

AIRPORT CONCESSION DISADVANTAGED BUSINESS ENTERPRISE PROGRAM

POLICY STATEMENT (SECTIONS 23.1 AND 23.23)

The Massachusetts Port Authority (herein referred to as "Massport") establishes this updated Airport Concession Disadvantaged Business Enterprise ("ACDBE") program (the "Program" or the "ACDBE Program") in accordance with regulations of the U.S. Department of Transportation, 49 Code of Federal Regulations ("CFR") Part 23, effective April 21, 2005, as such regulations may be amended from time to time (the "Regulations" or the "ACDBE Regulations"). Massport owns and operates Boston-Logan International Airport ("Logan Airport" or the "Airport"), Worcester Regional Airport, and Laurence G. Hanscom Field ("Hanscom Field") (collectively, the "Airports"). Logan Airport is a large hub primary airport and Worcester Regional Airport and Hanscom Field are nonhub primary airports. Massport is the recipient of federal Airport Improvement Program funds authorized for airport development after January 1988 under Title 49 of the United States Code for both Logan Airport, Worcester Regional Airport and Hanscom Field. Massport has signed airport grant assurances that it will comply with 49 CFR Part 23.

It is the policy of Massport to ensure that ACDBEs (as defined in the Regulations) have an equal opportunity to receive and participate in concession opportunities at the Airports. It is also Massport's policy:

1. To ensure nondiscrimination in the award and administration of opportunities for concessions at the Airports;
2. To create a level playing field on which ACDBEs can compete fairly for opportunities for concessions at the Airports;
3. To ensure that Massport's ACDBE Program is narrowly tailored in accordance with the Regulations and other applicable law;
4. To ensure that only firms that fully meet the eligibility requirements of the Regulations are permitted to participate as ACDBEs at the Airports;
5. To help remove barriers to the participation of ACDBEs in opportunities for concessions at the Airports; and
6. To provide appropriate flexibility to Massport in establishing and providing opportunities for ACDBEs at the Airports.

The members of the Massachusetts Port Authority (the "Board") are responsible for establishing Massport's ACDBE policy. The Chief Executive Officer ("CEO") of Massport is responsible for ensuring Massport's adherence to this policy. Massport's Director of Diversity, Equity & Inclusion/Compliance, Tiffany Brown-Grier, has been delegated as Massport's ACDBE Liaison Officer (the "ACDBELO"). As the ACDBELO, Ms. Brown-Grier is responsible for implementing all aspects of the Program, as provided in this Plan. Implementation of the ACDBE Program is accorded the same priority as compliance with all other legal obligations incurred by Massport in its financial assistance agreements with the United States Department of Transportation ("DOT"). Massport has disseminated this policy statement to the Board of Massport and all of the components of Massport's organization, specifically those departments within Massport that are

involved in the procurement and management of concessions at the Airport. Massport has posted this statement on each airport's website. This Program is submitted to the Federal Aviation Administration ("FAA") for approval pursuant to the Regulations. This Program will be modified by Massport to the extent required to obtain such approval.

If there are any questions or need for further information regarding this Program, please contact Tiffany Brown-Grier, the ACDBELO, by telephone at (617) 568-3190 or by fax at (617) 568-3199.

2/6/2023
Date



Lisa Wieland
Chief Executive Officer