



GOING ABOVE & BEYOND



Strategic Plan 2025





Table of Contents

■ Letter from the Massport Board of Directors	2
■ Letter from the CEO	3
INTRODUCTION	4
■ Mission, vision, and strategic objectives	4
■ Mega-trends that informed this Strategic Plan	5
■ Our planning process	7
BUILDING ON THE FOUNDATION OF OUR FIRST STRATEGIC PLAN	8
AVIATION	12
■ Boston Logan International Airport	15
■ Worcester Regional Airport	23
■ Hanscom Field	26
PORT OF BOSTON	30
■ Conley Terminal	32
■ Flynn Cruiseport Boston	35
REAL ESTATE AND ASSET MANAGEMENT (REAM)	38
ORGANIZATION-WIDE ENABLERS	46
■ Talent	47
■ Community	48
■ Sustainability and resilience	50
■ Digital, data and AI	53
FINANCIAL IMPLICATIONS OF THE STRATEGIC PLAN	54
■ Laying the groundwork for the future	56
■ Conclusion: the path forward	57
APPENDIX	58
■ Summary of public comments	58

A LETTER FROM THE MASSPORT BOARD OF DIRECTORS

To Massport Employees and Members of the Community,

Massport serves as a critical economic engine for Massachusetts and the broader New England region. Just as importantly, Massport is a community of employees, travelers, business partners, neighbors, and the environment we are entrusted to protect and serve. It is with this community in mind that we proudly present the **2025 Massport Strategic Plan**.

As members of the Board, we recognize how essential it is for Massport to fulfill its core mission: ensuring safety and security, enabling transportation, and advancing economic development. At the same time, Massport must continue to be a responsible neighbor, a committed environmental steward, and an organization that reflects the diversity of the Commonwealth we serve.

Building on the successes of the 2014 Strategic Plan, the 2025 Strategic Plan sets a clear, ambitious vision for Massport’s future. It outlines targeted objectives and actionable initiatives across our key assets—**Aviation, Maritime, and Real Estate**—as well as for the people and environmental systems that support them. Together, these strategic priorities will help us strengthen operations, drive innovation, and deliver long term value to our customers and the Commonwealth.

We look forward to working closely with **Massport CEO Rich Davey** and the **dedicated employees at Massport** as we begin implementing this plan. As detailed in the Strategic Plan, key areas of focus will be modernize essential infrastructure and reduce ground access congestion at Logan, increase regional impact of Worcester Regional Airport and other Massachusetts airports, accelerate innovation at Hanscom Field, increase efficiency and competitiveness at Conley Container Terminal, enhance the customer experience at Flynn Cruiseport Boston and advance a vibrant, sustainable, and community focused real estate portfolio.

Central to achieving these goals is continued investment in a talented and diverse workforce. Our employees, across every department and location, are the driving force behind Massport’s success and the key to bringing this Strategic Plan to life.

We are honored to serve on the Board on behalf of the people of Massachusetts. **We value the hard work that Massport staff perform every day and remain committed to ensuring Massport continues to go above and beyond in delivering for customers, our neighbors and our region, today and into the future.**



Patricia Jacobs
Chair,
Board of Directors



Sean M. O'Brien
Vice Chair,
Board of Directors



Phillip Eng
Massachusetts
Interim Secretary
of Transportation,
MBTA General
Manager,
Board Member



Lewis Evangelidis
Sheriff of
Worcester County,
Board Member



Pamela Everhart
Board Member



Warren Fields
Board Member



John Nucci
Board Member



A LETTER FROM OUR CEO

To Members of the Community,

We are proud to share the 2025 Massport Strategic Plan. This plan represents the work of hundreds of stakeholders who came together to identify the challenges and trends facing Massport and to set us on a course that will benefit our communities and the Commonwealth for decades to come.

Since releasing its first Authority-wide Strategic Plan in 2014, Massport has evolved alongside a rapidly changing world. Over the past decade, we’ve invested significantly in aviation, maritime, and real estate assets to drive economic growth, create jobs, and build a stronger, more resilient future.

This new plan sets a clear vision: **to keep Massport as the Commonwealth’s economic engine while reaching new heights in customer experience, innovation, and community benefit.** At its core, the plan envisions a future where our customers and communities remain at the center of everything we do.

- **At Boston Logan International Airport**, we will modernize critical infrastructure with new terminals and air traffic control tower, alleviate ground access congestion with new initiatives such as remote terminals, and optimize operations to meet growing demand.
- **At Worcester Regional Airport**, we will double our passengers in ten years by strengthening partnerships and cementing its role in the economy of Central Massachusetts.
- **At Hanscom Field**, we will accelerate innovation, testing new technologies, advancing sustainable aviation fuels, and supporting the region’s innovation ecosystem.
- **At Conley Container Terminal**, we will deliver modernized, efficient, and competitive operations.
- **At Flynn Cruiseport Boston**, we will deliver more cruise options and enhance the passenger experience while reducing environmental impact through shore power.
- **Across our real estate portfolio**, we’ll create vibrant waterfront destinations, drive economic development, and champion the blue-tech economy, including opening Piers Park 3 as a world-class public space.

The transportation sector is entering a new era of technology, from autonomous vehicles to electric vertical takeoff and landing (eVTOL) aircraft. We envision assets that are smarter, cleaner, more connected, and more human-centered than ever before. Our facilities will not only achieve net-zero emissions but ultimately become climate-positive while enhancing resiliency. Driving this innovation will be a talented, diverse workforce that chooses Massport over other top-tier opportunities.

Delivering this ambitious plan will require substantial investment. Massport’s funding capacity will be stretched to its limits. To achieve this bold vision, we will collaborate with trusted partners, State and Federal agencies, businesses, passengers, and neighboring communities, while forging new alliances.

We’re energized for the road ahead. The next chapter has already begun, and we look forward to continuing this important work together.

Sincerely,

Rich Davey, CEO

Introduction

Connecting Massachusetts to the world and moving the region forward

For nearly 70 years, The Massachusetts Port Authority (Massport) has been a critical economic engine for Massachusetts and New England. Today, our assets and operations connect people and goods to the world, contributing at least \$22 billion to the regional economy and supporting nearly 180,000 jobs (direct and indirect) across our aviation and maritime assets and supporting industries.

Our success starts with people: our dedicated workforce, local communities, and partners, each of whom are fundamental to our mission. Together, we collaborate to provide best-in-class services for our passengers, support the growth of the region’s economy, improve our properties through thoughtful development, and preserve Boston’s rich maritime heritage. We are proud to achieve these goals while remaining an employer-of-choice in the Commonwealth and reducing our environmental footprint.

The Strategic Plan presented in this report builds on Massport’s strengths and a decade of progress, takes stock of current conditions and trends, and identifies future challenges and opportunities. It balances operational excellence with inclusive forward-looking growth, reaffirming our commitment to safe, efficient, sustainable operations that engage and benefit the communities we serve.

MISSION, VISION, AND STRATEGIC OBJECTIVES

Our mission, vision, and strategic objectives are the guiding elements outlining the structure of the Strategic Plan and will inform the strategic initiatives within it. As part of this Strategic Planning process, Massport began by refreshing our **mission: Connecting Massachusetts to the world and moving the region forward**. This mission is intended to serve as our organization’s guiding North Star, providing enduring direction for

our operations, our people, and external stakeholders and holding us accountable. This mission is complemented by a clear, ambitious vision for the duration of this plan: **to be a world-class leader in customer service and innovation in travel, shipping, and economic development, supporting our diverse communities**. This vision is meant to direct our focus towards how we will achieve our mission over the duration of the Plan.



Guiding Principles for this Strategic Plan

The Strategic Plan we have developed is bold but achievable, balancing immediate needs with long term success, and is driven by our guiding principles. It is grounded in current realities and adaptive to ongoing shifts in macro and industry trends and looks ahead to prepare the Authority for the coming decade and beyond. It stays true to and advances our core values: ensuring the safety and security of our operations while fueling economic development of the region, leading in customer satisfaction, and putting our people first. It was developed in close collaboration with our communities, business leaders, industry experts, policy makers, and our internal stakeholders (Massport’s Board of Directors, senior leadership and workforce) to right-size our growth, integrate innovation, and make the best investments for the region, retaining our reputation as an employer of choice in the Commonwealth.

To achieve this mission and vision, this Strategic Plan defined the following specific, actionable **Strategic Objectives** – which are cross-cutting and applicable across our assets and operations:

1. Minimize preventable **safety and security** incidents
2. Become an **employer of choice** for the region and pre-empt shifting workforce trends
3. Deliver best-in-class **customer experience** across all our facilities
4. Focus on robust **financial performance** to ensure ongoing viability
5. Plan for **managing growth and economic impact** as demand increases
6. Lead on **sustainability and resilience** to deliver on our Net Zero commitment and protect our assets from climate impacts
7. Retain a **community focus** to support our surrounding communities
8. Encourage a culture of **technological excellence** that actively embraces emerging innovations

MEGA-TRENDS THAT INFORMED THIS STRATEGIC PLAN

This Plan addresses new realities, evolving challenges and opportunities, and ongoing trends. The coming decade will bring continued growth in air travel, ongoing shifts in global context, rapid technological change, and heightened expectations and imperatives in sustainability and talent. The plan emphasizes adaptability, with continuous learning and adaptation as conditions evolve. With a solid foundation under our feet, we are confident and prepared to address the major trends we see today – summarized below – as well as further changes to come:

The Commonwealth’s continued economic strength: The population of Massachusetts is projected to continue its steady growth over the next decade and surpass 7.4 million people by 2035. The Commonwealth has top-tier economic performance (including ranking second among U.S. states in GDP per capita in 2024) and a diverse economy, anchored by science, healthcare, education, and professional services industries. Massachusetts is a long-standing hub for innovation, with the highest concentration of life sciences companies and second-highest concentration of high-

tech companies in the U.S. The state is also home to some of the nation's most preeminent colleges and research universities, which support innovation, economic growth, and domestic and international travel.

Growth in transportation and travel:

Leisure travel, regional connectivity, and freight movement are all on the rise across New England, even as congestion and shifting travel modes reshape regional transportation patterns. Integrating and strengthening connections across the multimodal transit ecosystem will be critical to maintaining accessibility and supporting economic growth. Passenger preferences are evolving in terms of transit modes, aircraft and vessel sizes, destinations, and travel purposes, including the growing popularity of combining business and leisure trips, especially on longer journeys. Cargo movement is also changing, influenced by shifts in vessel size and trade policies.

Technological advancements:

Emerging technologies present new opportunities and challenges for optimizing our operations and improving passenger experiences. For example, artificial intelligence (AI) and digital twins enable real-time simulation of physical assets for dynamic planning and operational efficiency; electric vertical takeoff and landing (eVTOL) aircraft and other urban

air mobility advancements may expand options and improve sustainability of short-distance travel, requiring adaptation of infrastructure, airspace management, and passenger services; and autonomous vehicles (AVs) are poised to transform airport access and parking needs and reshape broader regional transportation.

Evolving workforce and talent landscape:

Labor shortages, an aging workforce, and the growing influence of automation are changing how employers attract and retain talent. Expanding access to skilled labor through training, innovation, and inclusive hiring will remain essential to sustain growth across transportation and infrastructure sectors.

Emphasis on sustainability, Net Zero and resilience:

Resilience to climate impacts and risks – including more frequent and severe storms and sea level rise – is a growing topic of focus industry-wide, and a key concern for Massport, especially relevant to our waterfront Maritime and Real Estate assets. Growing emphasis on sustainability is accelerating efforts to modernize infrastructure and reduce emissions towards “Net Zero,” including electrification and other methods of decarbonization. Sustainable aviation fuels (SAF), a key pathway to decarbonize air travel, represent one of many opportunities for organizations

like Massport to improve sustainability through not just our own operations, but those of our partners.

Challenging real estate market dynamics:

Office and life science real estate sectors have remained soft over the past several years, with sluggish demand and excess supply, high vacancy rates, and negative net absorption, although the office sector is showing some signs of turnaround with A+ class spaces. The hospitality market has rebounded from COVID-19 pandemic impacts, largely due to increased leisure travel and stronger conference and event bookings. Demand for housing remains strong in the Boston area, characterized by low vacancy rates and positive net absorption. However, even in these sectors, financing new projects remains a challenge in the current economic climate.

Shifting policy landscapes:

Global and domestic policies are in flux, impacting regional trade, investment, and infrastructure planning. International conflicts and shifting policies are reshaping trade and travel networks, impacting supply routes, and investment flows. Domestically, federal and state priorities for infrastructure, fiscal spending, and regulations influence how major projects are funded and executed. Public agencies must maintain flexibility to adapt to shifting policy directions and funding availability.

OUR PLANNING PROCESS

Developing this Strategic Plan was a multi-phase effort integrating market research, peer benchmarking, stakeholder interviews, and technical analyses across Massport's lines of business and operations. We collaborated with a broad set of stakeholders, beginning with Massport leaders and employees across teams and levels who contributed their

deep working knowledge of the Authority's history, challenges, and objectives, as well as our Board, who provided leadership, inspiration and strategic direction. We drew expertise and insights from leading industry and subject matter experts to assess our strategic context, including our current positioning relative to peers, and to ensure the feasibility of our plan. These included

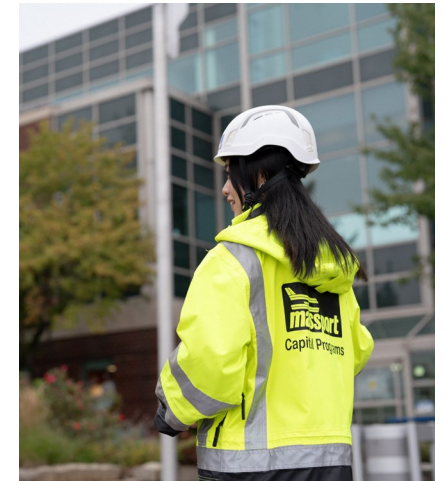
Boston Consulting Group (BCG), HNTB, CBRE, Bermello Ajamil, Mercator International, and Marine Tiger. We also engaged elected officials, partner agencies, community groups, and local residents to provide perspectives on Massport's impact and role within the broader regional and industry context.



Building on the foundation of our 2014 Strategic Plan

In 2014, Massport introduced an Authority-wide 10-Year Strategic Plan, establishing a unified vision across our aviation, maritime, and real estate assets. This plan laid the foundation for a decade of focused progress, disciplined investment, and strong partnerships with our communities—ensuring we continue to serve as an economic engine for the region.

Over the past decade, we have made significant investments that have expanded our economic impact and enhanced the passenger experience.



THE 2014 PLAN WAS GUIDED BY SEVERAL KEY THEMES:

- Engage all Massport business units
- Invest in Massport's airports
- Revitalize the maritime mission
- Develop and protect Massport's real estate assets
- Continue the commitment to our communities
- Promote diversity and inclusion

The 2014 Strategic Plan set Massport on a course that, at the time, seemed ambitious and daunting. Yet, with the strong and persistent support of the Board and the commitment of staff from the executive suite to the more than 1,000 employees, Massport achieved remarkable progress.

These accomplishments range from major infrastructure investments requiring extensive



planning, permitting, and partnerships with state and federal agencies, to targeted actions that improved operations and community engagements. This progress is particularly impressive given the unprecedented challenges posed by the COVID-19 pandemic, which caused a dramatic drop in demand at Boston Logan and across the aviation industry.



MAJOR PROJECTS DELIVERED INCLUDE:

- Transformed Conley Container Terminal into a “big-ship-ready” facility capable of handling the largest vessels calling the East Coast
- Additional gates at Boston Logan International Airport Terminal E
- Installed a CAT III landing system at Worcester Airport
- Completed Piers Park II in East Boston

TARGETED INITIATIVES INCLUDE:

- Delivered a dedicated freight corridor and buffer park in South Boston
- Applied the nationally recognized “Massport Model” to the Omni Boston at the Seaport Hotel procurement
- Opened a new Framingham parking garage that reached full utilization on day one
- Connected Logan’s terminals beyond security to enhance the passenger experience
- Expanded Logan’s parking capacity
- Maintained Hanscom Field’s role as New England’s premier general aviation airport and a critical reliever for Boston Logan

These achievements underscore Massport’s ability to deliver on bold goals, adapt to changing conditions, and strengthen its role as a driver of economic growth and community engagement.

2014 STRATEGIC PLAN ACCOMPLISHMENTS:

CONLEY TERMINAL

- Maintenance and improvement dredging
- Develop plan to be big ship ready
- Explore all funding options/ financing structures

FLYNN CRUISEPORT BOSTON

- Build demand
- Develop cruise campus and parking

BOSTON FISH PIER

- Optimize use of Fish Pier
- Assess industry’s future needs

REAM

- Secure a Maritime District
- Increase Real Estate revenues to support Maritime
- Plan the future of the Waterfront

BOSTON LOGAN AIRPORT

- Invest in more international gates
- Create more consolidated/ connected terminals
- Balance approach to ground transportation

WORCESTER REGIONAL AIRPORT

- Invest \$100M in infrastructure and marketing
- Increase corporate general aviation activity

HANSCOM FIELD

- Continue to serve as premier business aviation facility

GROUND ACCESS

- Invest in high-occupancy modes
- Manage parking supply

ORGANIZATION-WIDE

- Develop and implement a comprehensive strategic diversity and inclusion plan
- Cultivate a high performing and engaged workforce

We are proud of the progress achieved at Worcester Airport, including the installation of a new CAT III landing system and a record year of 230,000 passengers in 2024. The 2025 Strategic Plan outlines a clear path forward, drawing on proven strategies from other states and emphasizing collaboration with Worcester business leaders, elected officials, and economic development partners to achieve this target.

At Logan, investments in transportation infrastructure and incentives for HOV use have

resulted in the highest number of HOV trips in the airport’s history. Investments include a new Logan Express garage in Framingham, a relocated Danvers Logan Express, electric hybrid MBTA Silver Line buses with free outbound rides, expanded on-campus parking to reduce pick-up and drop-off traffic, deconflicted roadways, and increased curb capacity. The 2025 Strategic Plan builds on these successes and recommends actions ranging from additional campus investments and Logan Express expansion to innovative concepts like remote terminals.

In maritime, Conley Terminal is now regularly accommodating container ships that would not be able to call Boston without the investments identified in the 2014 Strategic Plan. The cruise business continues to boom, and we expect to serve over 600,000 passengers at the Flynn Cruiseport Boston in ten years – a doubling that will put greater focus on the need to improve ground transportation and access around Black Falcon Avenue to ensure safety and a positive experience.



Aviation

STRATEGIC CONTEXT

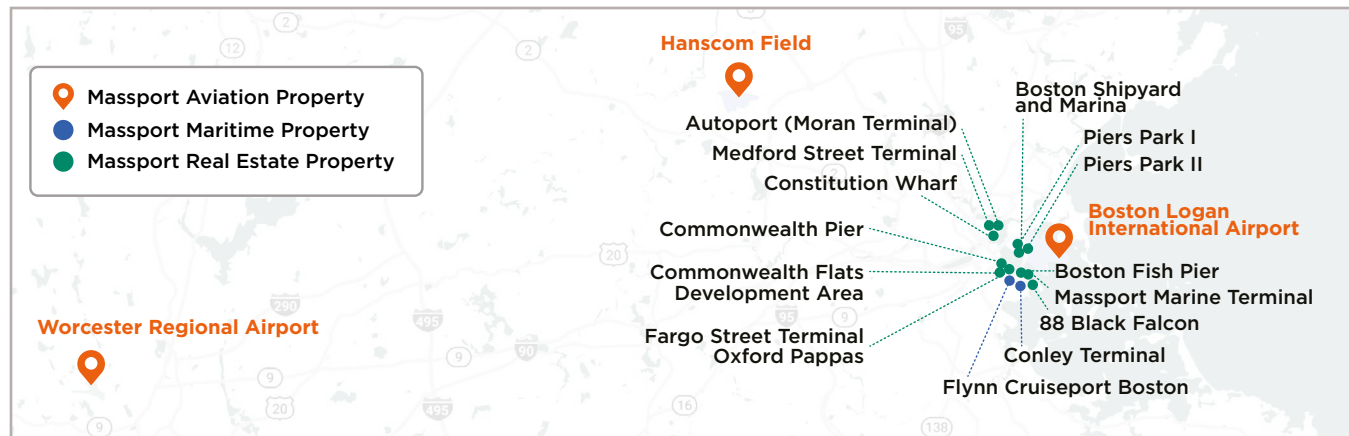
Massport's network of aviation assets connect New England to the world, serving a diverse variety of commercial passenger, cargo, and General Aviation operations. As demand for air travel in the region continues to rise, we must continue investing in our airports and coordinate with other critical aspects of the regional transportation system to ensure our ability to meet this growing demand with operational resiliency and best-in-class passenger experiences.

Boston Logan, New England's busiest airport, served 44 million passengers in 2024 and is expected to remain the region's global gateway for international



travel. Worcester Regional Airport (229,000 passengers in 2024) serves a growing regional base in Central Massachusetts. Hanscom (with roughly 120,000 General Aviation operations in 2024) helps relieve Logan while supporting the Commonwealth's innovative research and business ecosystem.

As we plan for the coming decade, emerging technologies are reshaping airport operations, ground access, and passenger expectations. Artificial intelligence and digital twins are creating new opportunities for operational optimization, from real-time asset management to smarter gate allocation.



Autonomous vehicles are poised to redefine how travelers might access airports and move through cities. Sustainable aviation fuels represent a key lever for decarbonizing air travel, one where Massport can be a catalyst through partnerships and innovation leadership. Electric vertical takeoff and landing (eVTOL) aircraft and other urban air mobility innovations have the potential to reshape regional air travel in the long run, including serving as an alternate to current short-haul flights and vehicular travel modes within the region. Responding to advances in this innovative technology will require new infrastructure, energy capacity, and passenger service models. This should be one critical input into Massport's long-term regionalization strategy as we seek to best utilize our airport network to accommodate passenger demand, including for new modes.

Massport plans to lead the way in scaling these emerging technologies. This includes meeting shifting passenger expectations and preferences, which are driven by technological changes as well as ongoing shifts in passenger demographics. Millennial and Gen Z passengers are on track to make up 80% of air travel spend by 2035, emphasizing the need to invest in technologically enabled, seamless passenger experiences to meet the expectations of these digital-first generations.

AVIATION STRATEGIC PLAN

Connecting New England to the world, elevating every journey.

Massachusetts and New England are home to several travel-intensive industries and companies that rely on air travel to support their operations and drive economic impact, as well as a large traveling population that depends on safe, efficient and affordable air service. Over the next decade, Massport’s network of aviation assets must adapt to meet increasing demand and embrace emerging technologies. There are two areas across our aviation portfolio that require particularly strong coordination:

Define an integrated regionalization strategy for Massport’s airports, reducing pressure on Logan as we use our system of airports to meet a growing share of short-haul demand while Logan builds on its role as a long-haul and international gateway.

Continue to lead on sustainability and emissions reduction efforts. This includes working to decarbonize our direct airport operations as well as supporting reduction in downstream (Scope 3) emissions. One

key pathway to reduce aviation emissions is through sustainable aviation fuels (SAF), cleaner, lower-carbon, and sustainable alternatives to traditional jet fuel which can be safely used in existing aircraft engines. The International Air Transport Association (IATA) estimates that SAF deployment could contribute 65% of the necessary emissions reductions for aviation

to reach Net Zero in 2050. Massport is already making strides to support this critical lever to decarbonize aviation, including our leadership of the regional SAF hub, which connects players across the aviation value chain in New England (including airport authorities, airlines, researchers, and sustainable-fuel startups). We will also continue to engage SAF partners on opportunities to support their development and advance decarbonization of the aviation industry.



■ BOSTON LOGAN INTERNATIONAL AIRPORT STRATEGIC CONTEXT

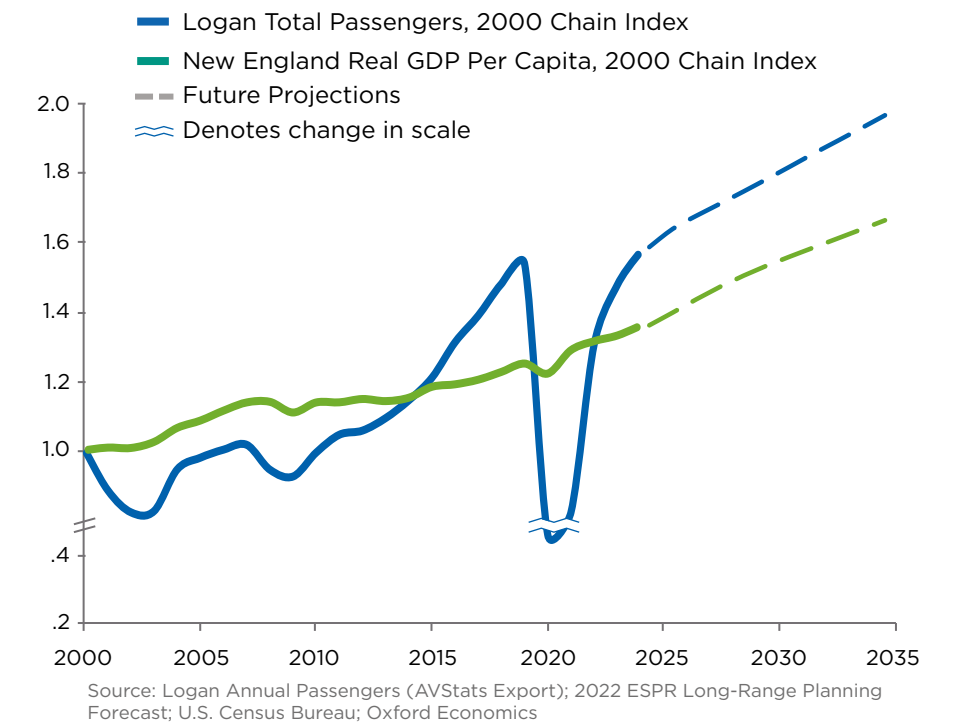
Meeting growing demand on a constrained footprint while improving the passenger experience, Logan aims to remain a best-in-class gateway between Boston and the world.

Boston Logan International is the largest airport in New England – Logan accommodated 44 million passengers in 2024 and expects to match or exceed that total in 2025. In addition to serving growing passenger demand, the airport brings substantial economic benefits to the Commonwealth and the broader region. The economic impact of Logan exceeded \$16 billion (as of 2017) and created over 160,000 jobs. Logan helps directly enable the region’s role as an innovation hub, with an economy anchored by healthcare, education, science, and professional services. Air travel into and out of Boston fuels knowledge transfer and innovation that enriches the lives of people in the region overall.

Demand for passenger air service is based on residents’ propensity to travel for leisure and business purposes, along with Boston and New England’s popularity as a destination for visitors.

Particularly over the last decade, growth in Logan’s total passenger volume has outpaced growth in New England’s real GDP per capita, highlighting the attractiveness of the region for visitors and the strength of our business, educational, medical, and other institutions. While

Logan’s flight operations continue to be primarily domestic trips, demand for more international flights has been rising faster, reflecting Boston’s global reach. Logan has realized new flights to additional overseas destinations in Europe, Asia and Central America, leading to a record of over 9 million international passengers served in 2024.



As the region's economy grows, Logan faces increasing pressure to accommodate additional market demand. Logan's particular constraint is a geographically limited footprint – with a campus of 2,400 acres, it is one of the nation's smallest major airports (for example Denver's footprint is 33,000 acres and Dallas Fort Worth 18,000 acres). Further, it is one of the country's oldest, underlining the necessity for addressing critical pieces of aging infrastructure that are nearing the end of their useful life.

Logan's iconic Air Traffic Control Tower, originally built in 1973, is a critical piece of infrastructure. Massport has committed over

\$100 million to extend its useful life by 10 to 15 years, ensuring operations through 2040. This investment is essential given the tower's role in maintaining safe and efficient air traffic management.

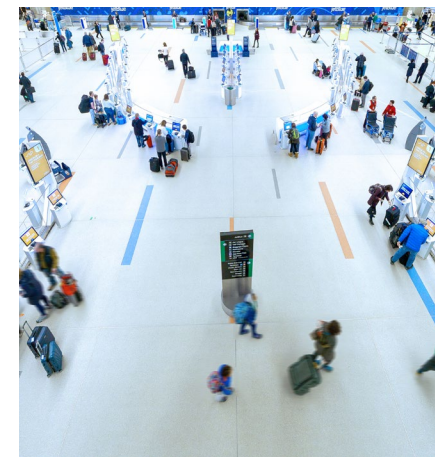
However, the long-term solution will be to construct of a new Air Traffic Control Tower that meets the latest FAA requirements for the next-generation air traffic system. Based on current funding, siting, feasibility, design, construction, and certification processes, this effort will take more than a decade to complete.

The terminal core likewise needs reinvestment. Terminal C was built in 1967 and is one of Logan's

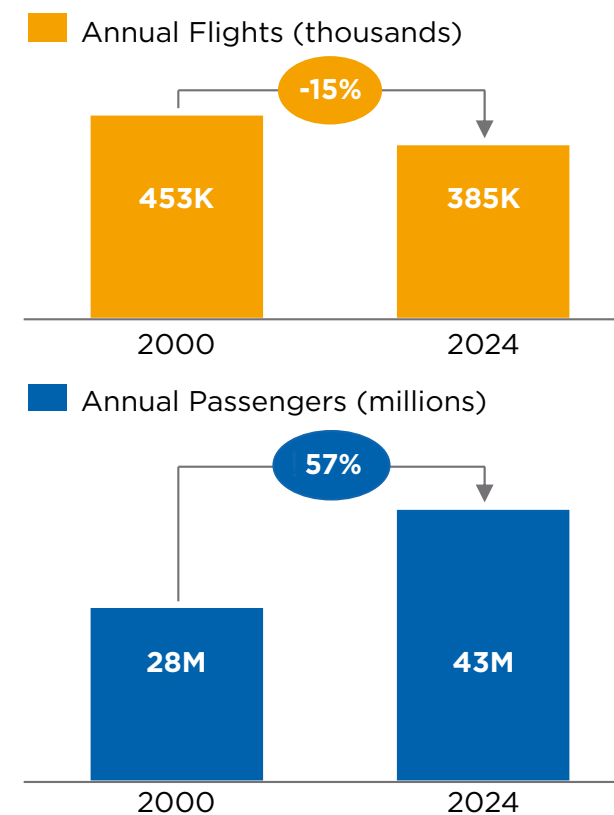
busiest terminals, handling about 26% of annual passenger volume. Although targeted investments have been made over the years including new connections to Terminal E and Terminal B, the underlying building infrastructure and layout is from another era, not meeting today's best-in-class passenger experience. As we plan for the facility of the future, we are carefully taking into consideration the impact of how travel to the airport will change with the adoption of emerging technologies like eVTOL and autonomous vehicles.

Logan's growth has been enabled by more efficient aircraft operations, which have reduced

emissions and noise over time. The prevalence of higher-capacity jets has also reduced annual flight operations at Logan by -15% while passenger volumes have risen by 57% since 2000. This divergence highlights the need to manage growth as larger aircraft, especially on long-haul and international routes, deliver more passengers at once, increasing the risk of potential landside and terminal processing bottlenecks for passengers as well as for air cargo. This is particularly important given the nature of Logan's dominant share of "origin and destination" (O&D) trips: in 2024, Logan ranked third among America's 31 hub airports in O&D share, with an estimated 90% of passengers beginning or ending their trip at Logan. As a result, terminal and ground access infrastructure – including curbs, check-in, and security processing – experience more strain, and impacts the end-to-end passenger experience. A high O&D passenger share also means Logan's success is highly interdependent with that of the regional economy and local demographics. Passengers originate from all over the Commonwealth and greater New England, including one in three from beyond I-495.



Since 2000, **annual flight operations have fallen by 15%**, while annual passenger volume has risen by 57%



Logan operates as one of the densest large airports in the U.S. – ranked 16th busiest airport by enplanements – within a highly constrained footprint on a peninsula bordered East Boston and Winthrop and otherwise surrounded by water. As a result, the airport faces growing congestion on both the airside – in particular, taxiways and ramps that already experience operational challenges during poor weather and peak days – and landside, where vehicle congestion at curbs and gateways to the airport already poses an operational challenge and pain point for passengers as well as our surrounding communities. Processing requirements for air

cargo – both for belly cargo, which is crucial to the profitability of many passenger routes, and exclusive air cargo – can also cause congestion on both the airside as well as landside.

As passenger demand continues to rise, ground access congestion could increase in severity, most notably at curbs and key on-campus roadway chokepoints. Tunnel and gateway jams might occur more frequently and last longer during peak periods, making the airport increasingly sensitive to disruption, with even minor construction or closures creating delays that ripple across connected roadways on and beyond Logan’s campus. Terminals are also likely to

experience more pressure, especially at peak times: pressure points at inbound and outbound baggage systems and screening areas, for example, could increase with passenger volumes. Processing areas including terminal curbs and security checkpoints could operate near full capacity during peaks, resulting in crowding and delays. Without strategic interventions to ensure seamless operations, accommodating anticipated demand of 53.5 million annual passengers by 2035 could threaten Logan’s operational resiliency.

Massport’s renewed commitment to customer service helped increase Logan’s ranking in the J.D. Power customer satisfaction survey, from 16th place in 2023 to 10th place in 2024 and again in 2025. While our overall customer satisfaction ranking has risen, the report highlights key passenger pain points at Logan. We are making numerous improvements based on feedback, including upgrading and adding concessions, streamlining and clarifying signage, improving Wi-Fi, renovating restrooms, and making changes to baggage claim. We intend to continue using usage data and customer feedback to improve our facilities and services.



2035 Aspiration: “Top 5 in passenger experience, meeting demand and elevating every journey”

Logan International Airport aspires to be a best-in-class gateway between New England and the world.

LOGAN INTERNATIONAL AIRPORT STRATEGIC PLAN

This Strategic Plan sets a bold ambition to address antiquated infrastructure, airfield congestion, and ground access – all while alleviating the impacts of our operations on surrounding communities. We believe these goals are both bold and achievable – but we can’t get there alone: it will require continued collaboration with partner agencies and organizations at the federal, state, and local levels, along with our workforce, carriers, and surrounding communities.

For Logan, the Plan includes the following strategic priorities and selected major initiatives:

Overhaul ground access to alleviate ground congestion, improve passenger experiences, and support our sustainability ambitions. Our ground access strategy emphasizes driving a continued shift toward high-occupancy modes (including the MBTA Blue and Silver Lines, Logan Express, and piloting a new remote terminal offering) to reach Logan while reducing the share of passengers using private vehicles for pickup and drop-off at Logan’s curbs. Initiatives include:

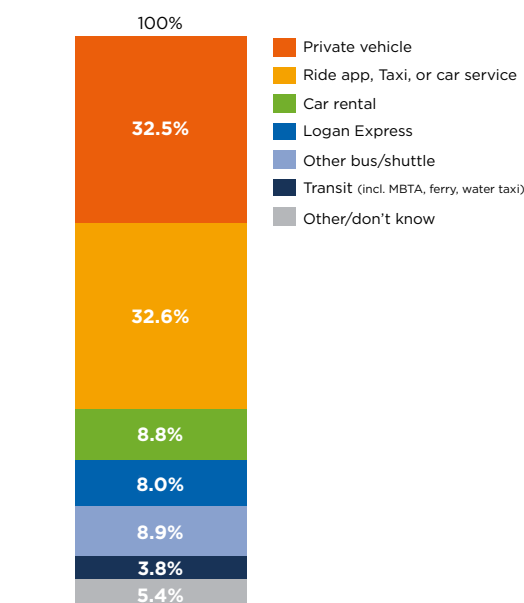
Pilot and scale (pending success of pilot) remote terminals to grow HOV share and address curb and gateway congestion.

We are excited to lead the way in launching a novel program that will allow passengers to undergo security screening at a network of remote facilities, beginning

with our existing Framingham Logan Express site, where we recently doubled parking capacity. Passengers will board a secure bus for the 45-minute trip to Logan, with their bags stowed in a secure baggage compartment within the bus. Passengers will arrive at Logan directly at a post-security entrance and proceed to their gate to board their aircraft. This will enable us to provide a more seamless passenger experience, expand our passenger and baggage screening capabilities, and reduce congestion on our curbs and roadways while supporting our emissions reduction goals.

Enhance Logan’s portfolio of high-occupancy vehicle (HOV) and transit offerings to reach Logan, encouraging passengers and airport employees to shift

Estimated **ground access mode share** for origin & destination passengers (2024)



Source: 2024 Logan Air Passenger Ground Access Survey Results Summary



toward these modes by providing efficient and comfortable passenger experiences. Given Logan's passengers originate from a wide range of locations – from Boston's downtown core to other New England states – we must offer a portfolio of seamless, efficient transit options to meet their needs. We are already working to enable easier access between Logan and the South Boston Waterfront with free MBTA Silver Line Service and enhancing wayfinding in our terminals. We are looking into further enhancing our existing Logan Express service, including working with state authorities to explore potential dedicated bus lanes to make the journey to Logan more efficient and attractive to passengers.

Another critical strategy is reducing employee vehicle trips (mostly private sector). On a given day, employees represent up to five percent of traffic on the airport roadways. We will need to build on existing strategies such as offering options at MBTA stations, leveraging Logan Express and other off-campus parking so that employees do not contribute to ground congestion. This plan will also assess multiple options to improve connectivity between Logan's terminals and the MBTA Blue Line at Airport Station. In conjunction with these moves to enhance our HOV offerings, we are also considering policies

to manage curb and roadway congestion. Logan's ground access challenges are tightly intertwined with the local and regional transportation ecosystem beyond our campus, and Massport cannot address them alone. We are committed to working with partner transit agencies, private providers, and surrounding communities on broader, integrated solutions.

Optimize the airside for operational excellence while meeting anticipated demand, aligned with an integrated regional strategy. We aim to reduce aircraft taxi delays by 20% from 2025 levels, reducing aircraft idle times, passenger delays, and environmental and noise pollution.



A major renovation or replacement of the Air Traffic Control (ATC) Tower is both a necessary investment in one of Logan's most critical pieces of aging infrastructure and a core component of Logan's airside optimization strategy. The tower opened in 1973 as the largest in the world and is now one of the country's oldest. It still houses the air traffic command center that ensures the safe, efficient movement of aircraft on the airfield. The iconic structure is approaching the end of its intended service life and requires renewal to maintain Logan's reliability and operational resiliency.

As part of this Strategic Plan, Massport is advancing a near-



term renovation program on the structure's upper floors and essential spaces. This effort will ensure a critical asset continues to operate safely and efficiently for the next decade and beyond.

However, given the age of the ATC Tower and the FAA's requirements for a modern, next generation control tower cab with supporting infrastructure, Massport is working closely with the FAA to start the planning process today for a new ATC Tower (whether in the existing location or at a new location at the airport). The FAA process to build a new ATC Tower at a major airport like Logan is extensive. The process begins with engaging the FAA's Airport Facilities Terminal Integration Laboratory (AFTIL). Based on recent new tower construction at major airports, the process will

be a multi-year effort from the initial siting study to preliminary design, permitting, final design, construction, FAA acceptance and operation.

This initiative will ensure **continued efficient, safe, and resilient airfield operations** at Logan, and will require collaboration across Massport's agency partners, including the FAA.

Beyond the tower itself, **Logan's airfield strategy focuses on efforts that will improve aircraft circulation to minimize delays.** Targeted land-use adjustments will add aircraft remain overnight (RON) spots and hardstands, while refining airfield geometry to relieve bottlenecks that occasionally constrain aircraft movement. Together with digital operational enhancements, such as AI-assisted gate allocation and digital twins

to support operational and capital planning, these upgrades will help reduce aircraft idle times, passenger waiting time, emissions, and noise.

Modernize and future-proof the terminal core for an efficient, safe, elevated passenger experience from curb to gate and back. In the terminals – and across the campus – we strive to deliver a world-class customer experience. We aim to continue our climb in J.D. Power's customer satisfaction rankings, from 16th place among mega airports in 2023, to 10th place in 2024 and 2025, to entering and remaining in the top 5 by 2029 and on an ongoing basis.

Logan's terminal core at the heart of the airport's campus supports tens of millions of passenger-journeys each year. But even with continuous

maintenance and targeted rehabilitation projects, they are aging facilities that will require eventual renovation.

Massport is evaluating options for reimagining Terminal C to continue meeting passenger expectations for a best-in-class airport experience. As part of this Strategic Plan, we are exploring partnership models and design concepts that will help modernize this critical asset while maintaining operational continuity. The focus is on creating a seamless, comfortable journey for passengers by upgrading infrastructure, improving circulation, and modernizing design. In addition to sustaining a nationally recognized passenger experience, these efforts will help maintain Logan’s strong operational performance as demand for air travel in the region continues to rise.

Across all our terminal facilities, we will also **pursue targeted infrastructure upgrades that address specific aspects of the passenger journey.** Efforts include improving the speed and reliability of **baggage handling** systems, **upgrading restroom** quality and availability, and **enhancing food and beverage options**, an area consistently cited by passengers as an opportunity for improvement in recent J.D. Power surveys. Each of these

initiatives is designed to deliver tangible improvements in comfort, convenience, and service for visitors to the region and resident travelers.

Finally, while we make bold and innovative moves at Logan, we cannot lose sight of critical **business continuity** projects that keep our operations running smoothly: we must execute ongoing and new necessary upgrades to remain safe, resilient, and efficient. This includes upgrading and replacing aging pieces of critical core infrastructure like Logan’s ATC Tower and reimagining the Terminal core for more efficient operations and a better passenger experience. We will continue to support ongoing maintenance work and projects to improve restrooms, maintain runways, and keep escalators and elevators running smoothly.



Worcester Regional Airport Strategic Context
Massport has invested heavily in Worcester Regional Airport since taking ownership, resulting in significant growth in operations and passenger volumes. However, structural and demand limitations persist, constraining further growth.

Worcester Regional Airport had a banner year in 2024, serving nearly 230,000 passengers. This passenger volume marked the airport’s highest figure in 34 years and a strong recovery from the pandemic. Passenger airlines include American, Delta, and JetBlue. Since acquiring the airport in 2010, Massport has invested over \$120 million to enhance reliability and customer experience, including a Category III landing system, runway and taxiway rehabilitation, roadway resurfacing, an expanded security checkpoint, and public EV charging ports. Massport also funds the airport’s annual operating deficit, totaling \$139 million since Massport’s acquisition of the airport (averaging over \$8 million per year from FY 2010-FY 2025).

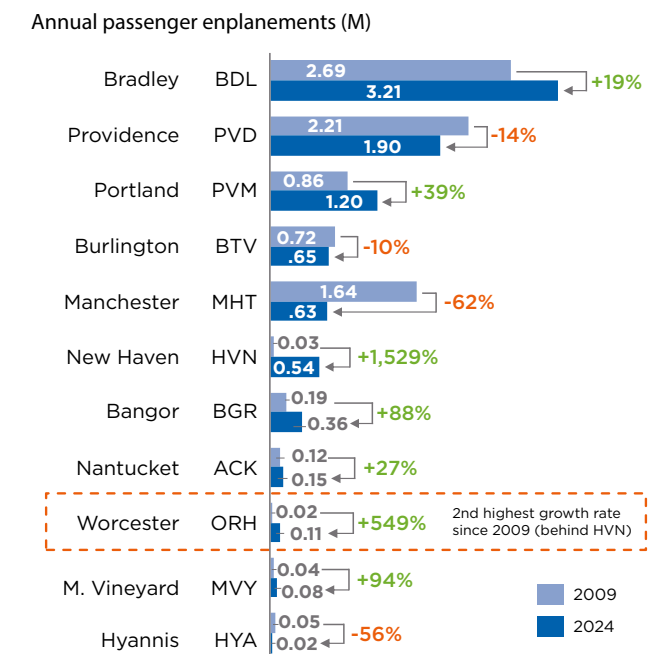
These investments have enabled dramatic passenger growth at Worcester: enplanements have increased over 500% since Massport took over ownership of the airport. This growth rate exceeds that of

all regional peer airports except for New Haven during that time period.

Despite these investments, however, structural and demand limitations continue to limit Worcester’s further growth. Its proximity to neighboring airports across New England – including Logan at roughly 45 miles away – limits the airport’s ability to attract significant commercial passenger volumes, despite a sizable total catchment population. Among T.F. Green in Providence, Bradley International in Hartford, Manchester-Boston in

New Hampshire, Tweed New Haven, and Logan, Worcester has the shortest average driving distance (roughly 57 miles) to each airport. As Worcester is geographically encircled by alternative options, passengers have several options to choose from to fulfill their travel needs; as a result, volumes at Worcester continue to lag with peers. Furthermore, the competitor airports in Rhode Island and Connecticut benefit from state incentive programs that lower the barriers of entry for airlines to expand services. Due to Worcester’s close proximity to

While ORH serves fewer annual passengers than peers, enplanements have grown over 500% under Massport ownership



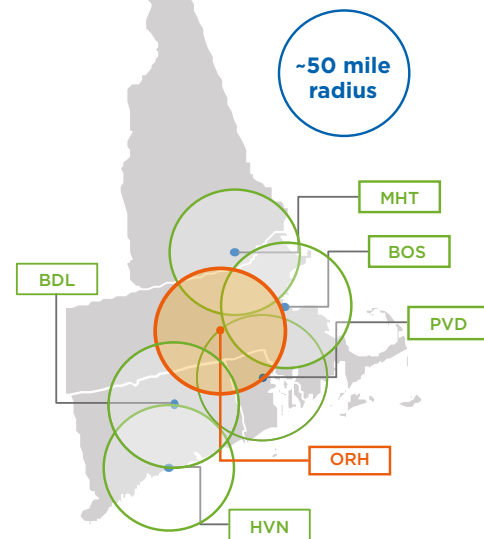
Note that years represent federal fiscal years; enplanements rounded to nearest hundredths place. Source: FAA Terminal Area Forecast data for New England airports, 1990-2050

these airports, it puts Worcester at a competitive disadvantage without a similar incentive program in Massachusetts.

While Worcester benefits from significant airfield capacity and available land, topographic constraints also limit certain types of development. Worcester can currently support Airplane Design Group III aircraft (e.g., ATR 42/72, Boeing 737), but a lack of support for fully-loaded larger, Airplane Design Group IV+ aircraft (e.g., Boeing 767, Boeing 777) currently limits its ability to host larger cargo operations.



Among top six, non-island commercial passenger airports in New England, **Worcester (ORH) has the shortest average driving distance to the other five.**



Code	Airport Name (location)	Avg. Driving Distance Other 5 Airports (mile)
ORH	Worcester Regional Airport (Worcester, MA)	57.3
PVD	T.F. Green International Airport (Warwick, RI)	68.1
BOS	General Edward Lawrence Logan International (Boston, MA)	71.7
BDL	Bradley International Airport (Windsor Locks, CT)	79.5
MHT	Manchester-Boston Regional Airport (Manchester, NH)	92.9
HVN	Tweed New Haven Airport (New Haven, CT)	93.6

Note that other New England commercial passenger airports in top dozen 2024 enplanements not pictured are PWM Portland (ME), BTV Burlington (VT), BGR Bangor (ME), ACK Nantucket (MA), MVY Martha's Vineyard (MA), and HYA Cape Cod Gateway (MA). Note circles represent illustrative boundaries. Source: Google Maps driving distance

■ WORCESTER REGIONAL AIRPORT STRATEGIC PLAN

In order to continue its growth trajectory, Worcester Regional Airport must continue to increase service options for passengers, which necessitates the support of community stakeholders. To this end, Massport is partnering with and convening workshops including state and municipal government entities, local businesses, and other community groups and individuals to coordinate continued community investment in the airport. In parallel, we are continuing to partner with airlines to maintain and expand service where possible.

Increasing passenger volumes and capturing new business opportunities will help **position the Airport on a self-sustaining path**, eventually achieving breakeven on an operating basis. To achieve Worcester's 2035 aspiration, the Plan includes the following strategic priorities:

Partner with community and airlines to maintain and grow commercial passenger service to serve Central and Western Massachusetts, particularly as Logan becomes more congested. Massport will collaborate with elected officials, business leaders, and economic development partners to explore if **state-supported air service incentive programs**, including mechanisms such as minimum revenue guarantees for airlines, make sense for Worcester to attract and retain passenger service. This approach has been implemented

at regional and broader peer airports to support passenger service growth.

Assess potential to grow cargo or logistics operations, with an initial focus on niche cargo. To start, we will continue to **target niche cargo markets**, including specialty pharmaceuticals, and urgent medical logistics, for **expanded air service** in the near-term. In parallel, we will **study potential airfield upgrade options** to accommodate larger cargo operations in the future, informed by demand signals and in partnership with private operators or other local stakeholders, where relevant.

Explore new opportunities and partnerships on both aeronautical and non-aeronautical parcels to support the innovation economy and Massport's objectives. We are already making progress on advancing a **solar generation project** to support sustainability goals on the west side of the property. Looking ahead, we will **pursue opportunities to**

utilize our airfield capacity to support connectivity, economic development, and innovation goals. For example, we aspire to **support emerging aviation technologies such as eVTOL** aircraft with infrastructure which might include vertiports, charging infrastructure, hangars for storage, and/or a maintenance, repair, overhaul (MRO) facility. Massport will partner closely with these emerging technology providers and partners to identify the most appealing opportunities and ensure they are fit for purpose before building. We will also engage prospective tenants on **non-aeronautical parcels** to unlock the potential of available real estate for both interim and potential longer-term uses.

2035 Aspiration: "Half a million flying Central Massachusetts"

Worcester Regional Airport strives to serve 500,000+ annual passengers with convenient air access while catalyzing economic development in Central and Western Massachusetts.



Worcester airport is a critical part of the state’s airport system and will play a central role in this vision. In addition to Massport’s three airports, Massachusetts has 34 other public use airports that accommodate a wide range of aviation needs from scheduled commercial service to general aviation and military operations. With the advent of eVTOL technology and innovative concepts such as remote terminals, there is an opportunity to better integrate these airports and advance the regionalization strategy that has proven successful over the years. By working with local partners, Worcester Airport can serve as a key node in a statewide network designed to meet evolving aviation needs, pilot new technologies, and reduce dependence on Boston Logan. This approach positions Worcester as a hub for innovation while strengthening connectivity across the Commonwealth.

Finally, as with Logan, while we make bold and innovative moves at Worcester Regional Airport, we cannot lose sight of critical **business continuity** projects that keep our operations running smoothly. We must execute ongoing and new necessary upgrades to remain safe, resilient, and efficient. At Worcester Regional Airport, this includes taxiway rehabilitation, jet bridge improvements, roadway and parking lot maintenance, and more.

HANSCOM FIELD STRATEGIC CONTEXT
Hanscom plays a vital role as a general aviation reliever for Logan and is a linchpin for the surrounding R&D and innovation economy.

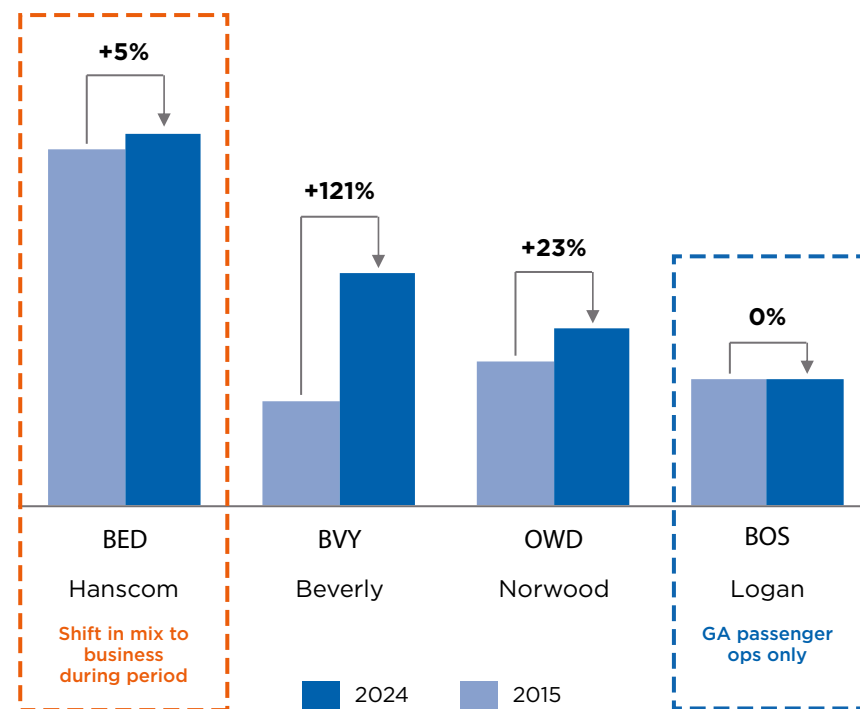
Laurence G. Hanscom Field (BED) in Bedford, Massachusetts, is the premier General Aviation (GA) airport in New England and a vital link in the region’s transportation infrastructure. It serves as a critical reliever to Logan for a diverse set of GA operations - including approximately 120,000 total flight

operations in 2024. It serves local businesses, emergency flight services, and private and chartered aircraft operations. Hanscom benefits from **strong physical fundamentals** including quality pavement, airfield space, and recent strategic investments from fixed-base operators (FBOs). Last year, Massport completed a runway rehabilitation project at Hanscom and enhanced its energy efficiency. We also continued investing in safety, security, and emergency preparedness. We maintained Hanscom’s focus on general aviation and opened a new Atlantic Aviation hangar in 2024.

Rising demand for business jet travel has led to an increasing share of jet operations at Hanscom since 2015 and waitlists for hangars, as both Hanscom and neighboring peer airports have absorbed the increase in demand to relieve Logan of these operations. While Hanscom has grown only slightly, its **smaller GA airport neighbors** Beverly and Norwood have taken on some of this increased demand, especially for single-engine piston operations. As a result, air taxi and itinerant GA operations more than doubled at Beverly and rose nearly 25% at Norwood in the past decade while Hanscom saw moderate growth of ~5%. Importantly, Hanscom’s role as a reliever helped prevent growth in GA passenger operations at Logan over the last decade. The necessity of this type of coordinated regional approach to demand management and growth will only increase over the coming decade as demand continues to grow and new technologies necessitate novel, integrated solutions to meet passenger demands.

Hanscom Field continues to provide critical services to its surrounding R&D neighbors, including the transportation of life-saving medical supplies. It has an opportunity to deepen the role it plays in the local and regional **innovation ecosystems**, especially given its proximity to **leading R&D players** and the rise of **sustainable aviation fuels (SAF)** as an important pathway to decarbonize the aviation industry.

Total air taxi and itinerant GA operations at Boston-area GA airports, 2015 – 2024



Source: FAA Terminal Area Forecast Total Operations data, 2015 to 2024 (federal fiscal years); Boston Logan annual volume stats (GA ops)



■ HANSCOM FIELD STRATEGIC PLAN

Hanscom Field is situated within a thriving innovation ecosystem, surrounded by leading research and development (R&D) players including labs specializing in robotics, operators providing life-saving medical services, and others advancing technological innovation. It is well positioned to continue and build on its history of supporting the local innovation economy.

To achieve Hanscom’s 2035 aspiration, Massport has the following strategic priorities:

Power the future of aviation innovation with research partnerships and support services that leverage and build on Hanscom’s identity and history as an innovation hub. This includes connecting local startups with aviation research and development partners, thereby strengthening the innovation ecosystem surrounding Hanscom Field

today. We are looking to support an aviation-related innovation program or incubator to assist innovative organizations pioneering new technologies in aviation. We will also cultivate the industry’s workforce of the future by supporting aviation innovators and aviation education outreach events.

Support the development and adoption of sustainable aviation fuel (SAF) across our Aviation assets to advance the decarbonization of

the Aviation industry while directly advancing Massport’s sustainability and Net Zero efforts. At Hanscom in particular, this means we will promote sustainable fuel opportunities for Hanscom operators as well as collaborate with fixed-base operators (FBOs) on a Net Zero ground support equipment (GSE) conversion program to accelerate the conversion to electric equipment. We will also expand electric charging infrastructure for automobiles, aircraft, and equipment (landside and airside), while continuing to pursue opportunities for solar energy generation.

Continue to meet metro Boston’s General Aviation needs while relieving Logan, allowing us to thoughtfully meet demand across our network of aviation assets. We will also continue to operate as a responsible neighbor, with noise abatement and engagement programs that respond to concerns raised by surrounding communities. As with our other Aviation assets, we cannot lose sight of critical **business continuity** projects that keep our operations running smoothly at Hanscom. We must keep Hanscom’s operations safe, resilient, and efficient, including efforts to rehabilitate taxiways

and runways, upgrade our electrical capacity, and update our water distribution system.

2035 Aspiration: “Where innovation takes flight”
Hanscom aspires to be a leader among General Aviation airports in innovation and sustainability while remaining the premier General Aviation reliever for Boston Logan.

As with our other Aviation assets, we cannot lose sight of critical business continuity projects that keep our operations running smoothly at Hanscom.



Port of Boston

Both Conley Terminal and Flynn Cruiseport have energized Boston's economy, providing job opportunities and driving growth. Continued investment will help drive sustainable growth and job creation for the Commonwealth.

For close to 400 years, the Port of Boston has been an economic engine for the City of Boston and the New England region, connecting residents, visitors, and businesses to destinations and markets around the world. The Port provides well-paying jobs for residents of Boston and communities throughout the Commonwealth.



Massport plays a vital role in supporting and sustaining Boston's working maritime economy. Through a diverse mix of waterfront tenants, the Authority helps preserve and grow key sectors of the marine industry, including seafood processing, vessel services, and commercial fishing. Recent initiatives—such as securing a new agreement with a break bulk shipper at the North Jetty—demonstrate Massport's commitment to maintaining a balanced and productive port that supports traditional maritime uses while accommodating new economic opportunities. By investing in infrastructure and fostering long-term partnerships with marine industry tenants, Massport ensures that the Port of Boston remains an active, resilient, and economically significant part of the region's waterfront.

Collectively, the Port of Boston generates \$8.2B in total economic impact and employs more than 66,000 people according to a comprehensive study Massport conducted in 2019.



CONLEY TERMINAL STRATEGIC CONTEXT
Connecting New England to the world.

Situated in the South Boston Waterfront, Conley Terminal stands as a cornerstone of New England's economy, facilitating trade, creating high-quality jobs, and strengthening the region's global competitiveness. As the only full-service container

terminal in New England, Conley provides a vital link between the Commonwealth and international markets, enabling efficient, reliable cargo movement that supports businesses across the region.

Through modernization and capacity enhancements, such as dredging Boston Harbor to 47-ft and the berths at Conley Terminal to 50-ft and the purchase of three low-profile Neo-Panamax

cranes, Conley is now equipped to handle the largest ships currently servicing container ports on the East Coast of the U.S., manage greater cargo volumes, and accommodate an expanding portfolio of global carriers. Massport built the Thomas Butler Dedicated Freight Corridor and Buffer Park, which opened in 2017, to remove Conley truck trips from East First Street and screen neighbors from terminal

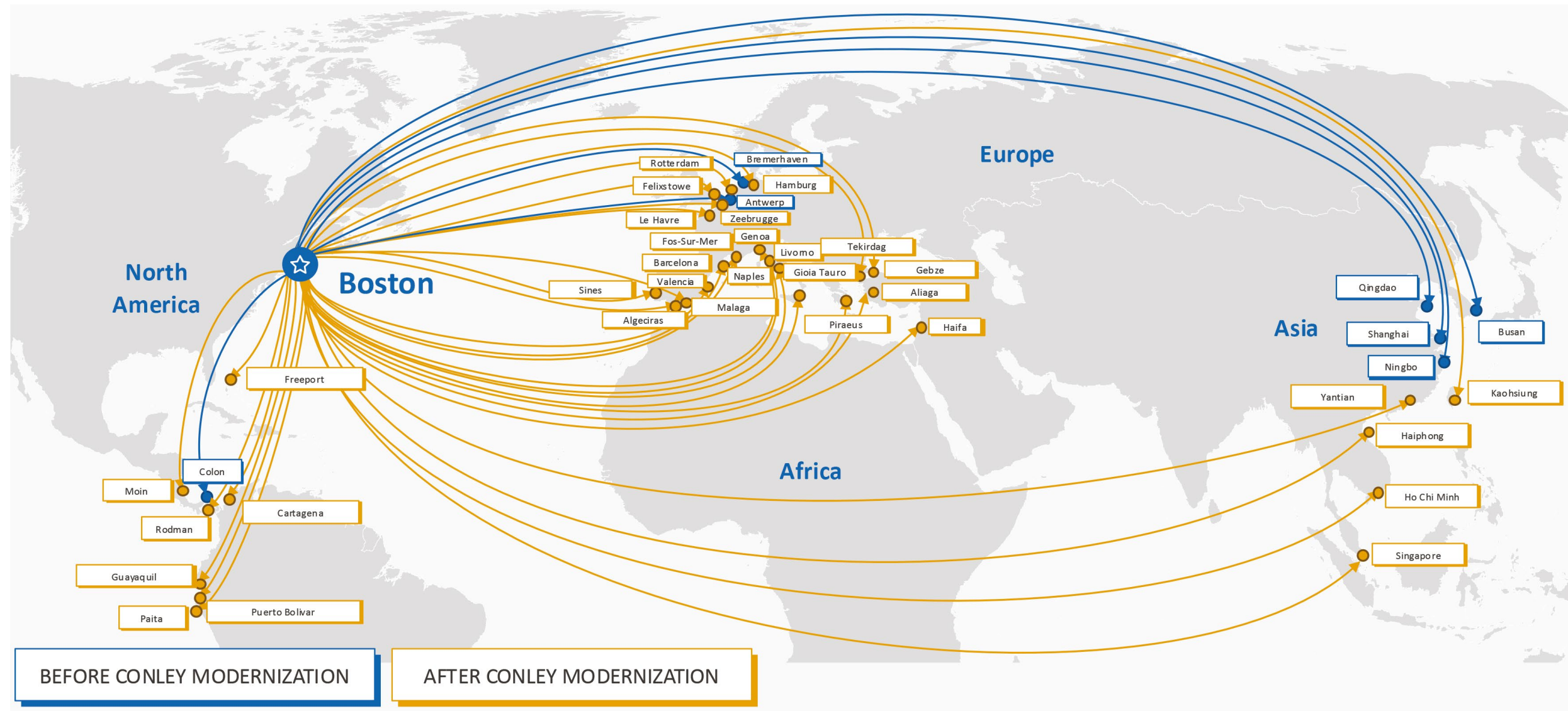
operations. Beyond the terminal gate, an established network of designated truck routes in South Boston provides direct "last mile" access between I-93/I-90 access ramps and Conley Terminal, reducing transit times for our commercial partners and minimizing truck traffic on neighborhood streets. As a result of these investments, Conley Terminal now connects New England to ~40 international

ports - compared to 7 before modernization - maintaining efficient, congestion-free operations that set a standard for reliability.

By combining a clear, customer-first mindset to service with a commitment to operational excellence, Conley Terminal continues to drive economic growth and ensure New England remains globally connected and regionally competitive. This success is reinforced through close collaboration with key stakeholder groups, including the International Longshoremen's Association (ILA), the Boston Harbor Pilots, the Boston Shipping Association, and other partners who share a vested interest in Conley's continued investment, operational excellence, and future growth.

Outreach and discussions with ocean carriers and beneficial cargo owners (BCOs) identified several key characteristics that define a competitive container port. Among the factors within a terminal's control, the ability to service vessels efficiently by reducing turnaround times and maintaining reliable operations, and ability to manage costs effectively were consistently highlighted. Customers emphasized that the ability to be serviced upon arrival is Conley Terminal's key differentiator vs. peers and is the critical factor in their decision-making to visit Conley Terminal, as schedule

Investments made in modernizing Conley Terminal have significantly expanded shipping port accessibility; ~40 ports today vs. 7 ports before modernization



reliability and predictable operations directly affect their supply chains and total costs. In a highly competitive global shipping environment, these operational strengths are essential to sustaining Conley Terminal's competitiveness and supporting continued trade growth.

Since 2020, there have been significant disruptions to the global container market, including the blockage of the Suez Canal, the drought in the Panama Canal, hostilities in the Red Sea and ongoing global trade wars. Most disruptive, however, were COVID-19 era supply chain shocks, which cut volume at Conley Terminal by more than half. Conley was able to weather the storm with the significant investment from the 2014 Strategic Plan, and it has recovered to levels near Conley Terminal's record container throughput in 2019.

Looking forward, the North American container market is expected to grow ~3% per year through 2034 despite near term headwinds from uncertainty due to tariffs. Conley Terminal is expected to benefit from this long-term growth as it services the New England region and serves as an important alternative to the Port of New York and New Jersey.

Several key trends are expected to shape the global container shipping market in the coming years. Vessel sizes are likely to continue increasing as carriers pursue greater economies of scale, driving demand for deeper

channels, larger berths, and more capable cranes. At the same time, shipping lines are increasingly focused on decarbonization, investing in alternative fuels, energy-efficient technologies, and cleaner operations to meet global emissions targets. Digitalization and data integration across the supply chain are also transforming how ports and terminals operate, with greater emphasis on transparency, predictability, and overall efficiency.

■ **CONLEY TERMINAL STRATEGIC PLAN**

Through this Strategic Plan, Conley Terminal is seeking to further reinforce its advantaged position as a reliable, quick servicer of container ships. While Conley has nearly recovered to 2019 container volumes, we believe this focus on improvements to both the operational efficiencies and high-value infrastructure will allow Conley to surpass previous record

highs and hit a targeted 200,000 containers by 2035.

To achieve Conley Terminal's 2035 aspiration, the Plan includes the following strategic priorities:

Achieve best-in-class operational excellence to maximize competitive advantage at Conley Terminal. At Conley Terminal, this will involve improving crane performance and Overall Equipment Efficiency (OEE), optimizing pre-arrival operational procedures, and

optimizing the yard layout to improve flow and efficiency. Additionally, Massport plans to meet the evolving needs of Conley Terminal by optimizing land use and preserving and enhancing the network of critical truck routes. These efforts will ensure Conley Terminal can offer peak efficiency to its customers and operate from a position of financial strength long-term.

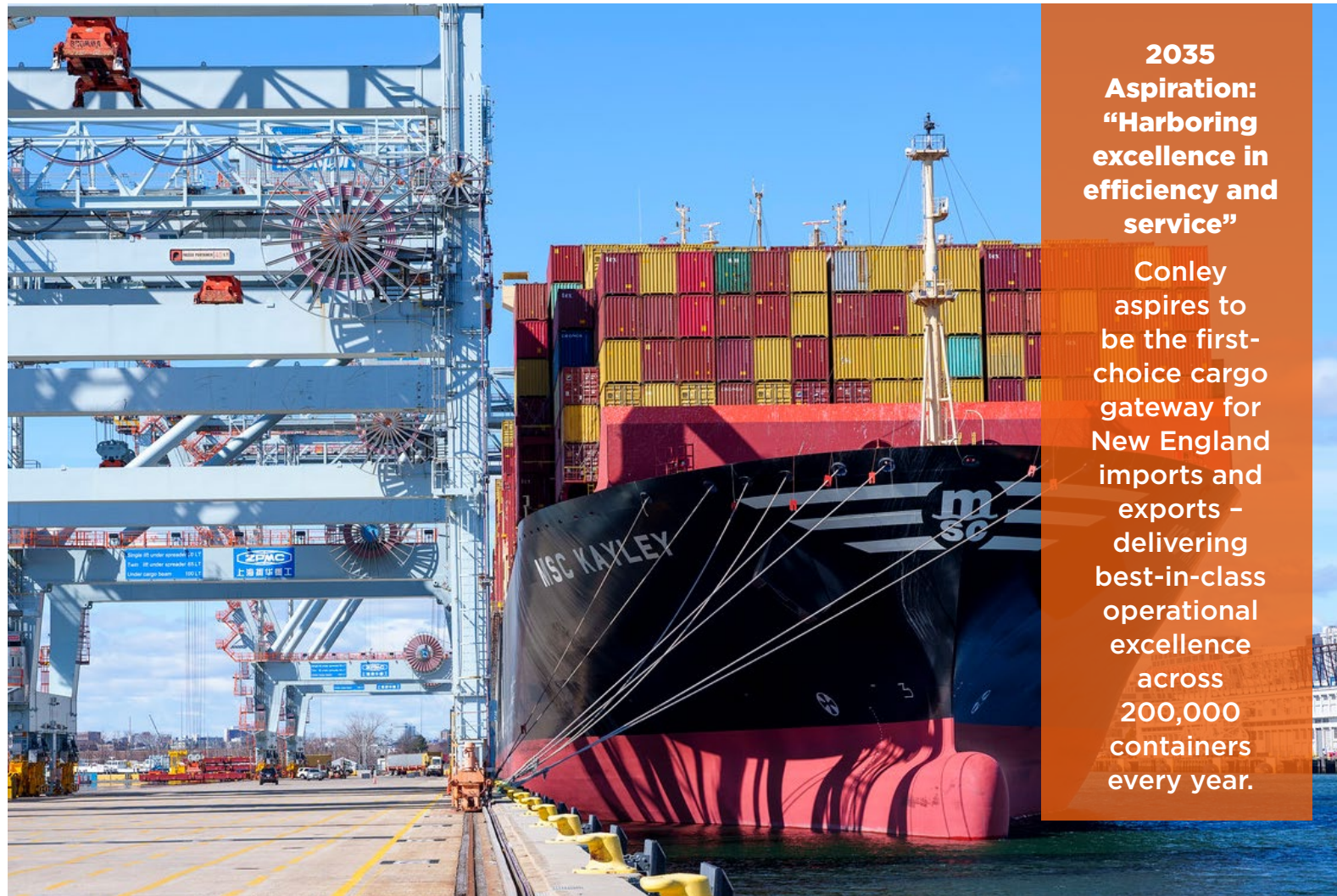
Develop a roadmap for crane and wharf upgrades to safeguard competitiveness and protect future business. Most immediately, this will be investment into an additional large crane on the existing berth. Long-term, Conley Terminal will explore what options remain to improve the crane and wharf infrastructure given the limited footprint of Conley Terminal today and restrictions on vessel and crane heights from Logan's runways.

Further monetize and increase stickiness of customer relationships to grow TEU volumes and grow ancillary revenues. To achieve this, Conley Terminal will continue to invest deeply in its relationships with beneficial cargo owners (BCOs) while also identifying and prioritizing value-added services and ancillary revenue opportunities that current customers view as most valuable and that deliver financial benefits to Conley Terminal.

■ **FLYNN CRUISEPORT BOSTON STRATEGIC CONTEXT**

Flynn meets the rising demand for cruising out of the Port of Boston and has recovered from a decrease in demand during the pandemic, which affected the entire cruise market. In 2024, Flynn served 480,000+ passengers, an increase of 29% over the 2023 cruise season. These passengers drive significant value to Boston and the Commonwealth broadly, as their local spending affects many industries – tourism, retail, hospitality, and entertainment.

Today, Flynn Cruiseport offers a sub-standard passenger experience relative to other east coast ports, primarily due to its slower passenger and baggage processing and poor ground transportation access – both passenger and provisioning. Of particular note is congestion on Black Falcon Avenue, which is not optimally designed to accommodate cruise passenger flows and has only worsened as volumes increase, and is not in Massport's control to improve.



2035 Aspiration: "Harboring excellence in efficiency and service"

Conley aspires to be the first-choice cargo gateway for New England imports and exports – delivering best-in-class operational excellence across 200,000 containers every year.



To begin addressing these issues, Massport has made significant investments in Flynn Cruiseport, including a \$125M+ investment in the facility. This investment includes improvements to the infrastructure at the terminal, as well as the development of a sustainable shore power system that will allow ships to plug in for electricity while docked, reducing emissions that would otherwise be generated by the ship's engines.

Flynn primarily services two cruise destinations - Canada/New England and Bermuda. Currently, Flynn services about 56% of the Canada-Northeast market and about 20% of the Bermuda market, which collectively account for 95% of Flynn's volume. Flynn's geographic location and ship speeds limit access to the Bermuda and Canada/New England markets today. Additionally, Flynn's business

is highly seasonal, with about 57% of sailings occurring during the months of September and October.

Despite COVID-era shutdowns, the U.S. cruise market has grown by 5-6% per year since 2015. Flynn has been part of the rebound; however, its growth is below market levels in that same time period, at 2-3% passenger growth per year due to its concentration in comparatively lower growth destinations.

The demographics of cruising are also shifting, Millennials, Generation X, and Baby Boomers comprised equal portions of the 2024 cruise market, and Millennials and Gen Z represent 61% of cruise passengers (vs 44% of the total population). By 2035, Gen Z is expected to comprise 35% of cruise passengers, more than double this group's 2024 share of the market. This rapidly changing demographic of cruise-

goers means that cruise liners are looking for more adventure and wellness-focused itineraries - both on the cruise ship and at the destination. This demographic expansion gives confidence that the long-term cruise market is sustainable.

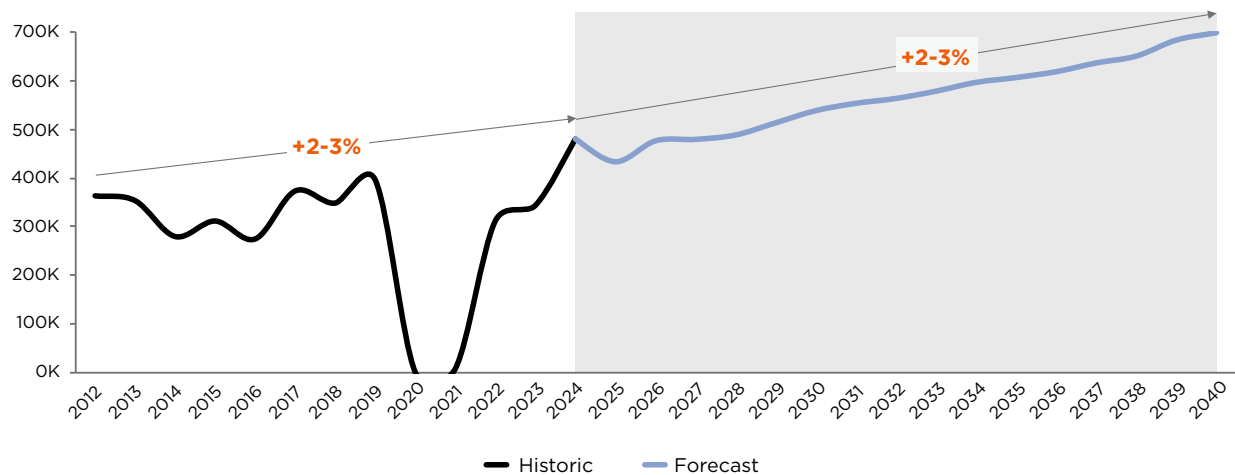
FLYNN CRUISEPORT STRATEGIC PLAN

Through 2035, Flynn Cruiseport is focused on improving all aspects of the passenger experience from arrival to boarding the cruise ship. This improved customer experience is expected to attract additional itineraries from the cruise lines in addition to the growth of Flynn's key end-destination segments of Canada/New England and Bermuda, resulting in Flynn servicing 600,000 total passengers annually by 2035.

To achieve Flynn Cruiseport's 2035 aspiration, the Plan includes

Cruise forecasts: Flynn is expected to maintain historic growth rates of 2-3%

Flynn Cruiseport Boston, cruise passengers forecast 2012-2040



Source: Bermello Ajamil analysis



the following strategic priorities:

Develop core cruise business in collaboration with cruise lines to drive additional homeport volumes. Securing long-term berthing agreements with major cruise lines is essential for Flynn Cruiseport to strengthen its position as a consistent homeport and ensure predictable passenger volumes year over year. Such agreements provide stability for both the terminal and the cruise operators, allowing Massport to plan investments in infrastructure, staffing, and customer amenities with greater confidence.

Improve customer experience and service to support future cruise growth. Several key investments are required in the infrastructure at Flynn Cruiseport. In the short-term, this will manifest through upgrades to wayfinding, passenger processing, and baggage lay down. Long-term, Flynn Cruiseport will need to fully renovate / modernize an additional homeport terminal to be able to service two homeport vessels simultaneously. Beyond these physical infrastructure improvements to passenger experience, Flynn should seek opportunities to improve customer experience for cruise

passengers, especially for port-of-call visitors who want to explore the city of Boston.

Enhance ground transport access and curbside flow for both passengers and provisioning. All options for improving ground transport access are being evaluated at Flynn today. Of note, however, is determining the optimal use of Massport's South Boston parcels to provide a dedicated space for cruise marshalling and provisioning and gaining control of Black Falcon Avenue to improve ground access to Flynn Cruiseport and reduce congestion for the local community.

Real Estate and Asset Management (REAM)

The Real Estate & Asset Management Department (REAM) contributes to the Commonwealth's economy by overseeing a diverse portfolio of commercial and maritime/industrial real estate assets on more than 400 acres in Charlestown, East Boston, and South Boston.

STRATEGIC CONTEXT
Driving waterfront economic development.

Massport's real estate portfolio totals approximately 10 million

square feet of existing lease space and includes six market sectors: office, maritime industrial, restaurant/retail, lab, residential and hotel/hospitality, and a diverse portfolio of first-rate parks

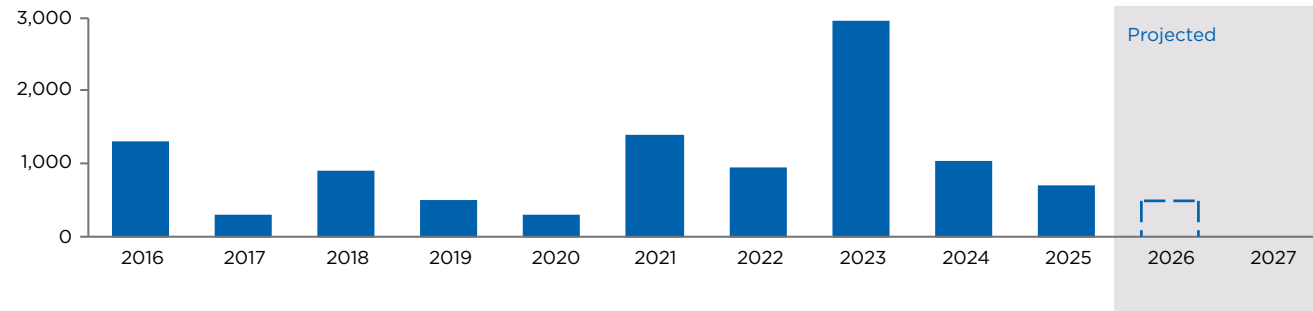


and open spaces in South Boston and East Boston. REAM manages its portfolio with three key goals: to consistently maximize revenue to support Massport's maritime activities, to advance projects to create jobs and generate

economic benefits for the City and State, and to promote accessible and inclusive programming on its property. Portfolio diversity, coupled with the long-term ground leases REAM typically utilizes, are stabilizing factors that

generate a steady, durable revenue stream to Massport against times of economic shock or real estate market downturns. REAM's approach to city-building through early planning and development for central

Estimated Boston office completions (square feet, in thousands)



Source: BCG analysis; CBRE Research

portions of the South Boston Waterfront over the past three decades has played a significant role in the district emerging as one of the fastest growing and most desirable real estate submarkets in the U.S. Particularly in the early phases of development, Massport’s ability to advance “pioneering” projects with important corporate partners greatly contributed to the broad economic benefits to the City and the Commonwealth in the form of new and sustained jobs and a higher tax base / direct taxes paid. Critically, Massport deploys the net income from its portfolio to fund initiatives across the Port of Boston, including Conley Terminal and Flynn Cruiseport, while subsidizing rents for seafood processors and other maritime tenants.

The real estate market in Boston has weakened in recent years due to shifts in worker and consumer habits. Work patterns have changed since the pandemic, and the office market has not fully recovered from significant

vacancies. However, office leasing activity has shown some early signs of recovery in certain Boston-area submarkets, specifically for Class A+ space. The life sciences sector continues to suffer from significant oversupply of newly created and conversation lab space, which is projected to take several years to be absorbed. Residential demand has remained strong and hospitality bookings have largely rebounded from pandemic lows; however, securing financing for new projects and high construction costs remain significant challenges for both sectors. Demand for certain waterfront industrial uses is steady, but financing these projects is also difficult in the current environment.

Overall, Massport’s real estate portfolio has continued to generate a stable revenue stream, despite the recent market uncertainty, due to asset diversity and the strength of the South Boston Waterfront sub-market. Well-established office, hotel, and residential assets, managed

by strong tenant partners, have performed well during a flight to quality throughout the broader market. Continuation of the return-to-work trend is expected to generate additional office occupancy and increases in related retail/restaurant activity. Life sciences a recent addition to Massport’s portfolio, includes a mix of conversions, new-builds, and in-process projects. Although these assets face strong competition in the current market, the life sciences cluster in South Boston is one of the strongest in the region with multiple major corporate anchors. Massport’s portfolio includes of 2,500 parking spaces in the South Boston Waterfront, which serves its real estate portfolio, cruise passengers, and district conventions/events.

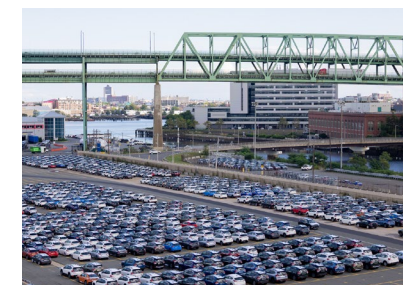
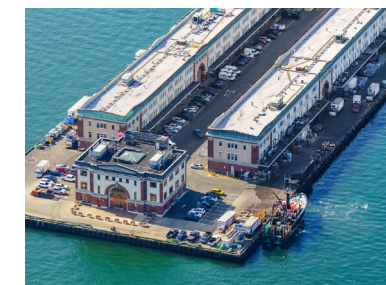
Massport oversees a diverse array of maritime industrial assets, including the Boston Fish Pier, the Boston Autoport, Boston Harbor Shipyard & Marina, the Massport Marine Terminal, and Constitution Marina. These facilities, most of

which operate in Designated Port Areas, are significant generators of maritime jobs and other economic impacts. For example, the berths and processing spaces at the more than 100-year old Fish Pier, are fully leased with a diverse mix of seafood vessels, distributors, processors, brokers, and value-added product companies. Massport has long been a champion of the South Boston Seafood Cluster, protecting truck routes, offering affordable rents, and helping businesses build plants and remain in the Port of Boston. Several long-standing Boston seafood businesses that began operations at the Fish Pier

generations ago operate today in expanded, modern facilities at the Massport Marine Terminal down the street. In East Boston, the Boston Harbor Shipyard & Marina blends maritime industrial uses like heavy steel fabrication and vessel repair with unique supporting uses such as a seasonal art museum and a cider plant.

An exciting opportunity exists to support emerging maritime technologies in Boston Harbor, and Massport is well-positioned to be a leader in the “Blue Economy” given its waterfront assets and strong relationships with traditional maritime partners, and its track record of

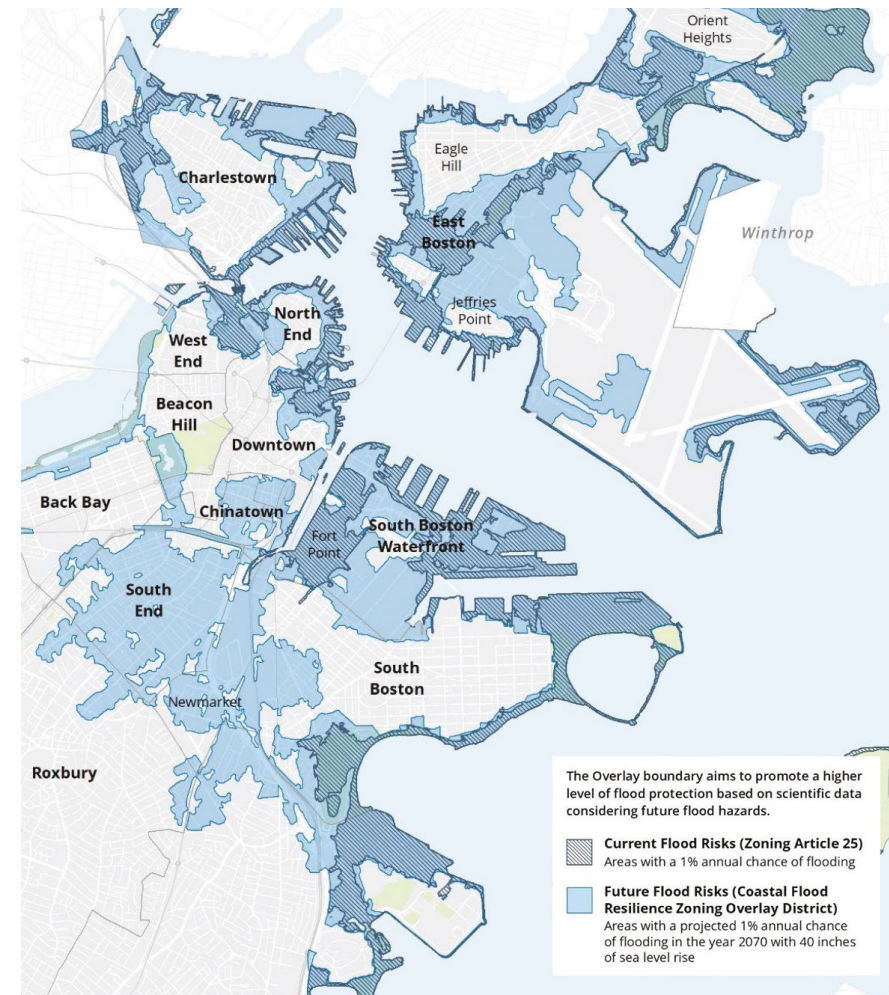
supporting “pioneering” economic development opportunities. This sector has arrived at a global scale and encompasses a vast array of technology and business types, including autonomous vessels, underwater robotics and sensors, aquaculture, alternative energy, carbon sequestration, and storm surge mitigation, just to name a few. Boston’s many advantages in this space include its existing maritime business infrastructure, innovation mind-set anchored by its colleges and universities, well-established financial networks, and global connections via Logan Airport. However, challenges and barriers exist. For example, it can



be difficult for start up blue tech entrepreneurs to find water-edge facilities for testing prototypes. Massport can offer resources and partnerships to help bridge implementation gaps, convene stakeholders, and incentivize new initiatives, which have the potential to create new diverse jobs and generate other economic benefits.

Massport real estate portfolio includes approximately 40 acres of diverse open spaces available to the public, which Massport maintains to a high standard. In just a few years, Massport has created a dynamic roster of placemaking programs, including the weekly Fish & Farm Market at the Boston Fish Pier, concerts,

fitness and yoga classes, and public art installations. These inclusive waterfront places expand opportunities, add portfolio value, strengthen community engagement, and stimulate economic development. Thriving urban districts and real estate portfolios in Boston and beyond have demonstrated



Coastal storm risk through 2070 (USACE)

that investing in placemaking programs unlocks many significant benefits, including stronger asset performance, increased economic impact (job creation, small business growth); and community support by creating vibrant places offering novel and affordable activities. Successful placemaking programs require thoughtful, consistent investment and marketing and strong inclusive partnerships.

REAM is partnering with Massport's Office of Climate Innovation & Resilience and Capital Programs, to assess exposure to sea level rise and work with tenants and other stakeholders to prepare and implement responses. New buildings built on Massport property must comply with established floodproofing standards. At the district scale, important planning is underway internally and across agencies

to address points of near-term inundation risk and develop long-term protection strategies. Given the conditions of integrated and overlapping waterfront ownership and infrastructure, resiliency planning for many of REAM's assets must be done in close coordination with local, state, and federal partners. Building upon existing relationships will be essential to advance these complex discussions. Larger facilities and active maritime industrial sites, like the Boston Autoport and the Boston Fish Pier, pose the unique additional challenge of protecting assets that routinely accommodate ocean-going vessels and load/off-load goods over the dock. Finding solutions at these facilities will require collaboration with tenants and sub-tenants.

■ REAL ESTATE AND ASSET MANAGEMENT (REAM) STRATEGIC PLAN

Massport's real estate portfolio is a key enabler of its mission to drive regional economic growth in Boston and across the Commonwealth. Our diverse array of waterfront properties supports commercial and maritime industrial development, and we work with tenants and other business partners to create and expand economic opportunities and jobs.

Massport's vision is to strategically optimize the use and value of our land, balancing revenue generation, maritime industrial activity, economic development, and dynamic and inclusive placemaking. We are targeting \$100 million in recurring annual revenue from our properties by 2035, depending on real estate market conditions and potential strategic land acquisitions.

To achieve our 2035 aspirations, the Plan includes the following strategic priorities:

Pursue interim uses on certain parcels to generate revenue, promote economic development, and advance placemaking. In the current soft real estate market, Massport must identify interim uses for its available parcels without a long-term agreement in place, to generate revenue today, while allowing flexibility to pursue higher and better uses when market conditions improve. "Eatertainment" and other unique

placemaking concepts and partnerships that generate revenue and activate Massport parcels are of particular interest.

Attract and enable blue economy companies to strengthen Massport's leadership role supporting maritime industries in the Port of Boston. Massport has a strong track record of supporting traditional maritime industries in the Port of Boston, such as container shipping, cruise, auto imports, and seafood. Emerging marine technologies offer an opportunity to expand the new blue economy in the port as a complement to established marine businesses. Massport, in deploying its assets and existing relationships, can create new waterfront facilities for innovation, convene blue economy leaders, and connect start up business owners with established maritime industry partners. Toward this end, Massport recently secured the designation of Marine Tech Hub for the Port of Boston from the MA Technology Collaborative. A first action will include defining and convening a Tech Hub Advisory committee to guide our efforts. Also, in the near term, Massport plans to create a water-edge workspace at the Boston Fish Pier to host entrepreneurs and spur innovation. If successful with this initial phase, Massport plans to explore the creation of large blue economy innovation center. Massport will pursue this

work under the "Massport Blue Edge" brand.

Fund sustained placemaking activities to drive portfolio value, community engagement, and economic development.

Massport has established a diverse program of placemaking activities tied to its real estate portfolio in the South Boston Waterfront over the past three years. In this short time, these programs have improved the quality of life for our community (residents, employees, visitors) by offering fresh, local seafood and produce; fitness/ yoga classes; music performances; dance and art classes; and public art installations throughout the district. These programs have received strong positive reviews from elected officials, participants and our ground lease tenants. In addition, they have helped to establish unique partnerships with local start up business owners, and unexpected economic development opportunity. Massport plans to engage its tenants, small business owners, and the public – our customers – in interest groups and focus groups identify future opportunities and define new partnerships. These programs require additional sustained funding to reach their full potential. REAM is exploring a variety of additional revenue generation concepts to further support our placemaking initiatives.



2035 Aspiration: "Driving waterfront economic growth"

REAM aspires to generate \$100M+ annually to support Massport operations, drive regional economic development, and create great waterfront spaces.

Prioritize land acquisitions and infrastructure investments that enhance value and operations or advance Massport's strategic interests. Massport is committed to balancing sound urban planning and optimized asset value across its real estate portfolio. The next generation of development for Massport is along Summer Street between D Street and the Reserved Channel. Establishing a plan for an effective transportation framework in the area is essential.

Creating a continuous alignment of F Street from Northern Avenue to West First Street will establish an improved grid of streets in this swath of the South Boston Waterfront, supporting transit and other modes, and anchor future development on multiple Massport parcels in the area. Specifically, in the near-term, F Street will support the initial phase of the planned Reserved Channel Development, current under permitting review. REAM is exploring the preferred alignment

for F Street, which will require extensive work with a range of public and private stakeholders. Implementing F Street may require specific land acquisitions, which Massport is exploring. To assess these opportunities, Massport has developed a strategic acquisitions evaluation framework, which applies criteria across three key categories: fulfilling Massport's mission, creating financial value, and mitigating risk and exposure.

Organization-wide enablers

Massport’s ability to deliver on our Strategic Plan depends on four critical enterprise-wide capabilities: Talent, Community, Sustainability & Resilience, and Digital/Data & AI. These are not ancillary elements of the plan; they are fundamental to our ability to deliver on our mission.

Talent: At Massport, we’re working hard to attract and retain a quality workforce. We must invest in being an employer of choice to maintain a highly performing, engaged, and inclusive workforce. It is becoming increasingly difficult to recruit and retain the right talent, particularly for in-person roles, as employees seek greater optionality and flexibility, especially with remote work options. The rapid evolution of technology requires ongoing upskilling and training of our workforce to ensure we are fulfilling all elements of the employee value proposition.

Community: Massport is deeply committed to being a trusted partner and good neighbor to the surrounding communities. We recognize the impact of operations on our neighbors and honor our responsibility. We are excited to work with community partners in developing Piers Park 3 during the tenure of this Strategic Plan.

Sustainability and Resilience: Environmental and climate conditions are transforming the context in which Massport operates. For coastal assets—particularly in the South Boston Waterfront—rising sea levels and more intense storms are increasing exposure to flooding, influencing long-term planning and infrastructure needs across the region.

Massport is taking a proactive and practical approach to protecting its waterfront and transportation infrastructure from coastal flooding

and other climate risks. All of Massport’s most critical facilities have already been strengthened to address sea level rise and storm surge, using conservative design standards. As climate risks continue to evolve, Massport is expanding its focus beyond individual buildings to larger, district-scale solutions that protect both Massport assets and surrounding neighborhoods, in coordination with the City of Boston, state, and federal partners. These efforts are supported by updated climate modeling,

regular emergency preparedness exercises, and sustainability initiatives that strengthen resilience and help ensure Massport can maintain safe, reliable operations during major storms and other climate-related disruptions.

At the same time, growing emphasis on decarbonization, electrification, renewable energy, and environmental equity are rapidly reshaping the transportation and infrastructure sectors. Massport is leading in advancing our Net Zero 2031 commitment, scaling renewable energy and efficiency initiatives,

and embedding resilient, climate-aligned design across capital and operational programs.

Digital, Data, and AI: Technology is reshaping the physical operation of infrastructure worldwide. The transportation sector in particular is undergoing a transformation - from real-time airfield optimization to the scaling of autonomous vehicles (AV) and electrical vertical takeoff vehicles (EVTOL), major step-change innovations in technology are redefining the tools, processes, and skills needed to manage our complex systems.

TALENT

At Massport, we remain committed to building and retaining a thriving, high-performing, inclusive, and engaged workforce that

resembles and supports the communities we serve. This means investing in the programs and benefits that our employees want and need. It means

developing our employees and giving them the tools to reach their professional aspirations.

Massport has the following strategic priorities:

Elevate our employee value proposition to become a destination for top talent. We are establishing a baseline to deeply understand our current employee value proposition using surveys on performance, satisfaction, and opportunities to improve. We will test and scale the benefits that



2035 Aspiration: “Be an Employer of Choice”

Massport aspires to be the workplace where talent thrives, and tomorrow’s workforce is built.

are most impactful to our current as well as prospective employees: this might include more flexible healthcare and childcare options along with making our workplace a more comfortable, inclusive and desirable place to work. This also requires assessing and implementing compensation structures aligned to employee preferences as well as performance.

Elevating Massport’s value proposition will require implementing strategies that attract top talent and foster a

diverse, inclusive workforce, strengthening our competitive advantage and organizational resilience.

Empower our workforce with innovative training, targeted upskilling, and a forward-looking hiring strategy that anticipates emerging skill needs. We are building a core skill taxonomy for our roles and then administering robust internal training mechanisms to upskill our existing workforce. We will also assess opportunities to support our

workforce through supplemental external training opportunities, including financial mechanisms to support our talent in pursuing those opportunities.

Cultivate future leaders through intentional succession planning, accelerated development, and seamless knowledge transfer. We will focus on developing and enabling strong, satisfied leaders across levels and teams who can lead Massport and our next generation of talent into the future.

COMMUNITY

Massport remains committed to being a responsible neighbor while strengthening economic and environmental sustainability.

To achieve our Community aspiration, Massport has the following strategic priorities:

Continue to invest in the economic development of the Commonwealth. Massport plays a central role in the state, regional, and local economies. Our transportation ecosystem enables a large and diverse passenger base to reach destinations far and wide while creating quality jobs and economic impact both directly and as an indirect result of our operations. Through this Plan, we will continue to deepen our role as an economic engine for the Commonwealth. This means investing in infrastructure and

partnerships that generate good jobs, support local businesses, and strengthen regional competitiveness.

Collaborate with our partner agencies, businesses, and community groups on integrated planning. Massport’s success and impacts are highly interdependent with those of the transportation and economic ecosystem in which we operate. To appropriately plan for and achieve the bold ambitions set out in this Strategic Plan, we are committed to collaborating closely with regional, state, and local partner agencies, carriers, local businesses, non-profits, advocacy groups, and surrounding communities. This means coordinating investments, sharing data, and aligning strategies to protect our waterfront, modernize

infrastructure, and advance clean energy initiatives. Through these partnerships Massport can help deliver outcomes that serve both our operational mission and the Commonwealth’s broader goals for sustainable, inclusive growth.

Proactively invest in our communities. Our commitment to community is both broad and deep, whether through youth jobs, scholarship opportunities, neighborhood green spaces, or substantial financial contributions to cities, towns and foundations.

In FY25, our direct community benefit contributions totaled close to \$8.4 million, including parks security and maintenance, Foundation payments, partnerships, youth summer jobs, charitable contributions and

scholarships. These efforts help ensure that our growth is shared and that the communities that are impacted by our facilities and operations see meaningful returns.

Massport also secures and maintains over 40 acres of parks and public open space. In FY25, we spent \$5.5 million to ensure these spaces remain clean, safe, and welcoming for all.

Our commitment to building Piers Park 3, a 3.6-acre park development adjacent to Piers Park 2, is meant to enhance the waterfront experience for our neighbors by creating a welcoming, accessible, and vibrant place for the community to enjoy. Piers Park 3 will be designed to complement and extend the existing Piers Parks 1 and 2. By embedding sustainability, equity, and neighborhood well-being into our work, Massport will work to ensure that the benefits of growth are shared and the burdens minimized.



2035 Aspiration:
“Being a good neighbor is our responsibility”
 Massport will continue to consider our impact on and partner with our surrounding communities.

SUSTAINABILITY AND RESILIENCE

Massport is committed to safeguarding the critical infrastructure that supports our aviation, maritime, and real estate assets—and the communities that depend on them. As climate risks intensify, Massport is acting decisively to harden assets, elevate protections, and ensure continuity of our operations across our waterfront and beyond. At the same time, we are leveraging innovative financing mechanisms—such as green bonds and climate-linked state and federal programs—to support investments in sustainability, resilience, and clean energy. These mechanisms enable us to move faster, scale smarter, and lead the way toward a transportation system that is climate-ready and carbon-conscious.

Massport is taking a proactive, engineering-driven approach to protecting its waterfront and transportation infrastructure from coastal flooding and other climate hazards. As risks continue to evolve, Massport is expanding its focus beyond individual buildings to district-scale solutions that protect both Massport assets and surrounding neighborhoods, in close coordination with the City of Boston, the Commonwealth, and federal partners. These efforts are supported by updated climate modeling, regular emergency preparedness exercises, and sustainability

initiatives that collectively ensure Massport can maintain safe, reliable operations during major storms and climate-related disruptions.

Massport has installed engineered flood protection at 100% of Tier 1 critical infrastructure sites, and the publicly available 2025 Floodproofing Design Guide requires that all new structures, additions, and substantial improvements on coastal properties at Logan Airport and our South Boston and East Boston maritime facilities be designed to withstand at least the 0.2% annual-chance 2070 coastal flood. This corresponds to design flood elevations of 17 ft. NAVD88 at Boston Logan, Conley Terminal, and the Boston Fish Pier, and 19.9' NAVD88 at Flynn Marine Park and the Cruiseport.

In practical terms, this means our highest-risk coastal real-estate footprint will only grow or be renewed in ways that meet these modeled Massachusetts Coast Flood Risk Model conditions. Heavy weather plans and coastal flood operations plans at Logan and across maritime districts ensure that protected assets remain operational during severe coastal storm events.

Strategic Priorities for Sustainability and Resilience.

To achieve our sustainability and resilience aspirations, Massport

will advance the following strategic priorities:

Invest in climate resilience for our key coastal assets at highest risk. We will continue to elevate and harden critical utilities such as data centers, electrical systems, and continuity infrastructure while improving storm water management across assets. Future capital projects will also continue to embed flood-proofing and layered defenses such as elevation, dry/wet floodproofing, drainage upgrades, pump redundancy, and nature-based solutions.

Strengthen resilience and protect waterfront assets. Our most climate-exposed assets will continue to meet floodproofing design performance standards, ensuring new construction and major improvements are resilient to 2070 MC-FRM 0.2% annual-chance coastal flood conditions. We will advance district-scale resilience planning in coordination with our government partners. We will collaborate with the City of Boston, the Commonwealth, and federal agencies to pursue integrated coastal resilience systems that protect both Massport infrastructure and surrounding neighborhoods, while ensuring compliance with local, state, and federal environmental standards.

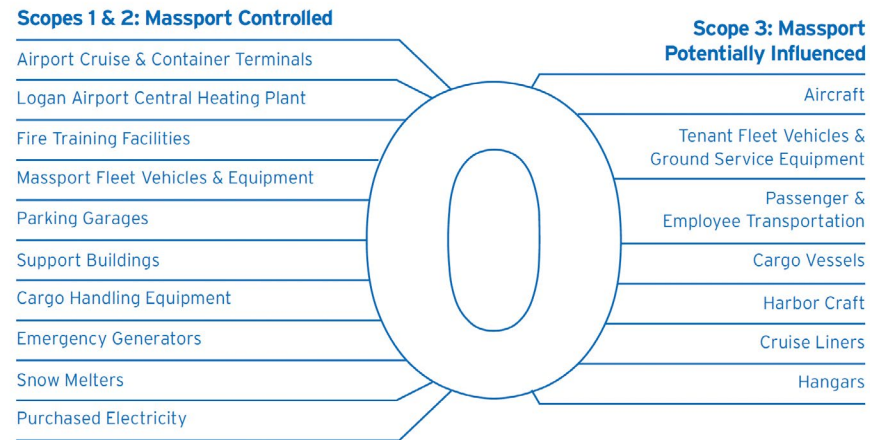


2035 Aspiration: “Acting today for a sustainable tomorrow”

Massport aspires to pioneer a resilient, Net Zero future for all our assets and for the partners and communities we serve.

Deliver on Massport's 2031 Net Zero ambitions and aspire to go beyond these. Our Net Zero strategy addresses all emissions from Massport-controlled sources through sustainable infrastructure and operational improvements. For example, our continued focus on HOV will not only reduce congestion but also lower emissions and enhance the resiliency of our operations. We also recognize the importance of reducing emissions beyond our direct control by extending our influence and building strong partnerships. While we drive toward Net Zero for the areas we control (Scope 1 and Scope 2), we will remain focused on Scope 3 emissions, which account for 88% of our total greenhouse gas footprint.

Our energy management strategy will evolve to enable enterprise-wide decarbonization and electrification goals supported by distributed energy resources that reduce reliance on fossil fuels, improve grid resiliency, and enable scalable electrification. This will include a variety of initiatives across our assets. In Aviation, it means advancing the transition to electric ground support equipment (eGSE) and Sustainable Aviation Fuel (SAF) in collaboration with our aviation partners. The eGSE transition is well underway at Logan including completing airside electrical upgrades as needed to support electric charging. At Conley,



we are exploring the feasibility of shore power, and across our Real Estate portfolio, we are introducing green lease clauses to increase energy benchmarking and tenant collaboration on emission reductions. We will also assess the appropriate role of verified carbon offsets for hard-to-abate emissions sectors, while prioritizing direct emissions reductions where feasible. Looking beyond Net Zero, we aspire to be carbon negative, generating more clean energy than we consume and creating a model for climate leadership in the transportation sector.

Lead in climate innovation and support the region's sustainability ecosystem.

Massport has already taken the lead in engaging in and supporting the sustainable aviation fuel ecosystem by launching a regional SAF hub and will continue collaborating with our aviation partners on this important pathway to

decarbonizing aviation, including defining a roadmap with partners to implement infrastructure, define policies/ incentives, convening stakeholders, and supporting research/demos to support SAF adoption.

Aligned with our technological innovation initiatives, we will scope opportunities to support eVTOL aircraft use and testing at our airports as well as Logan Express and potential remote terminals. We will collaborate with eVTOL providers and partners to ensure fit for purpose, operational viability and regulatory alignment. Finally, we will integrate climate innovation into our workforce development and training programs, including offering green skills training and opportunities to participate in pilot projects. This will both support our ambition to be an employer of choice for a new generation of climate-conscious talent and empower future sustainability leaders.

DIGITAL, DATA AND AI

Looking ahead to 2035, Massport aims to actively embrace and drive emerging innovations while ensuring reliability, resiliency, and security across our systems.

To achieve our Digital, Data and AI aspiration, Massport has the following strategic priorities:

Enable timely access to high-quality data, liberated from siloes. Massport will invest in modernizing how data is collected, stored, and used across business units to enable faster, better-informed decision-making. A consistent technology stack will reduce duplication,

enhance data flow, and ensure every function benefits from shared insight.

Embed digital/IT team members within business teams as data-driven, AI/digital solution partners to advance data and AI innovation. Massport will empower our business functions with embedded digital experts, ensuring technology and analytics are integrated to support data-enabled operations and planning, helping make Massport an employer of choice for top digital talent, and providing safe, efficient, best-in-class passenger and

customer experiences. These initiatives will allow Massport to focus on practical solutions that improve efficiency, enhance decision-making, and elevate the experience for customers, partners, and employees alike.

Continuously enhance resiliency and security through automated site reliability, focusing on most critical applications. We will enable a dynamic failover/failback environment and capacity scaling abilities to maintain operational stability even under peak loads or unexpected disruptions.



2035 Aspiration: "Powered by data, driven by innovation"
 Massport aspires to pursue technological excellence, leverage data to improve business outcomes and embrace emerging innovations.

Financial implications of the Strategic Plan

Massport's Strategic Plan is ambitious by design - reflecting the scale of our mission and the magnitude of opportunities ahead. Based on analysis of projected demand, operating performance, and capital requirements, we are confident that Massport can advance this vision while remaining fiscally responsible.

This plan calls for \$8-12 billion in new investment, representing the order of magnitude required to achieve our ambitions. These expectations will be refined as we progress through detailed capital, operational, facility, and financial planning.

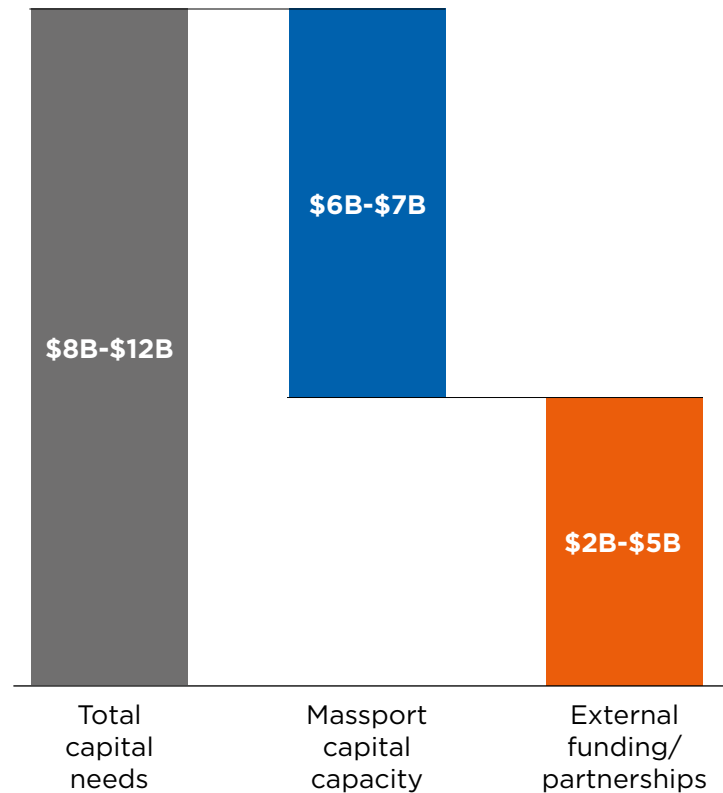
Massport's expected growth will fund a significant portion of these investments, but growth alone will not be sufficient. We will continue leveraging federal and state partnerships for infrastructure funding and pursue private capital and collaborative ventures to create innovative funding structures for targeted projects. At the same time, we will develop new revenue streams and repurpose efficiencies to support long-term growth. If necessary, we will adjust the scope or pace

of investment to align with our financial capacity.

Through this balanced approach - combining partnerships, private capital, operational performance, and new revenue opportunities

- Massport can deliver this bold plan while sustaining long-term financial health and supporting the communities and regional economy we serve.

Strategic Plan capital needs are greater than Massport's capacity



Laying the groundwork for the future

This Strategic Plan focuses first and foremost on ensuring that Massport can achieve our mission to drive economic development for the Commonwealth over the coming decade. We also looked beyond this period to ensure we position Massport as a resilient, innovative, and sustainable economic development engine for the Commonwealth and the region over the long-term. This requires envisioning future scenarios for Massport and ensuring we are both prepared and flexible enough to succeed not only in futures we can anticipate, but also amid changes beyond the current planning horizon.

Across our assets, the longer-term period (15+ years) will deal with new challenges and opportunities:

Greater Boston will remain an attractive hub for innovation and travel, driving continued demand for long-distance connectivity and passenger growth. As a result, in the latter years Logan may experience significant strain on its campus capacity.

Based on experience, addressing these challenges will require collaborative investments in the region's transportation infrastructure — enhancing the road and highway network, making transit the preferred mode of travel within the urban core and beyond, and increasing utilization of the state's regional airport system.

Based on experience, addressing these challenges will require collaborative investments in the region's transportation infrastructure.

Technology will also play a critical role by introducing alternative travel options. In the medium to long term, these might include point-to-point intra-regional trips via eVTOLs, a European-level high-speed rail system, an expanded network of remote terminals, and innovative demand management policies.

At Conley Terminal, we expect the container industry to be a steady industry which we will have to monitor to ensure our port operations meet our customers' standards of excellence and that our infrastructure keeps pace with innovation.

With Flynn Cruiseport, air draft restrictions pose a less immediate challenge but could constrain the port's ability to accommodate larger cruise ships as they continue to grow in scale. Furthermore, as passenger volumes increase, available space for terminal expansion is limited beyond the existing Terminal 1 and 2 facilities, creating a natural ceiling for capacity growth and long-term expansion. These restrictions will eventually require Flynn Cruiseport to expand beyond the existing footprint or to move elsewhere to accommodate its growing needs.

As Massport's real estate portfolio evolves in the long term, there will be continued opportunities for us to support the maritime industrial economy and to support last mile truck routes.

Conclusion: the path forward

This Strategic Plan defines a vision for the next decade and beyond and charts a course to get there, grounded in action, flexibility, and partnership.

Massport's success depends on ongoing collaboration with our diverse stakeholders: employees, carriers, vendors, government partners across local, state, and federal levels, community groups, and the public. We aim to sustain an open dialogue, collaborating closely to address shared challenges and seize opportunities to create a resilient, future-ready system that supports the Commonwealth through decades of change to come.



Appendix

Summary of Public Comments to the Massport 2025 Strategic Plan

We want to thank our community members and organizations for taking the time to provide valuable and constructive feedback on the Strategic Plan. Many of the comments reflect the priorities outlined in the plan. Below we provide a summary of key themes, observations and ideas. Separately we will publish and post on our website a collection of the specific comments and letters we received.

Public Comment Summary: Comments received from more than 70 individuals and organizations across 22 communities with Boston (34%) making up the largest share.



KEY THEMES FROM THE COMMENTS

1. GROUND ACCESS TO BOSTON LOGAN

- Accounting for a third of all comments, various suggestions were put forward on improving ground access and traffic at Boston Logan.

2. CLIMATE AND RESILIENCY

- Focused on coastal resiliency, flooding and sea level rise. Some comments tied growth to climate impacts.

3. HANSCOM FIELD

- Residents from towns around Hanscom identified concerns with private jet growth and associated emissions impacts. Commenters also expressed concerns about recent ICE activity.

4. THE PORT OF BOSTON

- Comments focused on Flynn Cruiseport Boston and the need to improve the passenger experience from ground access to the terminal facility.

5. BOSTON LOGAN INFRASTRUCTURE AND CUSTOMER EXPERIENCE

- Comments flagged improving the passenger experience through better terminal connections and investments. Concerns about enabling growth and environmental impacts.

6. FUTURE REAL ESTATE DEVELOPMENT

- Comments supported the Plan's vision on placemaking. Concerns raised include preserving Designated Port Areas.

Other comments include use of regional airports, Logan noise impacts and growth, the Strategic Plan's public process, and expanding Worcester Airport air service.

GROUND TRANSPORTATION

Strong support for transit-priority measures and reducing congestion while accessing the airport and on the airport campus. Overall, the comments validate Massport's focus and approach to ground access and HOV initiatives.

Representative examples of the suggestions include:

- Better Blue Line integration, extended service hours and direct rail connection to terminals
- Re-assess the Airport People Mover connecting terminals, Blue Line, Rental Car Center and parking
- Improve Ride App pick up
- Improve curb management

CLIMATE AND COASTAL RESILIENCY

Comments underscore the importance of Massport's Net Zero and resiliency efforts and the need to plan for sea level rise. The comments reinforce the importance of executing our Net Zero Strategy.

Representative examples of the suggestions include:

- Plan lacks specific commitments and measurable actions
- Need for clearer focus on sea level rise preparedness and resilience planning
- Requests to realign goals away from unconstrained "growth" toward climate-aligned operations
- Environmental Justice (EJ) concerns related to impacts and access to the waterfront

PORT OF BOSTON

The primary focus of comments was on Flynn Cruiseport Boston. These comments reaffirmed the need to improve the customer experience at Flynn Cruiseport Boston.

Representative examples of the suggestions include:

- Cruiseport described as outdated and lacking amenities (seating, clear signage, accessibility)
- Access and curb on Black Falcon Avenue needs improvement
- Improve ground connection to/from Boston

HANSCOM FIELD

Concerns focused on private jets, growth and ICE flights.

Representative examples of the suggestions include:

- Opposition to development, citing emissions, noise, biodiversity impacts, and EJ concern
- Requests for policy clarity about Hanscom's long-term role, runway expansion, and development plans
- Strong interest in transparency related to ICE operations
- Skeptical that Sustainable Aviation Fuels reduce greenhouse gases

BOSTON LOGAN AIRPORT INFRASTRUCTURE PLANNING

Most comments focused on improving customer experience and cited needs to modernize Logan's infrastructure.

Representative examples of the suggestions include:

- Support for modernized connection between Terminals B-C-E; desire for airside connection to Terminal A and a new Air Traffic Control Tower
- Logan needs more seating, better baggage claim experience
- Requests for a 10-year capital replacement plan and clarity on critical assets nearing end-of-life
- Accountability vs. 2014 Strategic Plan, with measurable outcomes
- Desire for Massport to provide a safe, welcoming environment for international travelers and workers
- Concerns about future investments, Logan Airport growth and environmental impacts

FUTURE DEVELOPMENT

We received positive feedback on the placemaking initiative presented in the Plan. Comments also expressed a desire to see the benefits of development accruing to communities beyond the South Boston Waterfront. Comments reinforced need for thoughtful future planning.

Representative examples of the suggestions include:

- Support for placemaking envisioned in the Strategic Plan
- Expanding economic benefits from future investments to environmental justice/impacted communities and beyond the South Boston Waterfront
- Preserving Designated Port Areas and associated water dependent manufacturing, shipping, and commerce and maintaining waterfront access
- Expanding opportunities in Boston Harbor beyond Massport properties



GOING ABOVE & BEYOND