

## ENVIRONMENTAL POLICY

John Menzies Limited and all Group subsidiary and sister companies (together ‘Menzies’) are committed to mitigating the risks from climate change on our business and working towards a net-zero future.

Menzies Macau Airport Services Ltd., a joint venture among Menzies Aviation, Air Macau, CNAC, EVA Airways and local investors, provides a full range of ground-handling services at Macau International Airport. Our 1000+ highly trained team members handle passenger processing and transportation, baggage handling, aircraft movement, loading and unloading, cabin cleaning, air-cargo services, and load control. We recognize climate change is a global challenge facing all of us and we have a responsibility to play our part in decarbonizing the aviation sector. We are committed to reducing the environmental impact of our operations to protect the natural environment.

Our ‘All In’ plan for a fair and sustainable future – designed to drive positive change and progress our material ESG objectives – helps us engage our people on ESG topics, signposts and communicates our ESG goals and actions, and gives an identity to Menzies’ commitment to ESG. We believe that we can remain resilient and play our part in achieving a sustainable, net zero future for aviation. To achieve this, we are committed to:



- Complying with all applicable environmental laws, regulations and obligations, and standards related to our operations and environmental protection.
- Identifying and regularly reviewing our significant environmental activities, aspects and impacts involving in our business processes and activities
- Setting objectives and targets, implementing our environmental management system (EMS) to prevent or minimize our environmental impacts, and to address our environmental risks and opportunities.
- Continually reviewing our EMS for continuous improvement of our environmental performance.
- Collaborating with our industry partners, suppliers, and stakeholders to address environmental issues.
- Integrating environmental requirements into our business planning, procurement, operations and strategies.

- Striving to minimize greenhouse gas emissions, reduce waste generated from our business activities, and prevent pollution by using energy, water, fuel, and other resources responsibly and efficiently.
- Maintaining zero tolerance towards illegal transportation of flora and fauna and their products.
- Providing environmental training and staff communications across the business to ensure they understand this policy and to drive their contribution to achieving our environmental objectives and targets.
- Providing transparent and accessible communication, information and reporting on our emissions, environmental initiatives and performance to stakeholders and the public upon request.

## **Our Environmental Management System**

We are implementing a dual Environmental Management System (EMS) framework comprising ISO 14001:2015 and the IATA Environmental Assessment (IEnvA) for Cargo Handler and Ground Handler. ISO 14001:2015 provides the foundational management system, while the IEnvA System builds upon it by adding specific aviation-sector requirements for cargo and ramp handling activities. This synergistic integration ensures our EMS is both robust and effectively tailored to address the unique environmental challenges of the aviation industry, such as emissions, noise, and waste generated from our business activities. The scope of our IEnvA System comprehensively covers our corporate buildings, ground handling operations, cargo operations, and the related equipment operations and maintenance.

Anabela Barros  
Managing Director & IEnvA Leadership  
Menzies Macau Airport Services  
April 2026

## 環境管理政策

John Menzies 有限公司及其所有集團子公司和關聯公司（統稱明捷 Menzies）致力於減輕氣候變化對我們業務的風險，並朝著淨零未來邁進。

明捷澳門機場服務有限公司是 Menzies Aviation、澳門航空、中航集團、長榮航空及本地投資者之間的合資企業，為澳門國際機場提供全方位的地勤服務。我們超過 1000 名訓練有素的團隊成員負責旅客處理及運送、行李處理、飛機調度、裝卸作業、客艙清潔、航空貨運服務及載重控制。我們認識到氣候變化是全球共同面對的挑戰，並有責任為航空業的減碳工作貢獻力量。我們致力於減少營運對環境的影響，以保護自然環境。

我們的「全力以赴 All In」計劃旨在推動正面變革並推進我們的重要環境、社會及管治（ESG）目標 — 協助我們讓員工參與 ESG 議題，指引並傳達我們的 ESG 目標和行動，並為 Menzies 對 ESG 的承諾賦予身份認同。我們相信，我們能夠保持韌性，並為實現航空業可持續的淨零未來作出貢獻。為實現此目標，我們承諾：



- 遵守所有適用的環境法律、法規、義務及與我們營運和環境保護相關的標準。
- 識別及定期審視我們業務流程和活動中涉及的重大環境活動、因素及影響。
- 設定目標和指標，實施環境管理系統（EMS），以預防或盡量減少環境影響，並應對環境風險和機遇。
- 持續審視我們的環境管理系統，以持續改善環境績效。
- 與行業夥伴、供應商及持份者合作，共同應對環境問題。
- 將環境要求融入我們的業務規劃、採購、營運及策略中。
- 致力盡量減少溫室氣體排放，減少業務活動產生的廢棄物，並通過負責任和高效地使用能源、水、燃料及其他資源來防止污染。

- 對非法運輸動植物及其產品採取零容忍態度。
- 在整個業務範圍內提供環境培訓和員工溝通，確保他們理解本政策，並推動他們為實現我們的環境目標和指標作出貢獻。
- 應要求向持份者和公眾提供有關我們排放、環境措施及績效的透明且易於獲取的溝通、資訊和報告。

## 我們的環境管理系統

我們正在實施雙重環境管理系統（EMS）框架，包括 ISO 14001:2015 及國際航空運輸協會（IATA）環境評估（IEnvA）貨運服務和地面代理服務標準。ISO 14001:2015 提供基礎管理系統，而 IEnvA 系統則在此基礎上增加航空業特定的貨運和地面代理活動要求，範圍全面涵蓋我們的辦公大樓、地勤營運、貨運營運，以及相關設備的運作和維護。這種協同整合確保我們的環境管理系統既穩健又能有效應對航空業獨特的環境挑戰，例如業務活動產生的排放、噪音及廢棄物等，作為我們追求對環境保護遠景的基石。

Anabela Barros  
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April 2026