



Airbus Americas, Inc. 401(k) Savings Plan Annual Notice to Employees Regarding Safe Harbor Plan Contribution*

Airbus Americas, Inc. (Airbus) sponsors a 401(k) Savings Plan (which we refer to as the Plan). The purpose of this notice is to provide you with important information about the Plan. The Plan includes a safe harbor non-elective employer contribution that will continue to be effective for the 2009 plan year. This non-elective contribution formula allows the Plan to automatically satisfy the 401(k) nondiscrimination tests required by the Internal Revenue Service (IRS). This notice describes the safe harbor non-elective contribution and your rights and obligations under the Plan.

A summary plan description containing detailed information about the Plan is available to you upon re-request. This notice is not intended to nor should you construe it as modifying any aspect of the current Plan document or summary plan description.

If you have any questions about this notice or the Plan, or if you would like to request a copy of the summary plan description, please contact Reem Zaghaf at (703) 834-3432 or by e-mail at Reem.Zaghaf@airbus.com. You may enroll in the Plan by contacting T. Rowe Price by phone at 1-800-922-9945 or online at <http://rps.troweprice.com>.

Company Contribution of 3% (Safe Harbor Non-elective Contribution)

For the 2009 plan year, Airbus will make a contribution (called a safe harbor non-elective contribution) to the Plan on behalf of each employee eligible to make an elective contribution under the Plan. (Eligibility requirements are described below.) Eligible employees will receive this contribution even if the employees do not choose to make elective contributions to the Plan. This contribution will be 3% of the employee's compensation (defined below) for the portion of the Plan year that the employee was eligible to participate in the Plan. This contribution will be 100% vested at all times and will be subject to the applicable IRS limits. No other employer contributions will be made under the Plan.

Eligibility to Participate in the Plan

You are eligible to participate in the Plan if you have completed 1 year of service. Employees classified as seconded or leased employees or who are nonresident aliens with no U.S. source of income, and certain union employees (with respect to the company contribution described above only), are not eligible to participate in the Plan.

How to Make or Change Your Deferral Election

You may make pre-tax salary deferral contributions to the Plan through payroll deductions by contacting T. Rowe Price by phone at 1-800-922-9945 or online at <http://rps.troweprice.com>. You may change your contribution amount at anytime, provided that you may not change your deferral amount more than twelve (12) times each year (including your initial deferral request). Any change to your contribution amount will not take effect until the next full payroll period. You may elect to defer from 1% to 50% of your compensation (subject to the IRS limit of \$16,500 for 2009). If you will be age 50 or older in 2009, you will also be eligible to make a catch-up contribution to the Plan of \$5,500.



Type and Amount of Compensation Subject to Deferral

Compensation for purposes of your salary deferrals and employer contributions means your W-2 earnings, including your salary, wages, overtime, commissions and bonuses, and any other taxable compensation paid to you or accrued by you during the calendar year (including your elective deferrals under this Plan and any salary reductions under the cafeteria plan), but excludes certain expense reimbursements, fringe benefits, moving benefits, deferred compensation amounts and welfare benefits. For 2009, the amount of your compensation for this purpose may not exceed \$245,000.

Vesting and Distribution

You will always be 100% vested in all employer contributions made on your behalf and your salary deferral contributions (including catch-up contributions). This means that your deferrals and contributions cannot be lost if you leave employment with Airbus, however, the value of your deferrals and contributions is not guaranteed and they could experience market losses.

You are eligible to receive a distribution of your account balance (including earnings) upon your retirement, death, disability (as defined by the Plan), or other termination of employment, and your beneficiary may withdraw your total account balance under the Plan in the event of your death. Payment will be made to you in a single lump sum as soon as administratively feasible following the date you terminate employment, retire or become disabled, provided that you have completed any necessary forms to authorize payment. To obtain the forms necessary to authorize payment please contact T.R. Price at 800-922-9945 or you may contact Reem Zaghal at (703) 834-3432 or reem.zaghal@airbus.com for a copy.

In addition, you may withdraw some of your account balance from the Plan while you are still employed by the Company in the following limited circumstances: you may withdraw up to 100% of your total account balance under the Plan upon reaching age 59½ and you may make hardship withdrawals from the Plan of up to 100% of your salary deferral account upon meeting certain financial hardship criteria specified by the Plan and the IRS. The Plan also permits participant loans from your account balance in limited circumstances, subject to limits specified by the Plan and the IRS. A copy of the Plan loan rules and forms is available at rps.troweprice.com or you may contact Reem Zaghal at (703) 834-3432 or reem.zaghal@airbus.com for a copy.

You should consult the summary plan description for further details regarding your rights under the Plan.

Plan Sponsor: Airbus Americas, Inc.
198 Van Buren Street, Suite 300
Herndon, VA 20170-5338
(703) 834-3400

Date: November 19, 2008

*This notice is intended to comply with the notice requirements of sections 1.401(k)-3(d) and 1.401(m)-3(e) of the final Treasury Department regulations, for design-based alternative "safe harbor" methods in section 401(k)(12) and section 401(m)(11) of the Internal Revenue Code for satisfying the section 401(k) and section 401(m) nondiscrimination tests.