

POSSIBLE OUTCOMES OF REMUNERATION TO EXECUTIVE MANAGEMENT FOR THE 2010/11 FISCAL YEAR

Executive management compensation for the 2010/11 fiscal year has been validated by the Board with regards to fixed salary, pensions and other benefits, while the size of annual incentives, deferred annual incentives and long-term incentives will depend on the results of performance against financial and non-financial goals.

Effective May 1, 2010 Elekta, adopted a new policy for variable compensation: The Elekta Corporate Incentive Plan. The Policy is issued by the Executive Compensation Committee (ECC) and ownership lies with the CEO of Elekta AB.

This policy applies to all managers in Elekta AB and/or its subsidiaries from the Director level upwards, who have incentive plans in their compensation agreement with Elekta. The objective of this policy is to have a competitive, consistent and organized approach to incentive plans throughout the Corporation.

Variable compensation under the new Group plan follows these principles:

- Target fulfillment between 75% and 125% of target generates a linear payment.
- The upper quarterly maximum or cap is 125% of target.
- Over-performance, defined as target achievement above the 125% maximum is capped at 160% of the incentive award.
- Performance exceeding 125% of target is rewarded by 2% of the target incentive for each 1% of over performance up to 142% of target. Over 142% of target automatically generates 160% of the target incentive.
- Performance under 75% of target receives no award.

Performance objectives for the annual incentive plan are decided annually the Board of Directors. Results are measured and compensation paid out on a quarterly basis, up to the quarterly target maximum or cap. Potential over-performance is measured and paid within two months of the end of the fiscal year.

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Remuneration (SEK '000) for 100% on- target performance related to 2010/11 fiscal year objectives:

	Fixed salary	Annual incentive	Long term incentive*	Total
President and CEO	3.700	1.600	1.500	6.800
Other Executive Management in Sweden (3)	4.499	1.703	0	6.202
Other Executive Management in the UK and the USA (4)	8.790	4.549	4.338	17.677
Total	16.989	7.852	5.838	30.679

Remuneration (SEK '000) for 125% target performance related to 2010/11 fiscal year objectives:

	Fixed salary	Annual incentive	Long term incentive*	Total
President and CEO	3.700	2.000	2.250	7.950
Other Executive Management in Sweden (3)	4.499	2.129	0	6.628
Other Executive Management in the UK and the USA (4)	8.790	5.686	6.941	21.417
Total	16.989	9.815	9.191	35.995

Maximum remuneration (SEK '000) for target performance from 125% up to maximum 160% entails:

	Fixed salary	Annual incentive	Long term incentive*	Total
President and CEO	3.700	2.560	2.250	8.510
Other Executive Management in Sweden (3)	4.499	2.725	0	7.224
Other Executive Management in the UK and the USA (4)	8.790	7.278	6.941	23.009
Total	16.989	12.563	9.191	38.743

*) The long term cash incentives (LTIs) referred to in the tables above are reported in detail in the document outlining Outstanding Commitments to Executive Management. These LTIs have a duration of three years, requiring the

achievement of performance targets over the three fiscal years 2008/09, 2009/10 and 2010/11 respectively. Above, the value of the portion attributable to fiscal year 2010/11, i.e. one third of the total incentives, is reported.