



AIRBUS NORTH AMERICA HOLDINGS, INC.

401(k) SAVINGS PLAN

Eligibility: Employees of Airbus North America Holdings, Inc., Airbus North America Sales, Inc., Airbus North America Customer Services, Inc., Airbus North America Engineering, Inc., are eligible (as long as Airbus or its partners do not already fund another pension for the employee elsewhere).

Plan Entrance: An employee becomes a participant during the first pay period following the day in which he or she reaches one year of service. (A year of service is a twelve-month period in which the employee works at least 1000 hours).

Company Contribution: The Company funds a benefit under the Plan equal to 3.00% of the covered compensation of participants. Covered compensation includes base pay, overtime, and bonus. Excluded are amounts paid due to relocation, taxable benefits, or any non-payroll items.

Employee Contribution: Through payroll deductions, an employee can contribute between 1% and 50% of before-tax pay up to the IRS limit.

Timing of Contribution (Vesting): Contributions are made at the completion of each payroll cycle. The balance in your 401(k) savings account is at all times 100% immediately vested (owned by you) upon contribution.

Benefits Upon Retirement: Your retirement benefit under this plan is the lump sum value of the accumulated contribution paid in each year, plus/minus earnings/losses.

Pension Fund Investment: Each participant may direct the investment of his/her own pension account, with the choice of fourteen no-load mutual funds. These are T. Rowe Price funds: 1) Prime Reserve Fund; 2) Spectrum Income Fund; 3) U.S. Treasury Intermediate Fund; 4) Equity Income Fund; 5) Spectrum Growth Fund; 6) Selected American Shares Funds; 7) Harbor Cap. Appreciation Fund; 8) Legg Mason Value Trust Fund; 9) Small Cap Value Fund; 10) New Horizons Fund; 11) Science and Technology Fund; 12) Oakmark International Fund; 13) Retirement Funds 2010-2045; 14) Income Fund.

For purposes of enrolling in the plan the Prime Reserve Fund is the default option if the participant does not select a fund at the time of enrollment.

Participant Statement: Each employee will receive a quarterly statement on his or her own 401(k) savings account, showing all transactions. The investment managers also distribute quarterly reports on the performance strategy and outlook of each of its mutual funds.

Changes in Investment: Employees may make unlimited investment changes to their account by calling the T. Rowe Price toll-free number at (800) 922-9945, or by accessing the T. Rowe Price Website at www.troweprice.com.

Changes in Employee Contribution Deferrals: Employees may make up to twelve deferral changes each year by calling the T. Rowe Price toll-free number at (800) 922-9945, or by accessing the T. Rowe Price Website at www.troweprice.com.