



GENDER PAY GAP REPORTING (April 2025)

Introduction

At Elekta, we are committed to fairness, inclusion, and equality in the workplace. As part of this commitment, and in line with UK Gender Pay Gap Reporting Regulations, we publish our annual gender pay gap data for Elekta Ltd.

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case 5th April 2025) and compares the pay of all women to all men using a prescribed methodology from the UK government.

The gender pay gap looks at the following areas:

- Percentage of men and women in each hourly pay quartile
- Mean (average) gender pay gap for hourly pay
- Median gender pay gap for hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap for bonus pay
- Median gender pay gap for bonus pay.
- Hourly Pay includes - Basic Pay, Allowances, Shift pay, Piecework & Leave pay.

Bonus Pay includes – Incentive, Commission, Performance, Profit Share & Lond Service.

Excluded Pay includes – Overtime, Pension, Redundancy, BIK, Termination Payments etc.

Summary of Gender Pay Gap Report for Elekta Ltd (April 2025)

The report highlights a gender pay gap in hourly wages and an uneven distribution of men and women across pay quartiles.

- **Pay Distribution:** Women are underrepresented in higher pay quartiles, making up 26.9% of the upper quartile, this is however, an improvement on

the 2024 report (**25.1%**). Women represent 22.9% of the upper middle quartile. Conversely, they are more represented in lower pay quartiles (**33.7% in the lowest quartile**).

- **Hourly Pay Gap:** The **mean gender pay gap** is **-0.1%**, and the **median gap** is **6.8%**, indicating that although pay for equal roles is fair, women are underrepresented in higher paid roles overall.
- **Bonus Pay:** The percentage of men and women receiving bonuses is relatively close (**67.6% men vs. 66.4% women**). Bonus pay gaps have improved, with both mean (**-3.0%**) and median bonus (**-8.3%**) favoring women.

Action Plan to Address Gender Pay Gap

- 1. Increase Female Representation in Higher Pay Quartiles:**
 - Conduct an internal review of promotion and recruitment practices to ensure equal opportunities.
 - Encourage mentorship and sponsorship initiatives for women in senior roles.
- 2. Address Pay Disparities:**
 - Conduct a detailed pay audit to identify specific areas where pay discrepancies exist.
 - Develop transparent salary bands and review compensation policies to ensure pay equity.
- 3. Ensure Equal Access to Bonus Pay:**
 - Review bonus structures to ensure fairness and transparency.
 - Investigate any potential biases in performance evaluations that may influence pay and bonus decisions.
- 4. Regular Monitoring & Reporting:**
 - Set gender pay gap reduction targets and track progress annually.
 - Publish transparent reports with action plans and outcomes.
 - Foster a culture of accountability at leadership levels.

This action plan aims to reduce the gender pay gap by improving representation, ensuring pay fairness, and fostering an inclusive workplace culture.

Declaration

I confirm that the gender pay gap data contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

Signed:

Jessica King – Head of HR (UK & LSS)

For and on behalf of Elekta Ltd