmers in their transition to organic agriculture practices and renewable energy sources.

This year we dramatically increased the number and the value of the microloans provided, with the special focus on animal husbandry projects.

Number of Micro Loans



Value of Micro Loans



Our Ongoing Activities

- Managing ethical micro- and SME fund
- Managing complementary currency ([SEKEM Miza](#))

Our Active Projects

- Release of SEKEM from all debts, especially from the commercial banks
- Attraction of finances to SEKEM only from ethical banks and funds

Challenges

Using our Miza bonus points system to circulate created value reveals technological and habitual challenges. For the microloan program good project and social entrepreneurs are the bottle neck to distribute available funds.

Next Steps

- Creation of EcoFund to manage the SEKEM pension fund and collect savings



SVG 13 "2021 Focus Topic"

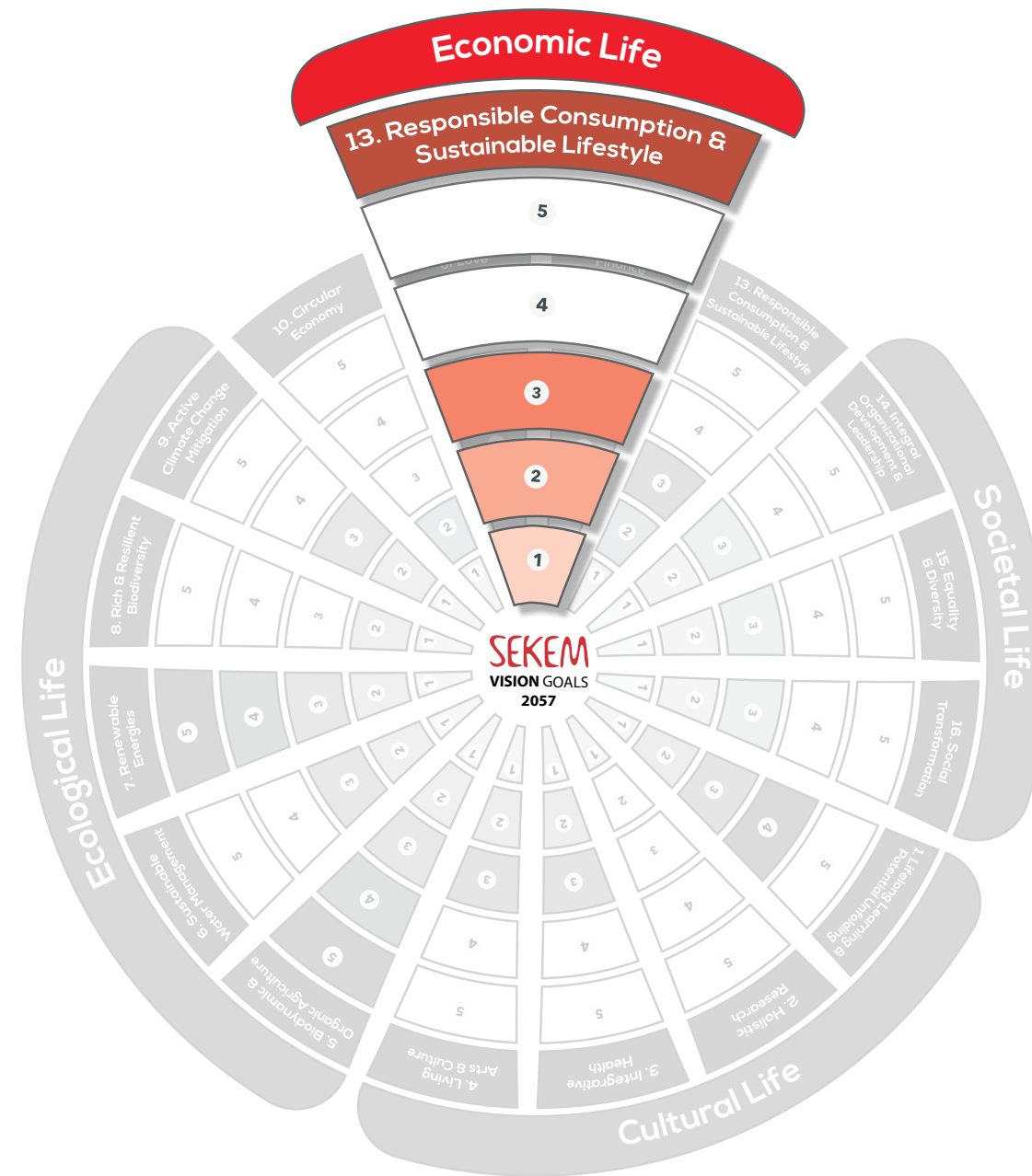
Responsible Consumption & Sustainable Lifestyle



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.

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

Consumption and production are driving forces of the global economy. As consumers we have a strong influence on the producers of goods. Overconsumption results in reduction of resources and growing rates of waste. By supporting irresponsible producers whose activities result in environmental degradation or social issues we encourage them to continue their harmful practices. On the other side, mass demand on green products will pressure producers to be responsible and work according to sustainable principles.

In the developed countries the green movement created a whole new market for green products, which is massively expanding. Consequently, the developing countries including Egypt caught the trend and started to adopt more responsible behavior. A [study](#) conducted by American University in Cairo in 2020 claims that the Egyptian young population showed a significant level of awareness on the importance of responsible consumption patterns, but a poor awareness about green products, due to their minimal availability in the Egyptian market. However, they showed willingness to adopt more sustainable lifestyles and conscious buying if they have access to products and tools.

Our Approach

In SEKEM we have two approaches in addressing the issue of responsible consumption.

First approach comes from an educational perspective, where our task is to make our own community members aware of their consumption pattern through raising awareness and educating them about sustainable lifestyles through workshops and classes.

Another perspective is provision of sustainable products and services for the Egyptian consumers to help them to be more responsible. At the moment the range of our green [Demeter-certified products](#) includes biodynamic food and sustainable textiles. In Wahat Farm we practice creating new

buildings from local materials, offering solar water heaters and domestic PV energy to private households. Meanwhile 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.

Our Results in 2021

Responsible production and consumption was the second focus topic in 2021.

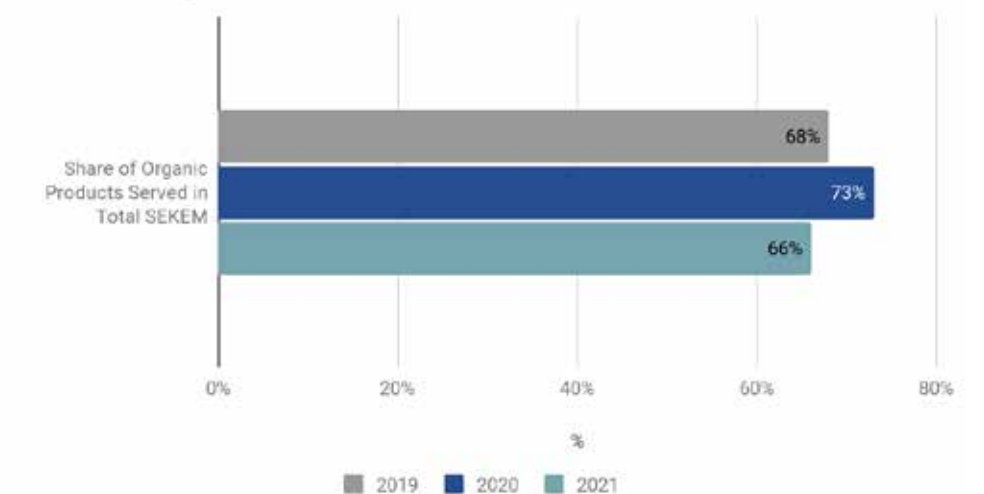
In Wahat Farm green building prototypes from local materials were launched, among which a new cafeteria made from sustainable materials: rammed earth, wood, linseed oil, glass, steel, natural stone, straw, and cotton form the elementary basis. Apart from being very affordable, rammed earth requires very little primary energy and brings with it many useful properties that make it one of the most environmentally friendly building materials of all. The produced wastewater is, after being cleaned, used to irrigate trees, which in turn create locally grown hardwood suitable for furniture production. In this way, the waste of valuable resources and the dependency of the international timber-market can be avoided. Other construction works in Wahat are currently underway to create more space for living and working, while some other small houses have been upgraded with more space.

NatureTex deserves a special mention in regard to this vision. In 2021 it developed new lines of organic underwear and clothes for adults and launched the baby textile project with ISIS. With a partner it has developed a new soft material for bedding with a lower thread count compared to satin, yet better in quality and lower in price. Besides, it has managed to greatly reduce the amount of plastic used in its internal production processes from 8 tons in 2020 to 3 tons in this year by sourcing a new supplier for 100% recycled plastic hangers and another one for recycled polythene bags.

On the top of it, SEKEM registered the first electric cars in Egypt, and began to reduce the amount of transport emissions of the employees.

Cafeterias

Share of Organic Product Served in Cafeterias at SEKEM and HU



We continue to increase the amount of organic products served in our cafeterias. This year was especially remarkable for our students and employees from the **HU**, where the organic products share increased by more than 15%.

A closer look

This year SEKEM asked its employees from the SEKEM companies and HU to calculate their ecological footprint by using the [footprint calculator](#), which helps to find out how many Earths would have been consumed by one's lifestyle. The first reading presented results with an **average of 3.5 Earths** per person, which means that Earth would spend 3.5 years regenerating the amount of resources that one employee would have consumed in 1 year.

After the first reading the top management conducted a number of lectures, workshops and discussions for all the members, touching the topics of a more responsible lifestyle and spreading general advice on changes in their everyday

life and consumer choices.

For example, the Faculty of Engineering organized a workshop for SEKEM members on how to save electricity by being a responsible consumer. Simple advices were given: how to consume less energy in everyday life or save electricity by purchasing LED bulbs, instead of regular ones. From the feedback received after the workshop many people admitted that it had a positive impact on them. They started to pay attention when buying products, instead of buying them blindly, and the given advices helped them to reduce their electricity bills.

After some time employees were asked to recalculate their ecological footprint again and it has been shown that the results have improved by 20%, being lowered to an average of 2.9 Earths per person. The outcomes were analyzed and presented for a public discussion, so the employees with best results could share their experience on how they have managed to improve their ecological footprint.

SEKEM is dedicated to continue to raise people's awareness in order to improve this result in the next few years and initially lowered it to 1 Earth per person.

Education

SEKEM believes that it must address both aspects of the green economy: responsible consumption through educational institutions (schools and universities) and responsible production through its companies.

At HU, students' perspectives are broadened by lectures of Dr Omar Ramzy (Dean of Faculty of Business and Economics), who this year paid special attention to the green economy and responsible consumption topics in his lectures. He introduced his students to the synergies of the green economy system. "At HU, one of our missions is to create a pool of responsible consumers, who will stimulate mass demand and push companies to adopt green products", explains Dr Omar. "As human beings we should be rational

enough to make responsible consumer choices. Why would companies create green products if there is no demand? Responsible production and consumption are two sides of one coin. Besides, at the moment we have two huge projects, 13 Villages and Wahat Project. At the end of semester students create theoretical graduation projects on how they can serve these communities and many of these projects are connected to the topic of responsible consumption and production"

Ms Menna Abd Elhamid (Senior Marketing Teacher Assistant) gives us detailed explanation about these projects: "In 2021 we had a project in 13 Villages within the women empowerment topic, where we provided rural women with old clothes and they were upcycling them into shopping bags. In another project we encouraged some students from **VTC** that did not want to continue their education to start their own projects, something simple like production of organic jams. We trained them on how to market their products on social media, calculate budget and pricing. And some of them started to get engaged in it and ask if they can enroll into the university or plan to produce their products on a larger scale. In general we started to emphasize more on this topic in HU, because nowadays it is totally irresponsible not to be a responsible consumer."

Our Ongoing Activities

- *Producing organic and biodynamic products in the field of food & beverages, textiles, bulk raw material and phyto-pharmaceuticals*
- *Building new buildings from local materials*
- *Raising awareness and educating all students and employees about Responsible Consumption and Sustainable Lifestyle*
- *Conducting Ecological Footprint study for all employees*

- *Offering sustainable touristic trips to Egypt with Eco-Village Guesthouse*

Our Active Projects

- *Replacement of all IT-infrastructure to open source platforms (such as Linux, ERP next)*
- *Distribution of organic, hand-made soaps in local shop*
- *Collaboration with InnoEgypt, a project that aims towards competent Innovation and Knowledge-Based Economies in Egypt via business incubation and start-ups (SDF)*
- *Participation in Intecmed Project, Incubators for innovation and technological transfer in the Mediterranean (SDF)*
- *Magnification of competitiveness and competences of Green-Tech Businesses in Egypt through MC2 Project (SDF)*
- *Promotion of social entrepreneurship in the Mediterranean region through MedUp! Project (SDF)*
- *Change of the culture of resource utilization in Egypt's industry through RIndustry Project (ISIS)*

Challenges

The success of this goal depends on individual attitudes, responsibility and behavior of individuals.

Next Steps

- *Replacement of all water heaters to solar water heaters in SEKEM*
- *Replacement of all SEKEM phones to Fairphone / Shift Phone*
- *Launch of a furniture workshop for sustainable furniture production from Egyptian wood*
- *Replacement of all Google services to ethical ones for all SEKEM entities*



Societal Life

- SVG#14: Integral Organizational Development and Leadership
- SVG#15: Equality & Diversity
- SVG#16: Social Transformation



Our Approach

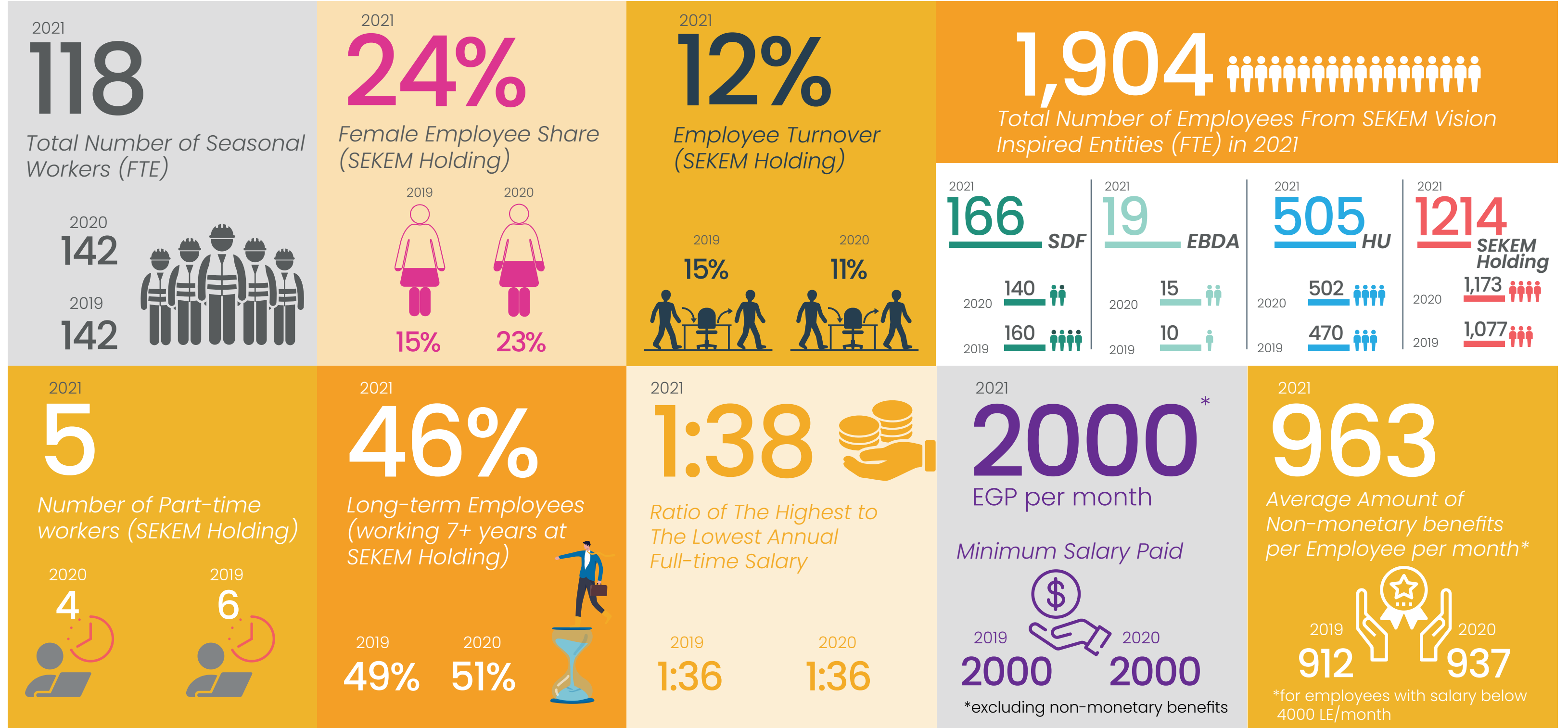
SEKEM strives to model social innovation that can help to address society's problems effectively. The SEKEM Code of Conduct (CoC), together with the Corporate Governance Index, form the framework of values guiding the operations of the SEKEM Group of Companies. It explicitly states our

commitment to protect and advocate for human rights in all our activities and spheres of influence. For us, transforming society and building a network of change agents, and the celebration of diversity and women empowerment are the main pillars for this sphere of life. SEKEM values all members of the community equally and strives to create a learning

environment, where everyone can find mutual benefit by exchanging knowledge and ideas.

Societal Life

At a Glance 2021



Societal Life

Meet Our People



“The first turning point for me at SEKEM was when Dr. Ibrahim invited me to attend his weekly meetings where he ran an open discussion and created space for expression.”

Nadia Hassan, Quality Control Manager at ISIS Organic

[Read more](#)



“In SEKEM, I learned the meaning of love, honesty, and true friendship”

Mohamed Abdel-Halim, SEKEM HQ

[Read more](#)

Societal Life

Our People Tell a Story



Randa Seyam, SEKEM's community coordinator, talks about the Community Based Learning Program and which role it plays in education for sustainable development.

Community Based Learning (CBL) is a special program that includes a trip for students in the rural communities of 13 Villages or Wahat. It is included in the curriculum and is compulsory for all students of HU.

Changing the mindsets

For CBL to happen we need to find mutual benefits, which means students need to learn and community members need to learn. It involves cooperation from three sides: students, community members of 13 Villages and Wahat,

and academic staff as a mediator between them. Let's say that students can bring their theoretical knowledge to the community. But what about the community members? Do they have any knowledge they can offer to our students in exchange? The short answer will be: of course, and a lot.

Before going to the trip many students have prejudgements that since they have studied an in-depth theory on a certain subject they know everything, but the truth is far from that. For example, last semester students from the physical therapy faculty came to the village and witnessed how the rural woman was exercising her baby and it blew their mind. They did not expect that a rural woman would know that much about physical therapy.

Human side of work

So how does the CBL actually work? Let's say, medical students study the curriculum and know that the pregnant woman needs to follow a certain routine and certain diet. However, they do not know how to exactly implement their knowledge in practice yet. And these trips give them chances to discover and practice different approaches.

In the approach that we offer in CBL we focus on two important sides: human and technical ones. Technical aspects include theoretical knowledge, but what about the human side? If you are an orthopedist you can go to ISIS factory and simply give all the employees a regular check up, one by one. It is a technical way of dealing with patients. But there is another one, that involves the human side.

When our students come to the factory each of them spend the whole day with a certain worker. They sit with them side by side, and work along with them. Ask them about their life and get to know them as a person. Meanwhile from the perspective of a doctor the students have a chance to check their posture and ask about the health issues. It takes way more time, but in the end the students have a privilege to know the worker as a human being and because of this, they

start to feel as a part of the community too.

Our academic staff always goes to the communities prior to the trips. They get to know them closer and talk about challenges they have. Sometimes they discover that the precomposed curriculum includes some things that the community does not need, so they can come back and revise it. Besides the challenges, we learn about their assets as well. For example, there might be people in the villages who are good at handcraft and who can make great products. But they do not know how to market those products. So to build up on that asset we can bring a marketing team and help them.

Changes come from within

The most highlight moments of 2021 for me were when I was reading the students feedback about their trips. One student wrote: "I feel the privilege to be a part of the community and I feel that now I can make a difference" and another one wrote "I feel that this trip has changed me and now I think that all the changes must come from the inside". I felt very proud, I did not expect to see anything like this. The students met the reality and understood why building a personal connection is so important and how it can further contribute to the change.

SVG 14

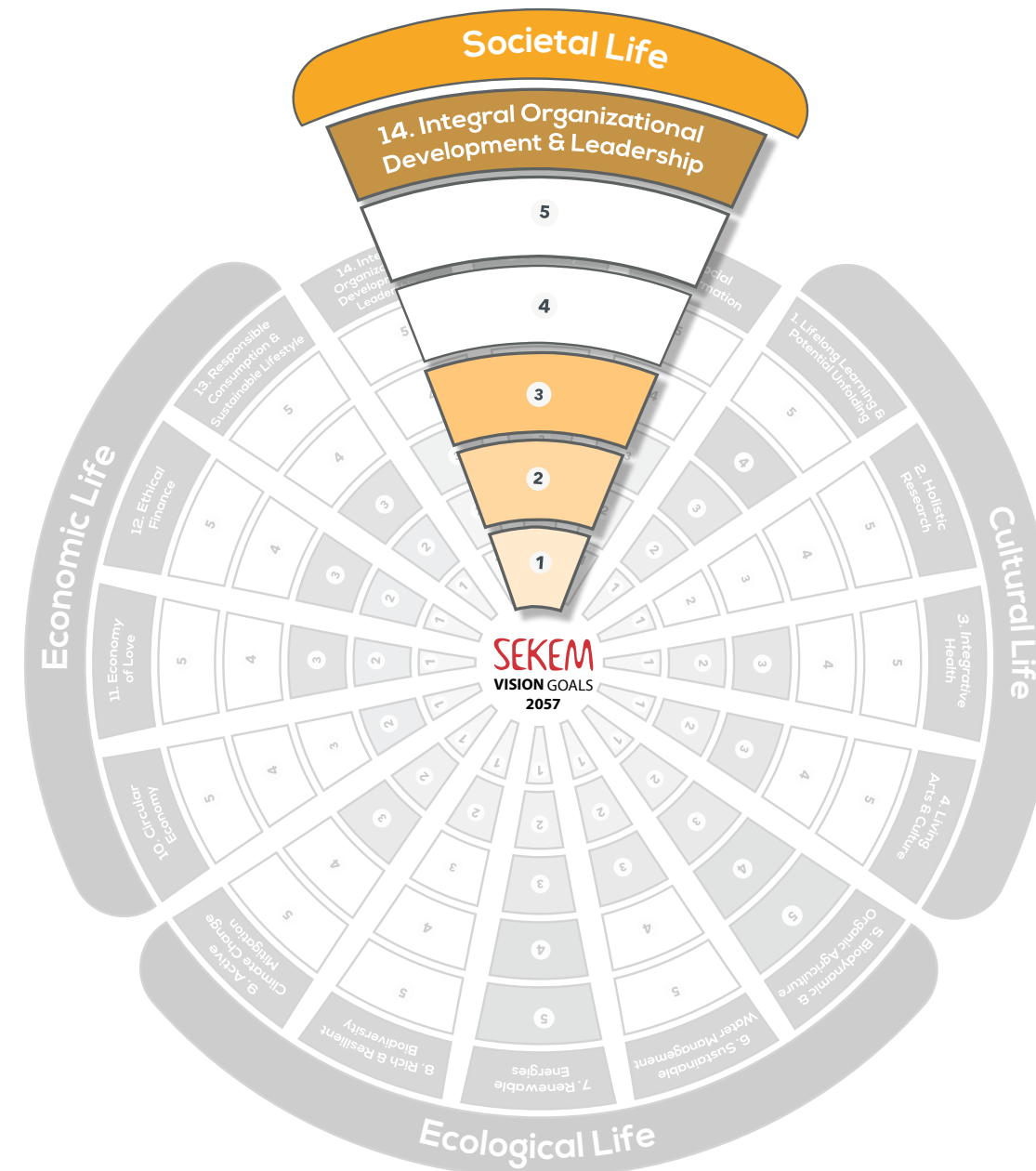
Integral Organizational Development and Leadership



Our Vision for Egypt 2057:

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

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

The way we lead and organize our work as humans changed over the course of history. From gatherers and hunters, to tribes, large empires, capitalistic markets and value based communities to new forms of emerging structures we can see a manifold array of different human system. Each system emerged as a response and solutions to existing challenges and every system comes with its own limitations and challenges. One cannot per se state that one system, be it patriarchal, hierarchical or self organized, is better than the other because the effectiveness depends on the context and the people within that system. But the degree of complexity each system can handle differs and from an evolutionary perspective humankind will move towards higher degrees of self organization, purpose driven organizations that adapt to their environment and social needs around it.

The challenge is that an organization with its culture and structure is influenced by and interdependent from the values and behavior of the people in it. Leadership has a pivotal role to play in setting the structural and cultural frame for people to work in and in general limits the capacity of an organization to further evolve. Therefore, it is key to match organizational challenges with people's and leadership capacity that are present.

Our Approach

SEKEM community unites people with diverse backgrounds: from a farmer, to a factory worker, to a PhD professor. There is no universal management model that would fit all these different mindsets, that is why for many years we have been working with a co-existence of different organizational systems and leadership styles adapted to the local context. We see working together as an ideal space for learning and consciousness development but we agree to the fact that consciousness development cannot be forced and requires

an inner question and readiness to change that we want to foster with our other SEKEM Vision Goal No. 01 on Lifelong Learning and Potential Unfolding.

Dealing with the dynamics of leadership and organization development is summarized for us under the term SEKEMsophia. In general, we want to strengthen adequate organizational structures for each of the different context. From an integral perspective, it makes sense to bring clarity into what systems are operating and what values are reflected from different leadership styles. Ultimately, SEKEMsophia wants to empower management and people within SEKEM to take initiative and responsibility for implementing our vision.

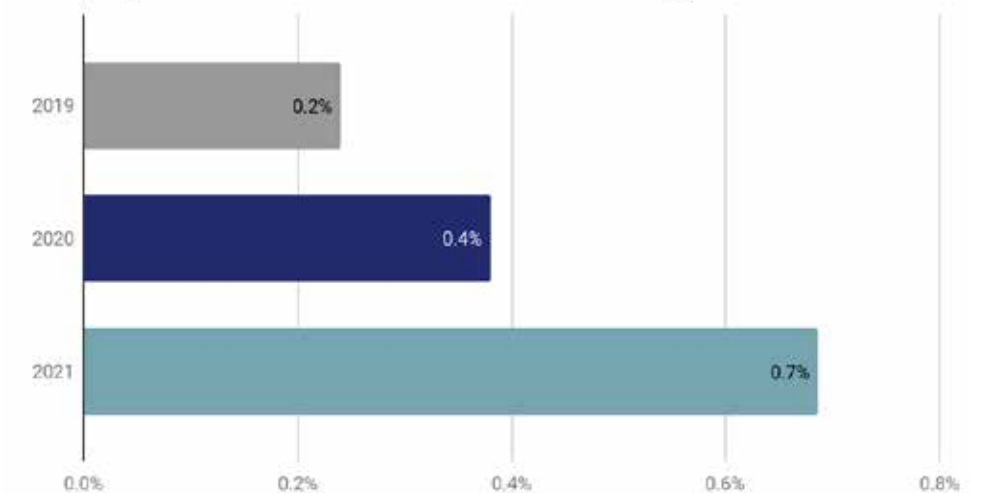
Our Results in 2021

In general, it is difficult to share results and clear indicators for this vision goal. At this point, we refer only to commonly used indicators that reflect the quality of leadership and organizational structures and processes.

Job satisfaction of employees can be measured by employee turnover and absentee rates. By offering good wages, benefits, and social security for the workers, organizations can naturally reduce its employee turnover rate, while healthy working conditions can prevent employees' burnout and result into lower absentee rate.

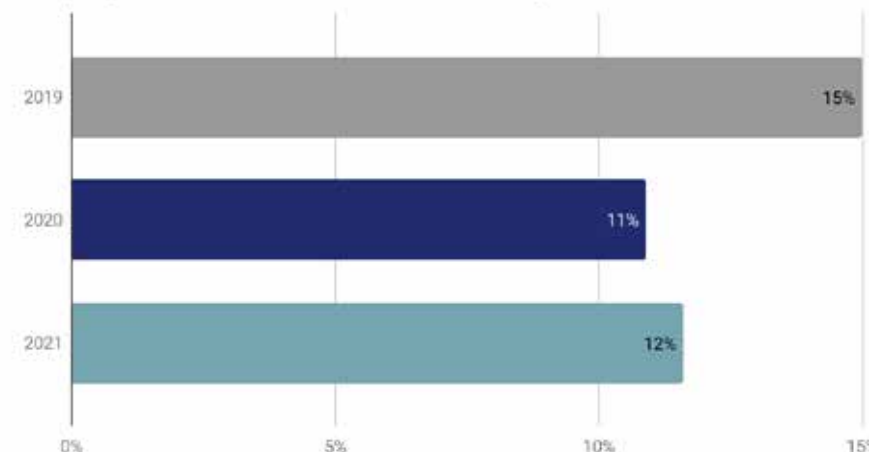
Employee absentee rate refers to an unplanned absence of employees due to their sickness or other causes. 1,5% considered as a normal absentee rate, which is assumed for 3-4 days per year off on average. High levels of absence can indicate problems in the organization, such a high level of stress, burnout, lack of motivation or engagement. However, SEKEM demonstrates a rate that is below 1%, which results mainly from the fact that people prefer to take a day of vacation in case they cannot come to work. This means we are not worried about the raising rate of absentee rate and find it rather normal.

Employee Absentee Rate for SEKEM Holding



Note: Employee turnover rate does reflect only people that work more than one year for SEKEM.

Employee Turnover for SEKEM Holding



As a rule of thumb, a normal employee turnover rate at a company is 10% or less. A high rate might refer to levels of uncertainty and job dissatisfaction among employees, besides it results in changes to the human and intellectual capital of the organization that can impact productivity. At SEKEM turnover rate remained relatively stable compared to last year and can be characterized as good.

From a legal perspective, some major developments took

place that are relevant for SEKEM as an organization and its governance.

SEKEM Treuhand gGmbH

SEKEM Verwaltungs GmbH, ex-limited liability company, became charitable and changed its name and legal status to **SEKEM Treuhand gGmbH** (SEKEM Trust). All the owners of SEKEM Treuhand donated their shares to the SEKEM Treuhand gGmbH except Helmy Abouleish who still owns the majority of it. The reason for this is that part of his shares are still used as guarantee towards two financial entities. Helmy Abouleish signed to donate his shares to the SEKEM Treuhand gGmbH and 500 shares to the **SEKEM Future Council e.V.** in 2027. After this **SEKEM Future Council e.V.** will have 100% voting rights of the **SEKEM Treuhand**, which will become the majority shareholder of **SEKEM Holding** and support the vision of SEKEM.

Our Ongoing Activities

- *Fostering digitalization at SEKEM Initiative, including implementation of agile collaboration and governance tools*
- *Offering 1 week SEKEMsophia seminars to external guests that allow the deeper understanding of SEKEM Initiative*

Our Active Projects

- *Implementation of open source ERP System for all SEKEM entities*
- *Establishment of a clear and future oriented legal structures for all entities under the SEKEM initiative*
- *Development of integral individual and organizational development assessment tool*

Challenges

One of the challenges lies in the need to manage the day-to-day realities of farming in the rural context with involvement of lower and higher educational and cultural institutions, as well as a multicultural community that is living and working together. Finding an approach to each person with a different background is not an easy task, and requires a mature form of integral leadership that is very difficult to maintain in everyday life situations.

Next Steps

- *Availability of business intelligence tools for all **SEKEM companies***
- *Formalization of the cooperation between **SEKEM** and **HU centers and institutions***
- *Implementation of [Internet of Things](#) for **SEKEM***



SVG 15

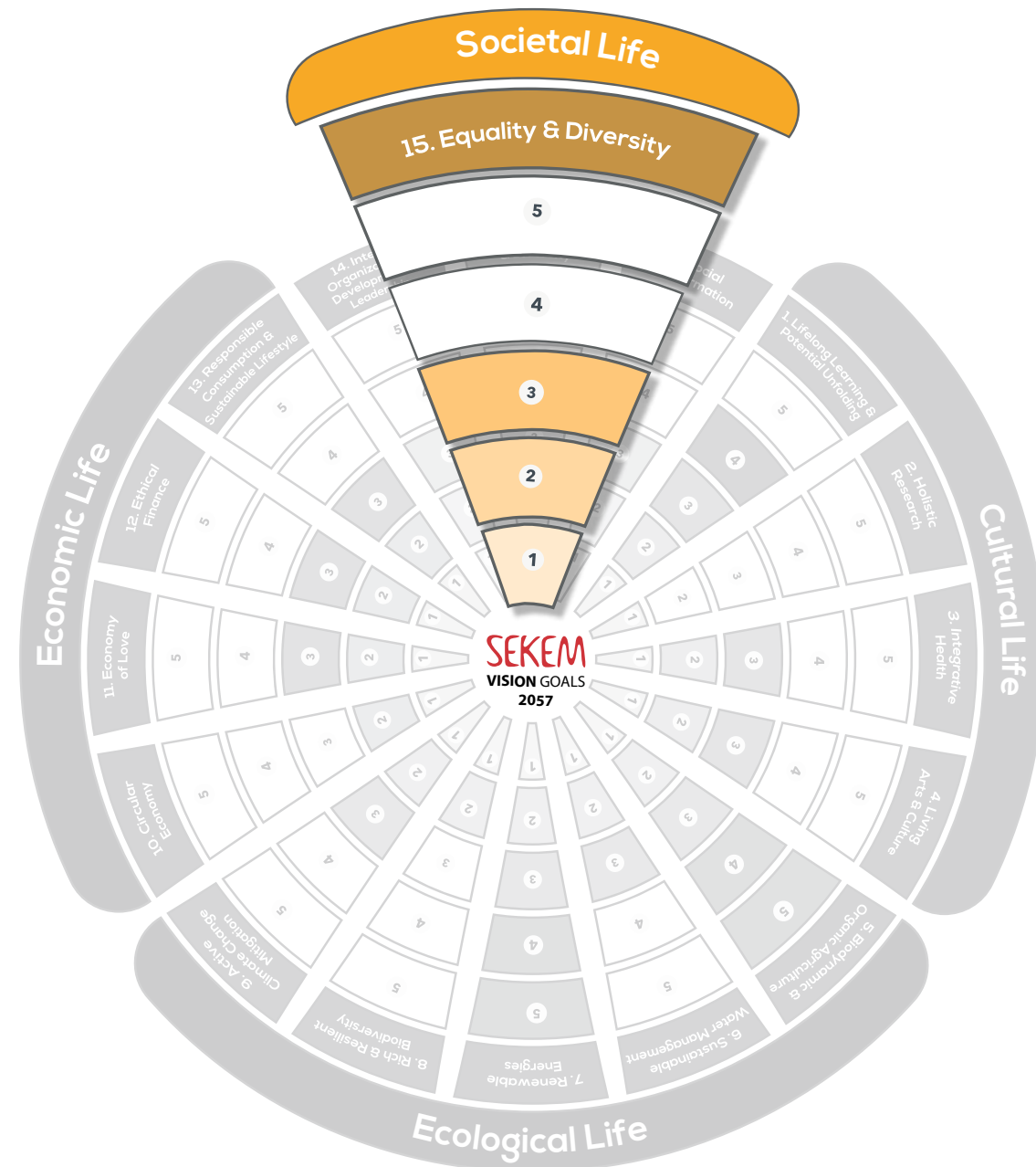
Equality & Diversity



Our Vision for Egypt 2057:

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

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org. , HU, SEKEM.
- 3 PROTOTYPE PHASE**
In Center With Partners, Hu, Sekem
- 4 UPSCALING PHASE**
In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

Equality and diversity stands for providing all people with equal opportunities and removing any chances of discrimination. It is not just an important part of an organization’s corporate social responsibility, but a basic human right. Besides, organization that celebrates diversity among its employees naturally boosts their creativity and opens new horizons for the development of its business. Following values of equality and diversity lowers the employees turnover rate and creates a happy and safe environment that encourages collaboration and exchange of ideas.

One of Egypt’s major social challenges lies in gender inequality. Women in Egypt, especially from rural areas, are not encouraged to gain economic and social independence. Their main role is still seen as housewives. In their attempts for job seeking they face many challenges, among which are a disproportionate share of household responsibilities that are difficult to combine with work; the high cost of childcare, lower wages and limited job opportunities.

Our Approach

From its very origins SEKEM has been a place where people with different backgrounds, nationalities and beliefs were working together everyday. Equality and diversity are an integral part of SEKEM’s culture, though we are still doing our best in ensuring a safe and discrimination-free space for everyone.

SEKEM provides educational and job opportunities for people with special needs. In our Special Education Program they can choose a qualification, according to their capabilities, and further join our team. At the moment we have around 30 employees who underwent this program.

Women empowerment

SEKEM is a role model for Egypt in women empowerment and equality. For our efforts in supporting women, World Bank and UN Women granted SEKEM the “One Business Community, Equal Opportunity Seal”. Through years of experience SEKEM has developed a gender strategy with guidelines on how to support women in education and at work

Our approach in women empowerment starts from educational activities that include:

- *obligatory sessions on gender equality in Egyptian society for students in HU*
- *introduction to the concept of gender equality for school students*

SEKEM Holding offers to its female employees:

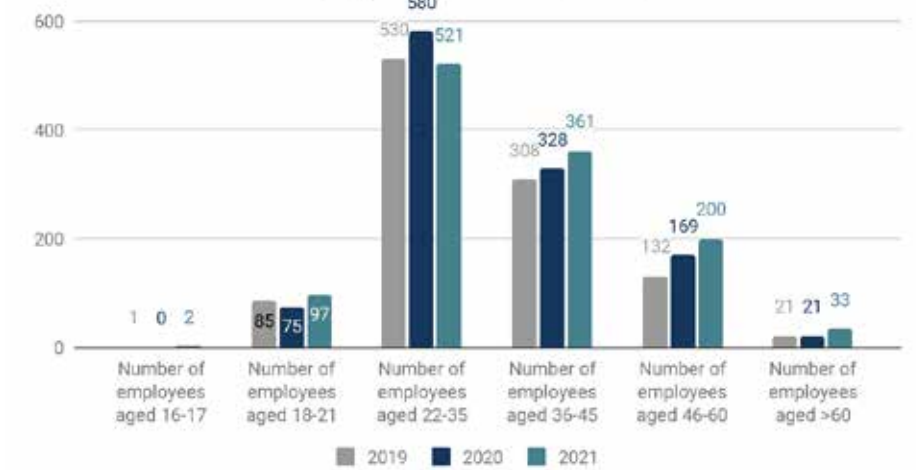
- *childcare facilities*
- *safe working space and ability to work from home*
- *courses for acquiring additional skills*
- *regular medical advice sessions for reproductive health*

For both male and female workers SEKEM provides:

- *an unpaid leave for marriage preparations/honeymoon additional to their annual leave*
- *a parental leave of three months for mothers and one month for fathers*

Our Results in 2021

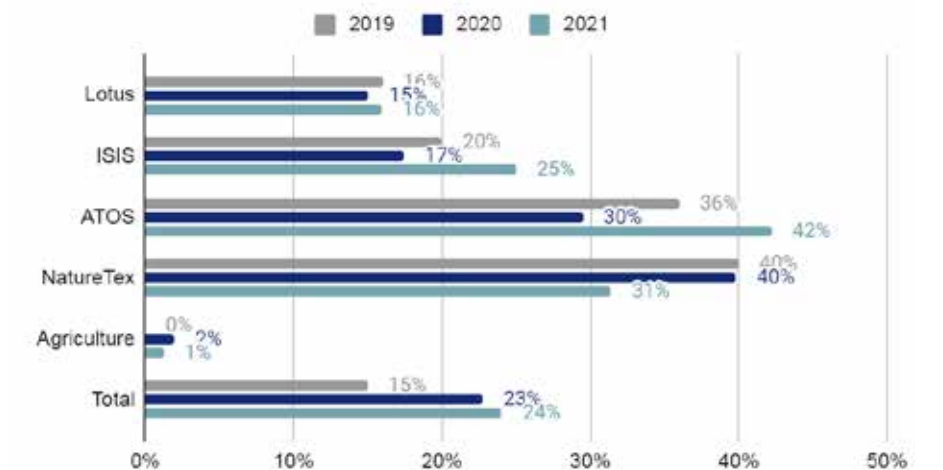
Total Number of Employees (Divided by Age)



The age structure of SEKEM Holding can be described as balanced with slight natural fluctuations over time, with a dominant group of 43% age between 22 and 35. Because in Egypt the general minimum age for admission to employment is 15 years we have 2 employers at the age of 16-17.

We find it important that different age groups connect with each other in the working life, exchange their thoughts and experiences, which adds to the organization’s heterogeneity.

Total Female Share by Entity



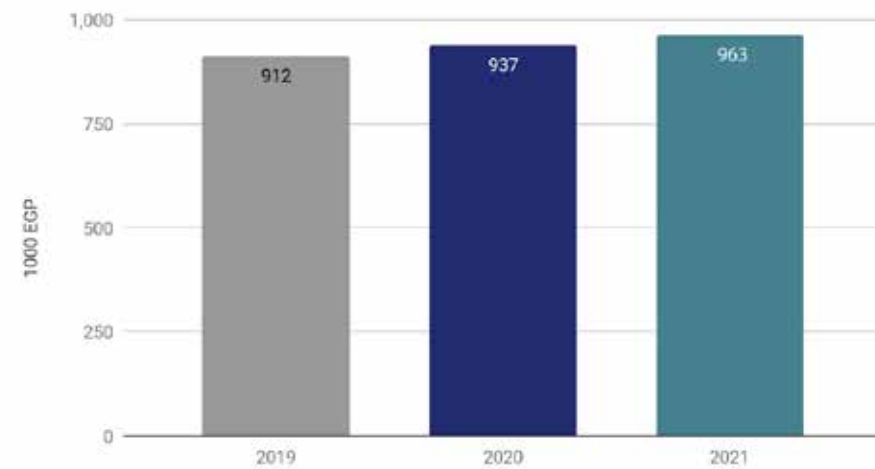
We resulted in 24% of the total female workforce among all SEKEM entities, which is still far from our ultimate goal of 50%.

In 2021 **Atos** came closest to this result with its 42% of female workforce share, raising its indicator by 12% from the last year.

Naturetex however lowered the indicator from 40% to 31%. In the agriculture sector, where the most common work is physical, exhausting and thus is seen as “male”, the female share is expectedly extremely low, but still not zero percent, compared to 2020.

Non-monetary Benefits

Average Amount of Non-Monetary Benefits per Employee per Month



Note: The amount reflects the average value paid for employees earning a monthly salary of 4,000 LE or below.

Besides the monthly wages, SEKEM employees receive a range of non-monetary benefits, which include lunches in the cafeteria, EcoHealth and life insurances, bus transfer between home and work, and school fees discounts for their children.

Our Ongoing Activities

- Celebrating employees that work with us for more than 7 years
- Implementing affirmative action for employment of women

- Forstoring cultural exchange by inviting international guests, sending students abroad and hosting international interns
- Upholding commitment to gender diversity and woman empowerment by implementing [Sekem Gender strategy](#)

Our Active Projects

- Achievement of living wages for all employees under **SEKEM Holding** and for farmers
- intensification of the socioeconomic impacts of female start-ups and micro-businesses through WomenUP Project (SDF)
- Improvement of the quality of social services provided to elderly people through TEC-MED Project (SDF)

Challenges

We are still far from 50% female share in the workforce, due to the difficulties in finding female employees with the required professional qualifications. The reason for that, as it was mentioned before, is the traditional approach of many families in Egypt where it is still not welcomed for women to work. Strong assistance from the top management in attracting a qualified female workforce is required.

Another challenge is the need for seasonal workers in the field of agriculture. More than 30% of the Egyptian workforce is engaged in the workforce that requires a low educational background. The nature of the work, local culture, high investment costs for machines make it unlikely that seasonal work can be avoided. We also acknowledge the fact that many young people need work in this field and want to offer a workplace that is safe and humane.

Next Steps

- Achievement of living wages for all **EBDA** farmers
- Implementation of harassment free campus for **HU**



SVG 16

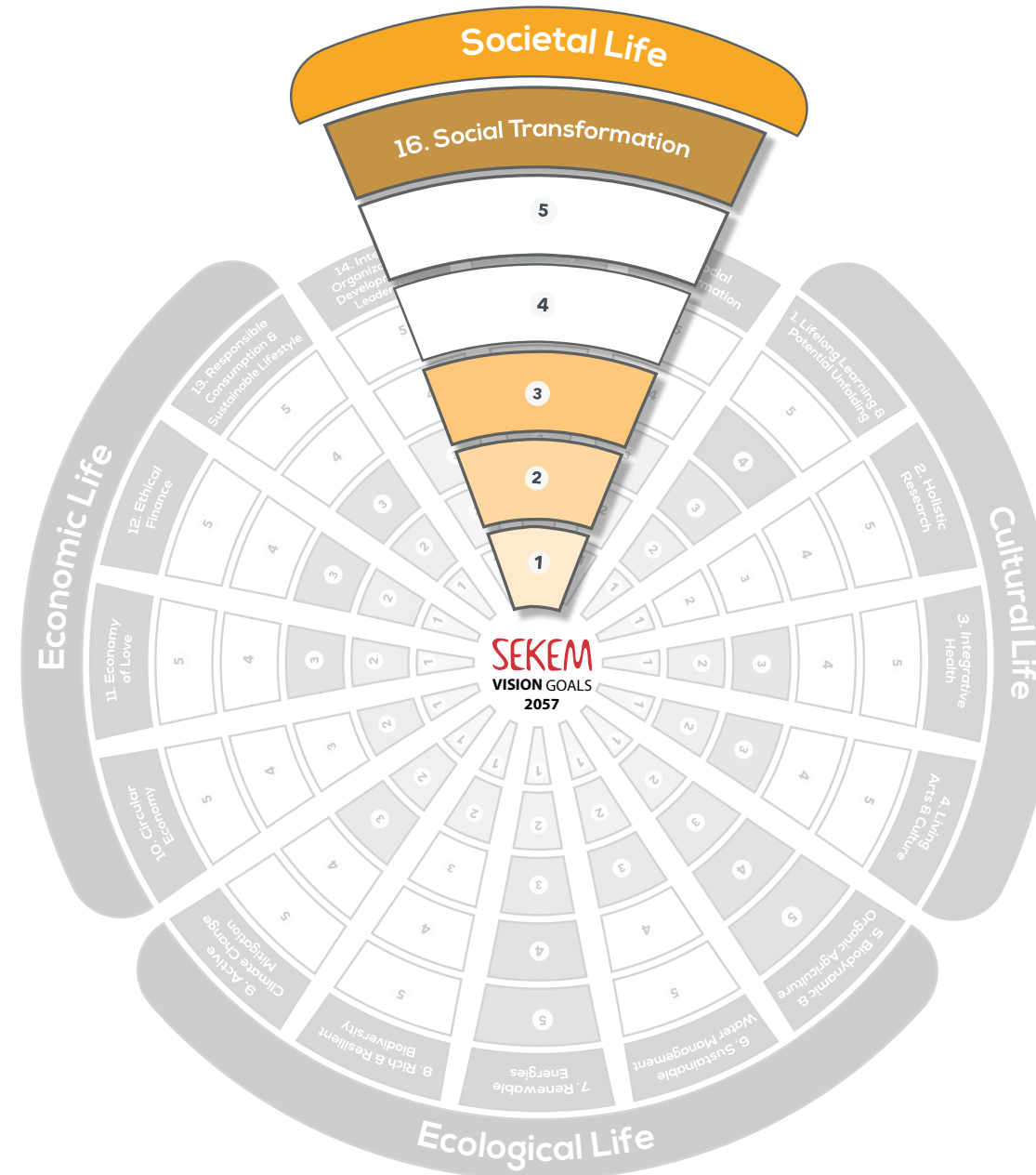
Social Transformation



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.

In Relation to the UN Sustainable Development Goals:



- 1 VISIONING PHASE**
In Vision Groups, Future Council, Individual
- 2 RESEARCH PHASE**
In Center Vision Groups, Partner Org., HU, SEKEM.
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In 13 Villages, Wahat Farm
- 5 MAINSTREAMING PHASE**
In All Egypt

Why It Matters

The world is undergoing important social transformations driven by the impact of globalization, environmental change and economic and financial crises, resulting in growing inequalities, extreme poverty, exclusion and the denial of basic human rights. These impacts are caused by the division of economy, ecology and society and treating them as separate units. The world is in need of an alternative holistic system, that would combine all the spheres and treat them as interconnected parts of one system.

Our Approach

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

SEKEM Initiative is connected with [Social Initiative Forum](#), an international network of spiritually-inspired grassroots initiatives addressing poverty, marginalization and social injustice. SIF hosts Forums which unfold individual potential, create spaces of encounter, and highlight diverse practices pioneered by individuals and initiatives locally with long-term impact. Since its founding, SIF has hosted over 20 in-Person Forums, one of which was co-hosted and co-organized with SEKEM Initiative and HU in Egypt in 2019 and March of 2022.

Besides, we are addressing social challenges outside SEKEM through our main social project of 13 Villages. It is a project that was initiated in 2004 by Ibrahim Abouleish, to develop the villages surrounding SEKEM Farm, to improve their living conditions and to create job opportunities for rural people. It is a great possibility for SEKEM to practice research, develop prototypes and engage in upscaling activities of social transformation. It is also a chance for the students to get

involved in community work, to find ways through their fields of studies to serve people and their country.

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

Our Results in 2021

Windows and Spaces for Societal Transformation

“From personal to the community - Inner Power” workshop, was successfully conducted by ESD Center for the HU staff. Within this workshop the participants were exploring how their inner power fosters the ability to unfold potentials of others and bring a real change to the world on different levels.

13 Villages

SEKEM started a sports academy for football practice for children from 13 villages. The academy wants to continuously increase and diversify its sports and provide more various sport activities for local boys and girls. Also, the SEKEM School Choir made a performance this year at Ali Kamel Primary School in 13 Villages, while many other cultural activities are planned to take place at the local schools in the upcoming years.

Wahat Farm

The community in Wahat is expanding and in 2021 many changes were made in order to make the life of people in the middle of the desert better.

First of all, Primary School in Wahat is officially opened. At the moment it includes 25 students and 5 teachers, with a plan to expand to 50 students. Children are coming from Bawiti and Mandisha every day, transported by a school bus. They are taught 6 days per week by the government approved curriculum.



Ibrahim Abouleish Amphitheater was also opened and now plays an important part in the cultural life at the farm.

A new recreation area was created, where people can rest, relax and even watch a film on the screen. Another highlight was the installation of an oven on the farm for baking bread.

Our Ongoing Activities

- *Building Sustainable Community at SEKEM Wahat farm*
- *Implementing 13 Villages Development Program on Education, Health, Agriculture and Renewable Energy*
- *Running [Egyptian Social Initiative forum](#)*

Our Active Projects

- *See other SEKEM Vision Goals Projects*

Challenges

We still need to find ways to better measure our impact for all our activities related to community development and set clear targets.

Next Steps

- *Establishment of a Social Club at SEKEM farm*



SEKEM Holding Income Statement

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

Consolidated Income Statement

for the year ended December 31, 2021

(All amounts in Egyptian Pounds)

	<i>For the year ended</i>	
	<i>31/12/2020</i>	<i>31/12/2021</i>
Sales	561,271,571	607,053,804
Cost of sales	(336,485,646)	(369,915,059)
Gross profit	224,785,925	237,138,745
Selling and distribution expenses	(104,582,832)	(93,924,741)
Administrative expenses	(32,525,543)	(43,427,450)
Board of directors remuneration	(606,341)	(1,003,624)
Expected credit losses	-	(13,223,590)
Other operation expenses	(100,000)	-
Other revenue	18,844,837	17,375,042
Operating profit	105,816,046	102,934,382
Net finance cost	(94,589,497)	(5,754,298)
Net profit before income tax	11,226,549	97,180,084
Income tax expense	(11,013,403)	(15,477,334)
Net profit for the year	213,146	81,702,750

SEKEM Holding Balance Sheet

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

Consolidated Statement Of Financial Position

At December 31, 2021

(All amounts in Egyptian Pounds)

	31/12/2020	31/12/2021
Assets		
Non - current assets		
Fixed assets	580,233,801	596,549,694
Projects under construction	52,339,571	48,125,442
Plant wealth	47,685,458	41,043,053
Biological assets	2,270,171	2,082,953
Goodwill	53,867,282	53,867,282
Available for sale investments	18,009,615	18,008,870
Total non - current Assets	754,405,898	759,677,294
Current assets		
Inventory	180,076,196	182,122,004
Trade and notes receivables	161,955,264	179,810,182
Debtors & other debit balances	126,706,616	102,972,042
Amounts due from related parties	99,951,511	83,751,871
Cash and cash equivalents	8,502,938	19,537,129
Total current assets	577,192,525	568,193,228
Total assets	1,331,598,423	1,327,870,522
Equity		
Share Capital	211,195,900	211,195,900
Reserves	65,074,168	65,074,168
Foreign operations - foreign currency translation differences	673,341	1,005,263
Retained losses	(132,076,684)	(64,990,136)
Net equity of parent company	144,866,725	212,285,195
Non controlling interests	5,999,606	8,270,344
Total equity	150,866,331	220,555,539
Non - current liabilities		
Long - term loans	612,755,307	503,168,237
Deferred tax liabilities	16,997,800	19,968,386
Total non - current liabilities	629,773,107	523,136,623
Current liabilities		
Bank overdraft	228,678,222	206,594,664
Banks credit balance	951,852	347,975
Amounts due to related parties	946,039	6,659,615
Current Portion of Long Term Loan	53,400,038	67,176,740
Suppliers & notes payables	90,930,934	93,816,522
Creditors & other credit balances	160,363,960	196,015,013
Advanced payments	7,736,043	6,351,986
Claims Provisions	7,951,897	7,215,845
Total current liabilities	550,958,985	584,178,360
Total liabilities	1,180,732,092	1,107,314,983
Total equity and liabilities	1,331,598,423	1,327,870,522

Auditor's Report

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

Report on the consolidated financial statements.

We have audited the accompanying consolidated financial statements of Sekem Holding for Investment Company (S.A.E.) which comprises the consolidated statement of financial position as of December 31, 2021, the consolidated statements of Income, Comprehensive Income, Changes in Shareholders' Equity and Cash Flows for the financial year then ended, and a summary of significant accounting policies and other explanatory notes. These financial statements include some subsidiaries that were audited by another auditor. These subsidiaries have assets and revenue amounted to EGP 80 341 415 and EGP 59 479 079 respectively which represent 13 % and 10% respectively of total consolidated assets and revenue of the group.

Management's Responsibility for the Consolidated Financial Statements

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

accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

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

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

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

Opinion

In our opinion the consolidated financial statements referred to above present fairly in all material respects the consolidated financial position of Sekem Holding for Investment Company (S.A.E.) as of December 31, 2021 its financial performance and its cash flows for the year then ended in accordance with Egyptian Accounting Standards and in light of governing laws and regulations.

Emphasis of matter

Without qualifying our opinion, as described in Note No. (31) of the accompanying notes of the financial statements regarding subsequent events, the company management has no available information to make disclosure about the effect of the subsequent event after the date of the financial statements on the balance of assets liabilities and the operation outcome on the upcoming period due to spread of the coronavirus worldwide the outcome and the balance may change in material amounts on the next period if the information is available to the management company this will help the company detect the amount of the subsequent events on the balance of the assets and liabilities.



 WAHID ABDEL GHAFFAR

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 WAHID ABDEL

 GHAFFAR & CO.

 Baker Tilly Wahid Abdel Ghaffar & Co.

 Accountants and Consultants

 Cairo: 27May, 2021

Historical Timeline of the SEKEM Initiative:

- In 1977 Dr. Ibrahim Abouleish established 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.
- 1983 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 was established.
- 1987 The SEKEM Kindergarten and the Mahad Adult Training Institute open their doors. 1988 LIBRA was founded and specializes in 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) were 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; ISIS is founded to manufacture organic foodstuffs.
- 2000 SEKEM Academy for Applied Arts and Science (medicine, pharmacy, agriculture and arts, later Heliopolis Academy) starts work; and the Cooperative of SEKEM Employees (CSE) is founded.
- 2001 SEKEM Holding was 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 “DOPSE-TEMPUS”.
- 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 was established.
- 2007 LOTUS Upper Egypt and the Water Research department at Heliopolis Academy start work; LIBRA cooperates with Soil & More Egypt to produce compost from organic matter (2008 also in Alexandria).
- 2008 SEKEM for Land Reclamation is established (North Sinai, Bahareya Oasis and Minia; in total 6000 feddan [= 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 was founded.
- 2011 ATOS Pharma builds a new factory and starts implementation of a subsurface irrigation system.
- 2012 Foundation of the Heliopolis University for Sustainable Development.
- 2013 One World Family Award, Stuttgart, Germany. Excellence in Positive Change – Global Thinker Forum Award, Athens, Greece
- 2015 Golden Award of the Technical University Graz. Land for Life Award from United Nation Convention to Combat Desertification. The Highest honorary medal by the German governorate of Baden-Württemberg
- 2017 SEKEM celebrates 40 years of Sustainable Development and the 80th birthday of founder Dr. Ibrahim Abouleish. Ibrahim Abouleish passed away a June 15, at age of 80
- 2018 SEKEM was awarded the Luxembourg Peace Prize
- 2018 Helmy Abouleish becomes United Nations NAP-Champion for the Adaptation to Climate Change
- 2018 Heliopolis University opens the first Faculty of Organic Agriculture in Egypt and the Faculty of Physiotherapy
- 2018 SEKEM publishes its SEKEM Vision for Egypt 2057
- 2018 SEKEM founded 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.
- 2020 Establishment of the Economy of Love Standard.
- 2020 The Future Council Association, Future Council e. V., was founded in Germany
- 2021 SEKEM launched medical insurance and Integrative Health Service EcoHealth
- 2021 Introduction of SEKEM Miza complementary currency
- 2021 Set up of EcoFund
- 2021 SEKEM became the first Economy of Love certified company.
- 2021 Heliopolis University started to operate 100% renewable energy.

Sustainability Indicators

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
Cultural Life								
1	Number of babies in SEKEM Nursery	no.	SDF	27	26	27	24	
1	Number of children in SEKEM kindergarten	no.	SDF	27	50	40	41	
1	Number of students in SEKEM School	no.	SDF	321	301	292	276	
1	Number of students in SEKEM special education	no.	SDF	27	30	32	27	
1	Number of students in vocational training center	no.	SDF	195	224	234	268	
1	Total man hours of training provided	man-hours	Holding	89,307	85,002	68,529	85,734	GRI 404-1
1	Average hours of training per employee	hrs	Holding	69.45	72.96	58.42	67.56	GRI 404-1
2	Number of students in Heliopolis University	no.	HU	1,294	2,533	2,697	2,186	
3	Number of employee visits at the medical center	no.	SDF	5,591	11,060	11,500	30,805	GRI 403-6
3	Total number of medical center visits	no.	SDF	54,151	35,705	30,933	49,327	GRI 403-6
3	Share of employees with private health insurance	%	Holding	%25	%54	%62	%100	GRI 401-2
3	Total number of work related injuries	no.	Holding	0	1	2	9	GRI 403-2

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
Ecologic Life								
5	Share of net revenue of potentially organically certifiable products	%	Holding	%59	%46	%44	%47	
8	Total number of bee hives	no.		29	50	80	48	GRI 304-1
5	Number of dairy cows per 10 hectare of cultivated land	no.	Company	5	6	5	3	GRI 304-1
5	Total number of dairy cows	no.	Company	129	135	121	96	GRI 304-1
5	Total amount of compost used	t	Company	3,821	6,026	3,343	7,777	
5	Average amount of compost per hectare (SEKEM owned land)	t/ha	Agriculture	19	28	11	22	
5	Total cultivated area (SEKEM + supplying farmers)	ha	EBDA	1,956	1,882	1,648	1,839	
5	Total cultivated area from SEKEM farms	ha	Agriculture	206	218	293	351	
5	Total cultivated area from supplying farmers	ha	EBDA	1,750	1,664	1,355	1,839	
5	Share of cultivated area from SEKEM farms from total cultivated area	%	Agriculture	%10.5	%11.6	%17.8	%16.0	
8	Share of organic matter in farm soils (10 - 0cm)	%	Agriculture	%0.7	%0.8	%0.7	%0.8	GRI 304-2
8	Share of organic matter in farm soils (35 - 0cm)	%	Agriculture	%0.3	%0.4	%0.4	%0.4	GRI 304-2

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
8	pH - Value of Farm Soils (1:2.5)	no.	Agriculture	7.8	7.8	7.6	7.9	GRI 304-2
8	Sodium Absorbtion Ratio	%	Agriculture	6.2%	%6.7	6.2%	%6.3	GRI 304-2
8	Number of seed varieties in own seed bank	no.	Agriculture	n.a.	241	257	280	
8	Amount of effective micro-organisms per gram in farm soils	no.	Agriculture	11*10^10	10^10*11	5*10^6	5^10*9	GRI 304-2
6	Total amount of water usage for agricultural use on SEKEM farms	m3	Agriculture	3,295,027	4,053,245	4,012,668	4,510,343	GRI 303-5
6	Total amount of water usage for agricultural use on SEKEM farms from fossile water source	m3	Agriculture	884755	2,029,890	2,723,687	3,462,903	GRI 303-3
6	Share of water usage for agricultural use on SEKEM farms from fossile water source	%	Agriculture	27%	%50	68%	%77	GRI 303-3
6	Share of waste water recycled and reused for tree irrigation	%	Holding	100%	%100	100%	%100	GRI 303-1
7	Total amount of gasoline consumption	L	Holding	685,250	722,837	710,276	600,851	GRI 302-1
7	Total amount of gasoline consumption for vehicles	L	Holding	369,805	341,192	328,492	405,682	GRI 302-1
7	Total amount of gasoline consumption for power generation	L	Holding	315,445	381,645	381,784	195,169	GRI 302-1
7	Relative amount of gasoline consumption per 1000 EGP sales	L / 1000 EGP	Holding	1.6	1.5	1.2	1.0	GRI 302-4
7	Total electricity consumption (grid, diesel and renewables)	MWh	Holding	7,194	6,878	6,595	6,938	GRI 302-1

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
7	Total electricity consumption from grid	MWh	Holding	3,739	2,738	3,348	3,356	GRI 302-1
7	Total electricity consumption from renewable sources	MWh	Holding	301	324	355	1,630	GRI 302-1
7	Total electricity consumption from diesel generator	MWh	Holding	3,154	3,816	2,893	1,952	GRI 302-1
7	Share of electricity consumption from renewable sources	%	Holding	4%	%5	5%	%24	GRI 302-1
7	Relative amount of electricity consumption (grid, diesel and renewables) per million EGP net sales	kWh / 1000 EGP	Holding	17.2	13.9	12.8	11.1	GRI 302-4
9	Total amount of corporate emissions (scope 3+2+1)	tCO2e	Holding	3,934	4,112	4,174	3,704	GRI 305-1
9	Growth of total emissions caused (scope 3+2 + 1)	%	Holding	-21%	%5	2%	%10-	GRI 305-1
9	Total amount of emissions scope 1	tCO2e	Holding	1,834	1,927	1,895	1,604	GRI 305-1
9	Total amount of emissions scope 2	tCO2e	Holding	1,694	1,763	1,904	1,678	GRI 305-1
9	Total amount of emissions scope 3	tCO2e	Holding	406	422	375	422	GRI 305-1
9	Relative amount of emissions per thousand EGP sales	kgCO2e / 1000 EGP	Holding	9.4	8.4	7.9	6.0	GRI 305-2
9	CO2 sequestration from soil	tCO2	Agriculture	991	864	5,000	2,569	
9	CO2 sequestration from trees	tCO2	Agriculture	3,362	4,667	1,158	6,988	

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
9	CO2 sequestration from Compost		Agriculture	N/A	N/A	N/A	5,142	
9	Total sequestered CO2	tCO2e	Agriculture	4,353	5,531	6,158	14,699	
9	Total of sequestered emissions sold	tCO2e	Holding	n.a.	1,365	1,709	11,243	
9	Total number of trees	no.	Company	132,000	140,000	150,000	209,645	GRI 304-1
9	Newly planted trees in 2020	no.	Company	7,000	10,000	10,000	59,645	GRI 304-1
10	Total weight of waste	t	Company	383	449	292	271	GRI 306-3
10	Total weight of plastic waste	t	Company	20	32	25	18	GRI 306-3
10	Total weight of paper & carton waste	t	Company	36	41	30	37	GRI 306-3
10	Total weight of glass waste	t	Company	4	14	12	18	GRI 306-3
10	Total weight of organic waste	t	Company	301	330	192	167	GRI 306-3
10	Total weight of hazardous waste	t	Company	0	0	0	0	GRI 306-3
10	Total weight of other waste	t	Company	23	32	33	31	GRI 306-3
10	Growth of total waste	%	Holding	-49%	%17	-35%	%7-	GRI 306-3

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
10	Share of non-organic waste recycled	%	Company	68%	%73	75%	%74	GRI 306-3
10	Relative amount of waste production per 1000 EGP sales	Kg / 1000 EGP	Company	1.7	0.9	0.6	0.4	GRI 3-306
10	Share of organic waste	%	Company	78%	%73	66%	%62	GRI 306-3
10	Total weight of all packaging material input	t	Company	1,672	1,970	2,143	2,177	GRI 301-1
10	Growth of packaging material input	%	Holding	-21.2%	%17.9	8.8%	%1.61	GRI 301-1
10	Total weight of plastic material input for packaging	t	Company	563	514	565	637	GRI 301-1
10	Total weight of paper & carton material input for packaging	t	Company	852	1,160	1,335	1,341	GRI 301-1
10	Total weight of glass material input for packaging	t	Company	201	222	190	139	GRI 301-1
10	Total weight of organic material input for packaging	t	Company	12	15	15	13	GRI 301-1
10	Total weight of stickers material input for packaging	t	Company	33	23	21	30	GRI 301-1
10	Total weight of metal material input for packaging	t	Company	9	34	11	11	GRI 301-1
10	Total weight of others material input for packaging	t	Company	2	2	5	7	GRI 301-1
10	Share of recycled packaging material input	%	Company	2%	%59	62%	%62	GRI 301-2

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
Economic Life								
11	Share of Local sales	%	Holding	%66	%66	%68	%66	GRI 201-1
11	Share of Export sales	%	Holding	%34	%34	%32	%34	GRI 201-1
14	Share of loans provided by conventional banks	%	Holding	%32	%33	%26	%10	GRI 201-1
14	Share of loans provided from green banks	%	Holding	%68	%67	%74	%90	GRI 201-1
14	Number of Micro Loans	no.	Holding	.n.a	.n.a	8	56	GRI 413-1
14	Value of Micro Loans	1000EGP	Holding	.n.a	.n.a	150	1,420	GRI 413-1
Societal Life								
15	Ratio of highest to lowest annual full-time salary	no.	Holding	1:26	1:36	1:36	1:38	GRI 202-1
15	Share of females in senior and middle manager positions	%	Holding	%14	%17	%15	%17	GRI 405-1
15	Share of females in total workforce (excl. daily workers)	%	Holding	%24	%15	%23	%24	GRI 405-1
15	Number of Senior Managers	no.	Holding	18	7	7	8	GRI 401-1
15	Number of Middle Managers	no.	Holding	93	92	95	100	GRI 401-1

SVG	Indicator	Unit	Scope	2018	2019	2020	2021	GRI Ref.
15	Number of Specialists	no.	Holding	462	365	415	417	GRI 401-1
15	Number of Labourers	no.	Holding	568	613	656	689	GRI 401-1
15	Number of Daily Workers	no.	Holding	163	142	140	118	GRI 401-1
15	Total number of employees (without daily workers)	no.	Holding	1,286	1,077	1,173	1,214	GRI 401-1
15	Share of young employees (below the age of 36)	%	Holding	%62	%60	%59	%51	GRI 405-1
15	Share of employees with disabilities	%	All SEKEM	%2	%2	%2	%1	GRI 405-1
15	Employee turnover	%	Holding	.n.a	%15	%11	%12	GRI 401-1
15	Share of longtime employees in the company (+7)	%	Holding	.n.a	%49	%51	%56	GRI 401-1
15	Total number of part time workers	no.	All SEKEM	6	6	4	5	GRI 401-1
15	Number of supplying farmers	no.	Holding	287	300	307	669	GRI 401-1
15	Absentee rate	%	Holding	%1.6	%0.2	%0.4	%0.7	GRI 401-1

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GRI Standard	Topic Disclosure	Location
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Index of Abbreviations

bfz	Berufliche Fortbildungszentren der Bayrischen Wirtschaft GmbH (vocational training centres of the Bavarian economy GmbH)
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Federal Ministry for Economic Cooperation and Development)
CBL	Community-based learning
EBDA	Egyptian BioDynamic Association (Demeter Egypt)
EGP	Egyptian Pound
EoL	Economy of Love
ESD	Education for Sustainable Development
ESDC	Education for Sustainable Development Center
GRI	Global Reporting Initiative
Ha	Hectare
HU	Heliopolis University for Sustainable Development
IFOAM	International Federation of Organic Agriculture Movements
NGO	Non-governmental organization
R&D	Research & Development
SD	Sustainable development
SAE	Société anonyme égyptienne (Egyptian share company)
SDF	SEKEM Development Foundation
SDG	Sustainable Development Goals
SureMap	Sustainable Resource Management Programme to solve Deserted Challenges
SVG	SEKEM Vision Goals
UN	United Nations
UNDP	United Nations Development Programme
VTC	Vocational Training Center

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