

### B.3 Summary Compensation Table \*

The Summary Compensation Table shows the annual compensation information for each of the NEOs of Bombardier for the three most recent completed financial years.

Name and Principal Position	Financial Year Ended December 31 <sup>st</sup>	Base Salary (\$)	Share-Based Awards (RSUs, PSUs or DSUs) (\$)	Option-Based Awards <sup>(1)</sup> (\$)	Non-equity Incentive Plan Compensation		Pension Value <sup>(3)</sup> (\$)	All Other Compensation <sup>(4)(5)</sup> (\$)	Total Compensation (\$)
					Annual Incentive Plan <sup>(2)</sup> (\$)	Long-term Incentive Plan(\$)			
<b>Pierre Beaudoin</b> Executive Chairman of the Board of Directors (and former President and Chief Executive Officer)	2015	820,700 <sup>(6)</sup>	340,700 <sup>(7)</sup>	1,772,200 <sup>(7)</sup>	987,200	—	(73,900)	— <sup>(8)</sup>	3,846,900
	2014	1,268,500	2,146,800 <sup>(9)</sup>	1,073,400 <sup>(9)</sup>	590,700	—	(70,200)	148,400	5,157,600
	2013	1,360,400	2,336,000 <sup>(10)</sup>	1,168,000 <sup>(10)</sup>	928,700	—	83,700	128,500	6,005,300
<b>Alain Bellemare</b> President and Chief Executive Officer	2015	864,300 <sup>(11)</sup>	655,200 <sup>(7)</sup>	3,082,500 <sup>(7)(12)</sup>	1,210,000 <sup>(13)</sup>	—	19,900	594,100 <sup>(14)</sup>	6,426,000
<b>John Di Bert</b> Senior Vice President and Chief Financial Officer	2015	185,500 <sup>(15)</sup>	574,600 <sup>(7)(16)</sup>	1,731,200 <sup>(7)(16)</sup>	167,000 <sup>(13)</sup>	—	19,300	179,800 <sup>(17)</sup>	2,857,400
<b>Frederick Cromer</b> President, Bombardier Commercial Aircraft	2015	430,000 <sup>(18)</sup>	301,400 <sup>(7)</sup>	1,792,400 <sup>(7)(19)</sup>	387,000 <sup>(13)</sup>	—	19,900	404,700 <sup>(20)</sup>	3,335,400
<b>David Coleal</b> President, Bombardier Business Aircraft	2015	367,600 <sup>(21)</sup>	301,400 <sup>(7)</sup>	1,614,600 <sup>(7)(22)</sup>	330,800 <sup>(13)</sup>	—	19,900	350,200 <sup>(23)</sup>	2,984,500
<b>Laurent Troger</b> President, Bombardier Transportation	2015	573,000 <sup>(24)</sup>	252,300 <sup>(7)(25)</sup>	759,200 <sup>(7)(25)</sup>	303,600	—	380,700	170,700	2,439,500
	2014	629,000	635,800 <sup>(9)(26)</sup>	132,700 <sup>(9)</sup>	88,100	—	(76,000)	175,100 <sup>(27)</sup>	1,584,700
	2013	628,400	798,000 <sup>(10)(28)</sup>	147,600 <sup>(10)</sup>	281,500	—	390,500	— <sup>(8)</sup>	2,246,000
<b>Pierre Alary</b> Former Senior Vice President and Chief Financial Officer	2015	488,300 <sup>(29)</sup>	—	—	246,800	—	190,200	1,745,700 <sup>(30)</sup>	2,671,000
	2014	665,700	648,800 <sup>(9)</sup>	324,400 <sup>(9)</sup>	253,600	—	81,000	— <sup>(8)</sup>	1,973,500
	2013	713,900	705,900 <sup>(10)</sup>	353,000 <sup>(10)</sup>	418,200	—	142,000	— <sup>(8)</sup>	2,333,000
<b>Lutz Bertling</b> Former President of Bombardier Transportation	2015	956,200 <sup>(31)</sup>	301,400 <sup>(7)</sup>	912,600 <sup>(7)</sup>	645,400	—	1,213,600	4,011,500 <sup>(32)</sup>	8,040,700
	2014	1,196,700	1,619,300 <sup>(9)(33)</sup>	737,200 <sup>(9)(33)</sup>	251,300	—	978,500	730,800 <sup>(34)</sup>	5,513,800
	2013	697,500 <sup>(35)</sup>	1,155,200 <sup>(10)</sup>	1,547,300 <sup>(10)(36)</sup>	468,700	—	641,500	705,700 <sup>(34)</sup>	5,215,900

(1) The Black-Scholes pricing model is used to calculate the fair value of the awards on the grant date as it is consistent with the valuation approach used for accounting purposes.

(2) The bonus amounts are paid in cash in the year following the financial year in respect of which they are earned.

(3) Please refer to the tables C.1 "Supplemental Defined Benefit Pension Disclosure for the Financial Year Ended December 31, 2015" and C.2 "Supplemental Defined Contribution Pension Disclosure for the Financial Year Ended December 31, 2015" of Section 5 of this Circular and to previous years' circulars for the two previous years.

(4) Included in this amount is (i) for Mr. Pierre Beaudoin, the sum of \$93,864 for the financial year ended December 31, 2014 and of \$68,435 for the financial year ended December 31, 2013, (ii) for Mr. Alain Bellemare, the sum of \$5,449 for the financial year ended December 31, 2015, (iii) for Mr. Lutz Bertling, the sum of \$51,138 for the financial year ended December 31, 2015, of \$31,772 for the financial year ended December 31, 2014 and of \$22,876 for the financial year ended December 31, 2013, which represents in each case the difference between the aggregate incremental operating costs to Bombardier for the personal use of the corporate aircraft by Messrs. Pierre Beaudoin, Alain Bellemare, and Lutz Bertling, respectively, and the costs that each of them reimbursed; the calculation of incremental operating costs to Bombardier for personal use of the corporate aircraft includes the variable costs incurred as a result of personal flight activity such as aircraft fuel, trip-related maintenance and repairs, catering, landing and parking fees, crew expenses and low value equipment and supplies.

(5) Included in this amount is (i) for Mr. Alain Bellemare, the sum of \$178,925, (ii) for Mr. John Di Bert, the sum of \$11,468, (iii) for Mr. Frederick Cromer, the sum of \$53,835, (iv) for Mr. David Coleal the sum of \$48,920, and (v) for Mr. Laurent Troger the sum of \$154,123 for the financial year ended December 31, 2015, which represents the contribution to the Supplemental DC Plan except for Mr. Laurent Troger where it represents the contribution to his retirement savings account as explained in section C. "Pension Plans" of Section 5 of this Circular. The contributions to the Supplemental DC Plan have been made on December 21, 2015 at an exchange rate from Canadian dollars to US dollars of 0.7148. The contributions to Mr. Troger's retirement savings account have been made on a monthly basis and converted at an average exchange rate from Euros to US dollars of 1.1092.

(6) Mr. Pierre Beaudoin was appointed as Executive Chairman of the Board of Directors on February 13, 2015. Prior to that date, he served as President and Chief Executive Officer of Bombardier since June 4, 2008.

- (7) For Messrs. Pierre Beaudoin, Alain Bellemare, Frederick Cromer, David Coleal, Laurent Troger, and Lutz Bertling, it reflects the estimated fair value of RSUs and stock options granted on August 7, 2015, on which date the closing price of the Class B subordinate voting shares was \$1.52 Cdn and the exchange rate from Canadian dollars to US dollars was of 0.7621. For Mr. John Di Bert, it reflects the estimated fair value of RSUs and stock options granted on August 10, 2015, on which date the closing price of the Class B subordinate voting shares was \$1.57 Cdn and the exchange rate from Canadian dollars to US dollars was of 0.7659. Furthermore, a Black-Scholes value of 0.33 was used to calculate the estimated fair value of the stock options.
- (8) Since total value of all perquisites is less than \$50,000 or 10% of base salary, no value is reported.
- (9) Reflects the estimated fair value of the PSUs or DSUs and stock options granted on November 6, 2014, on which date the closing price of the Class B subordinate voting shares was \$3.82 Cdn and the exchange rate from Canadian dollars to US dollars was of 0.8754. Furthermore, for stock options a Black-Scholes of 0.23 was used.
- (10) Reflects the estimated fair value of the PSUs or DSUs and stock options granted on August 9, 2013, on which date the closing price of the Class B subordinate voting shares was \$4.84 Cdn and the exchange rate from Canadian dollars to US dollars was of 0.9706; for the stock options a Black-Scholes value of 0.32 was used.
- (11) Mr. Alain Bellemare was appointed as President and Chief Executive Officer of Bombardier Inc. effective February 13, 2015.
- (12) In recognition of his joining Bombardier, Mr. Alain Bellemare received a special grant of 1,098,700 on February 20, 2015, on which date the closing price of the Class B subordinate voting shares was \$2.40 Cdn, the Black-Scholes value was 0.31 and the exchange rate from Canadian dollars to US dollars was of 0.7996.
- (13) Guaranteed minimum bonus payout at target for the financial year ended December 31, 2015 as per their respective employment contract. For further details, please refer to section A.1.4, "Short-Term Incentive Plans" of Section 5 of this Circular.
- (14) Included is an amount of \$435,442 Cdn converted from Canadian dollars to US dollars based on an exchange rate of 0.7838 for a total amount of \$341,299. This amount represents the difference between the aggregate incremental costs to Bombardier for the relocation of Mr. Alain Bellemare from the United States to Canada in comparison to the costs which would have otherwise been covered pursuant to the global mobility policy generally offered to salaried employees of Bombardier. The calculation includes the cost of household goods shipment and storage, home country housing services including vacant property management fees, home sale assistance and commuter and relocation allowances.
- (15) Mr. John Di Bert was appointed as Senior Vice President and Chief Financial Officer of Bombardier effective August 10, 2015.
- (16) In recognition of his joining Bombardier, Mr. John Di Bert received a special grant of 251,572 RSUs and 2,287,021 stock options valued in the aggregate at \$1,210,000 on August 10, 2015, on which date the closing price of the Class B subordinate voting shares was \$1.57 Cdn, the Black-Scholes value was 0.33 and the exchange rate from Canadian dollars to US dollars was of 0.7659.
- (17) In recognition of his joining Bombardier, Mr. John Di Bert was entitled to a cash lump sum payment of \$400,000 Cdn payable in two installments of \$200,000 Cdn each, the first installment having been paid at hire and the second being payable, subject to certain conditions, following the sixth month of his date of hire. On August 13, 2015, Mr. John Di Bert received the first installment in an amount of \$152,920, converted from Canadian dollars to US dollars based on an exchange rate of 0.7646. On February 11, 2016, Mr. John Di Bert received the second installment in an amount of \$143,580, converted from Canadian dollars to US dollars based on an exchange rate of 0.7179. If Mr. John Di Bert resigns during his first 24 months of employment, he must refund any installments received.
- (18) Mr. Frederick Cromer was appointed as President of Bombardier Commercial Aircraft effective April 9, 2015.
- (19) In recognition of his joining Bombardier, Mr. Frederick Cromer received a special grant of 1,193,033 stock options valued at \$879,900 on May 14, 2015, on which date the closing price of the Class B subordinate voting shares was \$2.68 Cdn, the Black-Scholes value was 0.33 and the exchange rate from Canadian dollars to US dollars was of 0.8339.
- (20) In recognition of his joining Bombardier, Mr. Frederick Cromer was entitled to a cash lump sum payment of \$250,000 Cdn payable in two installments of \$125,000 Cdn each, the first installment having been paid on April 15, 2015 and the second having been paid on October 15, 2015. These amounts were converted from Canadian dollars to US dollars based on an exchange rate of 0.8078 and 0.7750 for the first and second installments respectively for a total amount of \$197,850. If Mr. Frederick Cromer resigns during his first 12 months of employment, he must refund any installments received. In addition, he received an amount of \$138,033 Cdn converted from Canadian dollars to US dollars based on an exchange rate of 0.7838 for a total amount of \$108,190, which represents the difference between the aggregate incremental costs to Bombardier for his commuting from the United States to Canada in comparison to the costs which would have otherwise been covered in respect of his relocation pursuant to the global mobility policy generally offered to salaried employees of Bombardier. The calculation includes temporary accommodation expenses, tax equalization payments and commuter allowances.
- (21) Mr. David Coleal was appointed as President of Bombardier Business Aircraft effective June 1, 2015.
- (22) In recognition of his joining Bombardier, Mr. David Coleal received a special grant of 1,836,547 stock options valued at \$702,100 on August 7, 2015, on which date the closing price of the Class B subordinate voting shares was \$1.52 Cdn, the Black-Scholes value was 0.33, and the exchange rate from Canadian dollars to US dollars was of 0.7621.
- (23) In recognition of his joining Bombardier, Mr. David Coleal was entitled to a cash lump sum payment of \$1,000,000 Cdn payable in four installments of \$250,000 Cdn each, the first and second installments having been paid at hire and in January 2016, respectively, with the others to be paid, subject to certain conditions, in July of 2016 and January of 2017. On June 15, 2015, Mr. David Coleal received the first installment in an amount of \$202,875, converted from Canadian dollars to US dollars based on an exchange rate of 0.8115. On January 15, 2016, Mr. David Coleal received the second installment in an amount of \$172,075, converted from Canadian dollars to US dollars based on an exchange rate of 0.6883. The remaining installments are not earned or payable yet, as their payment is conditional on Mr. David Coleal not having resigned on the planned payment date. If Mr. David Coleal resigns during his first 24 months of employment, he must refund any installments received. In addition, he received an amount of \$82,512 Cdn converted from Canadian dollars to US dollars based on an exchange rate of 0.7838 for a total amount of \$64,673, which represents the difference between the aggregate incremental costs to Bombardier for his commuting from the United States to Canada in comparison to the costs which would have otherwise been covered in respect of his relocation pursuant to the global mobility policy generally offered to salaried employees of Bombardier. The calculation includes temporary accommodation expenses and commuter allowances.
- (24) Mr. Laurent Troger was appointed as President of Bombardier Transportation effective December 9, 2015.
- (25) In recognition of his new position as then Chief Operating Officer of Bombardier Transportation effective September 11, 2015, Mr. Laurent Troger received a grant of 65,046 RSUs and 513,699 stock options valued at \$302,400 on November 5, 2015, on which date the closing price of the Class B subordinate voting shares was \$1.53 Cdn, the Black-Scholes value was 0.38, and the exchange rate from Canadian dollars to US dollars was of 0.7595. In recognition of his new position as President of Bombardier Transportation effective December 9, 2015, Mr. Laurent Troger has also been granted 106,838 RSUs and 820,928 stock options valued in the aggregate at \$366,000 on February 24, 2016, on which date the closing price of the Class B subordinate voting shares was \$1.18 Cdn, the Black-Scholes value was 0.39, and the exchange rate from Canadian dollars to US dollars was of 0.7264. Considering that the specific objectives for the grant made on November 25, 2014 were no longer applicable to his new position, 31,602 PSUs of the 94,788 PSUs granted to him on November 25, 2014 (please refer to note (26)) were cancelled and taken into consideration to determine the value of the grants made on February 24, 2016.
- (26) Further to his nomination as then Chief Technology Officer, Mr. Laurent Troger received a special grant of 94,788 PSUs valued at \$370,400 on November 25, 2014, on which date the closing price of the Class B subordinate voting shares was \$4.40 Cdn and the exchange rate from Canadian dollars to US dollars was of 0.8880. These PSUs have a special vesting schedule of 33.3% after each of the first, second and third year subject to the attainment of certain performance conditions. Considering that the performance conditions for the grant made on May 16, 2013 were no longer applicable to this position, 87,720 PSUs of the 109,650 PSUs granted to him on May 16, 2013 (please refer to note 28) were cancelled and taken into consideration to determine the grant made to him on November 25, 2014.
- (27) Included in this amount is the sum of 127,712 EUR which represents the contribution to Mr. Laurent Troger's retirement savings account as explained in section C. "Pension Plans" of Section 5 of this Circular. This contribution has been converted at an exchange rate from Euros to US dollars of 1.0859.
- (28) Mr. Laurent Troger received a special grant of 109,650 PSUs valued at \$502,800 on May 16, 2013, on which date the closing price of the Class B subordinate voting shares was \$4.66 Cdn and the exchange rate from Canadian dollars to US dollars was of 0.9840. These PSUs have a special vesting schedule of 20%, 30% and 50% after the first, second and third year respectively subject to the attainment of certain performance conditions.
- (29) Mr. Pierre Alary retired on November 1, 2015.
- (30) Mr. Pierre Alary took his retirement on November 1, 2015 after 17 years of service. In recognition of his past service, Mr. Pierre Alary received a discretionary lump sum amount of \$2,156,595 Cdn on November 5, 2015. The amount was converted from Canadian dollars to US dollars based on an exchange rate of 0.7595 for a total amount of \$1,637,934.
- (31) Mr. Lutz Bertling ceased acting as President of Bombardier Transportation on December 9, 2015.
- (32) Further to the termination of his employment, in accordance with the terms of his contract of employment governed by German laws, Mr. Lutz Bertling is entitled to salary continuance from December 9, 2015 to December 31, 2016. Mr. Lutz Bertling also remains eligible to participate in the Corporation's short term incentive plan during that period. In addition, after December 31, 2016, he will be entitled to a lump sum payment equal to 12 months of his base salary and target bonus. The total value of the termination benefit (including the value of continuance of salary and short term incentive payment (estimated at target), plus the amount of the lump-sum payment) is 3,607,410 EUR. The amount was converted from Euros to US dollars based on an average exchange rate of 1.0859 for a total amount of \$3,917,300.

- (33) Mr. Lutz Bertling received a special grant of 268,384 stock options and 123,457 DSUs valued in the aggregate at \$619,300 on November 6, 2014. The estimated fair value of these DSUs and stock options has been converted based on the closing price of the Class B subordinate voting shares of \$3.82 Cdn and the exchange rate from Canadian dollars to US dollars of 0.8754, in each case on November 6, 2014. Furthermore, for stock options a Black-Scholes value of 0.23 was used. This grant was intended to replace part of his forfeited long-term incentive entitlements from his previous employer when he commenced employment at Bombardier and to provide an incentive for his then anticipated performance at the Corporation.
- (34) In recognition of his joining Bombardier, Mr. Lutz Bertling was entitled to a cash lump sum payment of 1,000,000 EUR payable in four installments of 250,000 EUR each, the first installment having been paid at hire and the others following the sixth, twelfth and eighteenth month of his date of hire to compensate in part for the forfeiture of compensation at his prior employment. On June 30 and November 30, 2013, Mr. Lutz Bertling received two installments of 250,000 EUR each. These amounts were converted from Euros to US dollars based on an exchange rate of 1.3010 for the first installment and 1.3604 for the second installment for a total amount of \$665,350. On May 26 and November 25, 2014, Mr. Lutz Bertling received the two remaining installments of 250,000 EUR each. These amounts were converted from Euros to US dollars based on an exchange rate of 1.3648 for the first installment and 1.2471 for the second installment for a total amount of \$652,975.
- (35) Mr. Lutz Bertling was appointed as President and Chief Operating Officer of Bombardier Transportation effective June 3, 2013 and ceased acting as President of Bombardier Transportation on December 9, 2015.
- (36) In recognition of his joining Bombardier, Mr. Lutz Bertling received a special grant of 677,690 stock options valued at \$969,700 upon his effective date of hiring on June 3, 2013. The estimated fair value of these stock options has been converted based on the closing price of the Class B subordinate voting shares of \$4.75 Cdn on June 3, 2013, an exchange rate from Canadian dollars to US dollars of 0.9717 and a Black-Scholes value of 0.31. This grant was intended to replace part of his forfeited long-term incentive entitlements from his previous employer when he commenced employment at Bombardier and to provide an incentive for his then anticipated performance at the Corporation.

\* All compensation amounts were paid in Canadian dollars to Messrs. Pierre Beaudoin, Alain Bellemare, John Di Bert, Frederick Cromer, David Coleal, and Pierre Alary, and in Euros to Mr. Laurent Troger and Mr. Lutz Bertling. The base salary and annual incentive plan amounts were converted from Canadian dollars and Euros to US dollars based on the average exchange rates during the year, of 0.7838 and 1.1092 respectively for the financial year ended December 31, 2015, 0.9061 and 1.3297 respectively for the financial year ended December 31, 2014, of 0.9717 and 1.3285 respectively for the financial year ended December 31, 2013. The exchange rates used for the share-based awards are provided in the notes to table B.4, for option-based awards are provided in the notes in the above table B.3 and for the pension value are provided in the notes to tables C.1 and C.2.