

Sustainability at Elekta

We have focused on integrating our sustainability initiatives into the broader business framework and identifying areas for significant impact across environmental, social, and governance (ESG) responsibilities. In the coming years, we will advance our sustainability agenda to build a resilient business that thrives long term, consistently driving positive social impact.

At Elekta, our commitment to sustainability encompasses environmental, social, and governance (ESG) dimensions, reflecting our holistic approach to responsible business practices. We aim to lower our environmental impact and actively contribute to mitigating climate change by implementing sustainable practices across our operations. This includes reducing our carbon footprint, optimizing resource use, and minimizing waste. We are dedicated to creating a safe and inclusive environment for our employees, fostering diversity, equity, and inclusion within our workforce. Additionally, we prioritize the protection of human rights throughout our supply chain, ensuring that everyone working with Elekta is treated with dignity and respect.

Our long-term success as a company is intrinsically linked to our ability to deliver healthcare as a responsible global citizen. We are committed to conducting our business ethically and responsibly, adhering to the highest standards of corporate governance. By taking responsibility for our actions and focusing on areas where we can make a significant impact, we strive to contribute positively to the planet and its people. Our sustainability efforts are designed to ensure that we not only meet the needs of today but also safeguard the well-being of future generations.

Sustainability organization and structure

Elekta’s governance structure ensures that sustainability is embedded in our corporate governance and decision-making processes. The Board of Directors oversees our sustainability program, with support from the Compensation and Sustainability Committee and the Audit Committee. The Compensation and Sustainability Committee is responsible for setting and executing

Elekta’s sustainability strategy through quarterly meetings and reports from the CEO and the Group Sustainability function. The Audit Committee oversees matters related to sustainability reporting. For more information, see [page 113](#).

Group Sustainability coordinates the corporate sustainability program. It is led by the Group Sustainability Director, who reports to the VP of Strategy, Sustainability, and Transformation. This year, Group Sustainability established a steering committee comprising selected members of executive management to drive Elekta’s governance on ESG topics across planning, risk assessment, and mitigation. This committee includes representatives from Legal, Finance, Compliance, People, and Strategy.

Policies and guiding documents

At Elekta, our management system is guided by our Code of Conduct and a suite of global policies. The Code of Conduct defines the ethical standards and professional behavior we expect in our interactions with colleagues, customers, and business partners. We also maintain a separate Code of Conduct for our suppliers. Available in 12 languages, our Code of Conduct is reinforced by global policies from the Board of Directors and the President and CEO, including the Global Environment Policy, Corporate Compliance Policy, and People & Human Rights Policy. We review and update the global policy framework annually.

Engagement in sustainability networks

Elekta actively participates in networks and industry associations focused on sustainability and human rights. This involvement ensures we contribute to and stay informed about the global sustainability agenda. We collaborate with and engage in organizations such as:

- UN Global Compact and its Swedish network
- Responsible Minerals Initiative (RMI)
- ICC Sweden’s Sustainability Committee
- COCIR (e.g. the EHS steering committee)

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Materiality

Every year, Elekta conducts a Double Materiality Assessment (DMA) in accordance with the latest sustainability reporting regulations. In the fiscal year 2024/25, we updated our methodology to align with the latest European Financial Reporting Advisory Group (EFRAG) guidelines. This assessment helps us identify material matters and information to report on. The DMA includes two dimensions: impact materiality and financial materiality.

- **Impact Materiality:** the ESG impacts where Elekta has, or can have, effects on the environment and people.
- **Financial Materiality:** the ESG risks and opportunities that have, or can have, an effect on Elekta as a company.

A sustainability matter is considered material if it meets the criteria for impact materiality, financial materiality, or both.

Process and stakeholder engagement

This year, we have increased the granularity of our DMA analysis. We have moved from a topic-level analysis to sub-topic and sub-sub-topic levels. This increased granularity allows Elekta to pinpoint material impacts, risks, and opportunities more accurately. As a result, we focus on the most important mandatory disclosure requirements.

Elekta has identified 11 material sustainability sub-topics. The results have been reviewed and approved by the Board.

This report is prepared according to the Global Reporting Initiative (GRI 2021) standards. We continue to report under GRI while preparing for future compliance with the Corporate Sustainability Reporting Directive (CSRD). See our GRI alignment in the content index on [page 93](#).

Impact Materiality Assessment

Elekta refined its Impact Materiality Assessment by engaging internal experts to identify and evaluate material sub topics and, where applicable, sub-sub topics listed in European Sustainability Reporting Standards (ESRS) 1 Appendix A. We examined Elekta’s business activities, relationships, sustainability context, and key stakeholders across the value chain, analyzing sources to identify actual and potential impacts. This process used the ESRS guidelines to assess the scale, scope, remediability, and severity of

each impact over different time horizons. Likelihood was measured using the same grading system as Elekta’s Enterprise Risk Management (ERM) system. The resulting list determined which material sub topics are relevant from an Impact Materiality perspective under the CSRD.

In 2022/23, Elekta conducted an Impact Materiality Assessment according to the GRI standards, engaging with investors, employees, customers, and an external human rights expert. The analysis was validated with input from an investor and external consultants. For 2023/24, the previous year’s findings were supplemented by a value chain analysis across the sustainability matters presented by the ESRS.

Our scoring methodology in the Impact Assessment aligns with the ESRS requirements. Elekta’s definitions are based on the guidance from the EFRAG and our ERM system. The materiality threshold was updated to match the ERM threshold.

Financial Materiality Assessment

This year, Elekta conducted a Financial Materiality Assessment by first collecting risks identified by stakeholders across the organization during the annual ERM review. These risks were then filtered based on their ESG relevance and matched with ESRS’s list of sustainability matters. This initial set of risks, already scored and approved as part of the ERM process, provided a foundation for further analysis.

Building on this foundation, additional risks and opportunities were identified and assessed based on the ESRS list of sustainability matters. These were evaluated using ESRS guidance and Elekta’s ERM scoring system, which considers both impact and likelihood. The results were then shared with the Risk function to ensure alignment. This comprehensive process determined which sub-topics are material from a Financial Materiality perspective under the CSRD.

Elekta’s material topics

ESRS Topics	ESRS sub-topics	Meteriality	Location
E1 Climate Change	Climate change mitigation	Impact	Own organization, up- and downstream
	Energy	Impact	Own organization and downstream
	E2 Pollution	Impact	Upstream
E5 Circularity	Resource inflow	Impact	Upstream
S1 Own workforce	Working conditions in own workforce	Double	Own organization
	Equal treatment and opportunities for all in own workforce	Impact	Own organization
	S2 Workers in the value chain	Impact	Upstream
S4 Consumers and end users	Access to healthcare	Double	Downstream
G1 Business conduct	Corporate culture	Financial	Own organization
	Corruption and bribery	Financial	Own organization
	Management of relationship with suppliers including payment practices	Financial	Own organization and upstream

Note E

Environment

Highlights 2024/25

Change in greenhouse gas emissions from scope 1, 2 and 3

-9%

Proportion of electricity from renewable sources

51%

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Elekta is committed to transforming our business for a low-carbon future. We continuously identify areas where we can most significantly reduce our environmental impact, ensuring we guide the business in a direction that fosters resilience while protecting the planet.

As we conclude ACCESS 2025, we have the opportunity to reflect on our progress in environmental sustainability and the valuable lessons learned that will guide our future efforts. We are particularly proud of how we have formalized our sustainability initiatives, making environmental sustainability a more integrated part of our business strategy.

We have established a stronger foundation for our sustainability work by creating robust governance structures and processes. Additionally, we have invested time and resources in improving data quality and methodologies. These advancements enable us to make informed, data-driven decisions within a broader business context. As a result, we are now better positioned to investigate, analyze, decide, and execute our environmental strategy effectively.

Climate change mitigation

Climate change has extensive impacts on the environment, society and individuals. At Elekta, we recognize our role in this global challenge through the greenhouse gas emissions generated across our value chain. We are committed to minimizing our impact by reducing emissions in line with the Paris Agreement. Our science-based targets (SBTs), validated by the Science Based Targets initiative (SBTi), cover scopes 1, 2, and 3.

While Elekta's operations account for 2 percent of our total emissions, the majority stem from the use of our products and our supply chain. We are committed to addressing these areas to make a meaningful difference. For more details, refer to the Calculation methodology for climate change on [page 80](#).

This year, Elekta acquired new software to enhance our greenhouse gas emissions accounting. Through the implementation, we have reviewed and optimized our calculation methodology, data sources, data quality, as well as reporting, controlling and review processes.

Total emissions across all scopes dropped by 9 percent in 2024/25 compared to the previous year.

Our scope 1 and 2 emissions fell by 17 percent as a result of better data accuracy and targeted operational improvements (SBT 1). Scope 1 emissions alone dropped by 18 percent, driven by enhanced activity-based data collection on Elekta's car fleet and gas consumption. We also improved SF6 handling during linac testing, which significantly reduced leakage.¹⁾

For scope 2, market-based emissions fell 15 percent due to an overall reduction in electricity consumption, better data from facilities and offices, and a refined methodology for estimating electricity use in smaller offices due to limited metering infrastructure. Renewable electricity consumption dropped slightly to 51% due to a more accurate calculation methodology (SBT2).

Our scope 3 emissions decreased by 9 percent. Scope 3 is where the majority of Elekta's emissions occur, covering upstream and downstream activities across our value chain. We improved data sources and quality across multiple scope 3 categories, enabling more accurate footprint estimates and better decision-making. Logistics emissions dropped by 20 percent due to reduced air and road freight weight. Business travel emissions fell by 6 percent, and a more focused procurement strategy led to lower spend and an 11 percent drop in related emissions.

Energy

Where renewable energy is available, Elekta is transitioning to a 100 percent renewable energy supply for our offices. In 2024/25, we consolidated several North American offices, which led to reduced energy use. This included merging our California offices into a new facility where renewable electricity is now part of the energy mix. Our office selection process continues to prioritize locations with access to renewable electricity wherever possible. In regions where renewable electricity is not currently available, we are actively exploring market-based options to support our 100% renewable electricity target.

In locations where renewable energy is already in place, we have invested in reducing energy consumption. Examples include the installation of energy-efficient heating in our Veenendaal manufacturing site in the Netherlands and the installation of



¹⁾ 854tCO₂e is associated with SF6 use in 2024/25.

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voltage optimization in our Crawley manufacturing site in the UK. Elekta continues to identify and implement energy-saving opportunities wherever possible.

Resource use and circular economy

Elekta procures materials and components for its manufacturing process. We prioritize sustainable consumption and production, aligning with the global Sustainable Development Goal (SDG) 12. We are dedicated to managing materials sustainably throughout our value chain, from sourcing to end-of-life product handling, to minimize environmental impact.

Our goal is to produce eco-designed products, considering the entire product lifecycle footprint. We make design decisions based on significant requirements related to energy use, material selection and quantity, modularity for upgradability, and repairability and serviceability. Software upgrades also contribute to extending the product life.

In 2023/24, we initiated a project to update Elekta’s eco-design procedures in accordance with the latest global best practices. This project aids in harmonizing and simplifying eco-design activities across our business lines. These efforts ensure our on-going compliance with eco-design standards like IEC 60601-1-9 and help us respond to the growing demand for information and data driven by green public procurement policies.

We have focused on product circularity opportunities within our Linac Solutions area. In 2024/25, we have continued with our parts refurbishment program for components deemed suitable at product end-of-life. We have introduced refurbishment with further suppliers and actively using refurbished panels and x-ray housing tubes. We have started replacing non-recyclable composite materials in our Linac cover parts with recyclable standard polymers (ABS).

Elekta remains committed to reducing packaging waste. We continue to collaborate with our suppliers to incorporate resource efficiency and circularity into our packaging development process. We use lifecycle carbon footprint, resource use, and recyclability data to guide packaging design decisions.

In the Brachy Solutions area, we successfully redesigned our prostate solution with a strong emphasis on eco-design principles. This initiative resulted in a 20 percent reduction in energy consumption through the use of more efficient electronics. Additionally, we improved the material composition of the product, achieving over 80 percent recyclability and reducing its weight by more than 15 percent, which also contributes to a reduction in transport-related CO₂ emissions.

Eliminating landfill is a priority for Elekta, as is responsible management of hazardous and non hazardous waste. Our largest manufacturing sites send zero waste to landfill.

Substances of very high concern

Certain minerals such as cobalt and tungsten, used in select products, are often sourced from high-risk or conflict-ridden areas where extraction may be linked to modern slavery-like conditions. As a member of the Responsible Minerals Initiative (RMI), we actively work with them to trace our product minerals’ origins to ensure they are mined under verified conditions. In 2024/25, all our tungsten suppliers used smelters that were approved by the Responsible Minerals Initiative (RMI). All our cobalt suppliers have signed Elekta’s Supplier Code of Conduct or its equivalent. Additionally, Elekta products includes small amounts of tantalum, tin, and gold.

Environmental compliance

Elekta’s Global Environment Policy outlines our commitment to managing, and where possible, reducing environmental impacts. This is achieved through an Environmental Management System (EnMS) certified to international standards (ISO 14001).The EnMS establishes processes to minimize environmental impact and guide Elekta towards more sustainable operations. It ensures compliance by helping us meet legal requirements for products and operations. We also ensure that our products meet environmental standards by adhering to restrictions on hazardous substances and global chemical policies.

In 2024/25, Elekta faced no significant fines or sanctions for noncompliance with environmental laws.

Key compliance risks can be found in our supply chain, involving suppliers with complex manufacturing processes. Suppliers must follow environmental legislation and management systems, as outlined in our Supplier Code of Conduct. In 2024/25, we introduced a new tool that evaluates suppliers and third-party entities for ESG risks, providing comprehensive insights and risk rankings to identify areas for improvement and make informed decisions. Further information is on [page 91](#).



Read about Elekta employees driving our sustainability agenda at elekta.com

¹⁾ Two manufacturing sites are currently certified under ISO14001. Elekta is actively working towards certifying its Global EnMS.

Environment, cont.

Targets and progress

	Targets	Progress 2024/25	Next steps/Target updates
Emissions and energy ¹⁾	SBT 1: Reduce scope 1 and 2 emissions by 46.2 percent by end of 2031/32 (base year 2021/22) ²⁾ .	On track. Emissions in scope 1 and 2 decreased by 17 percent during the year, due to improved data quality and operational changes.	Target retained.
	SBT 2: Transition to 100 percent renewable electricity by end of calendar year 2030.	Not on track. Consumption of renewable electricity decreased to 51 percent due to a more accurate calculation methodology (down from 59 percent in 2023/24). Target actions identified to increase renewable energy consumption.	Target retained.
	SBT 3: Reduce emissions from use of sold products and end-of-life (EoL) treatment of sold products by 55 percent by end of 2031/32 (base year 2021/22) ²⁾ .	On track. Emissions intensity of sold products decreased to 88kgCO ₂ e/treatment course, down from 96kgCO ₂ e/treatment course in 2023/24.	Target retained.
	SBT 4: Engage selected suppliers to have science-based targets or equivalent by fiscal year 2026/27. The targeted selection corresponds to 45 percent of supply chain emissions.	Not on track. We have continued to supported our top suppliers to transition into science based targets or equivalent, further improving Elekta's own emission coverage to 16 percent. Significant geopolitical events in the year have caused Elekta's suppliers to slow their respective SBT plans.	Target retained.
Materials efficiency and waste	Increase number of components in the components take-back program.	Not on track. A decrease this year from 42 to 28 components, driven by end-of-life and obsolescence management.	Continue to review opportunities for circularity.
	Circularity strategy and initiatives to be expanded.	Achieved. Continued refurbishment of key parts with key suppliers in China and Germany. Developed recycling and refurbishing ability into our future product offerings. Assessed regulatory feasibility to support exploration of service part refurbishment opportunities across key regions. Took back the first installed Versa HD product in the UK with a view to investigating end of life circularity options.	Continue to review opportunities for circularity.
	Send zero waste to landfill by 2024/25 from our four main sites (UK, Netherlands, Sweden, China) and improve data quality at remaining sites.	Achieved. Zero waste to landfil from Elekta's four main sites. Collection of waste data from 11 sites.	Target retained.

¹⁾ Elekta has four science-based targets (SBTs) referred to as SBT 1-4.
²⁾ The baseline 2021/22 was selected because it was the first year with a complete dataset across all scopes.

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Results 2024/25

Energy consumption within the organization

	2024/25	2023/24
Energy consumed (kWh)	31,497,429	38,464,574
Energy intensity:		
Energy consumed (kWh)/net sales (SEK M)	1,748	2,123

Greenhouse gas emissions (across value chain)

tCO ₂ e	2024/25	2023/24	Baseline 2021/22 ¹⁾
Scope 1: Direct emissions	5,007	6,141	5,722
Scope 2: Indirect emissions, market-based	3,181	3,760	2,859
Scope 2: Indirect emissions, location-based	4,347	5,016	6,206
Scope 3: Other indirect emissions	482,753	531,640	569,097
Purchased goods and services (cat. 1)	196,892	226,483	291,584
Capital goods (cat. 2) ²⁾	3,973		
Fuel- and energy-related activities (cat. 3)	2,232	2,737	2,212
Upstream transportation and distribution (cat. 4)	13,342	16,615	17,422
Waste generated in operations (cat. 5)	276	586	–
Business travel (cat. 6)	16,117	17,071	9,810
Employee commuting (cat. 7)	8,019	6,738	4,648
Use of sold products (cat. 11)	241,738	261,244	243,221
EoL treatment of sold products (cat. 12)	165	167	200
Total emissions, scope 1–3	490,941	541,542	577,678
Emission intensity:			
Total emissions (tCO ₂ e) / net sales (SEK M)	27	30	40
Total emissions (tCO ₂ e) / employees	108	115	120

¹⁾ Our baseline 2021/22 has not been recalculated this year. Mobile combustion emissions in 2021/22 were quantified utilizing a preceding methodology.
²⁾ Capital goods (cat. 2) were previously reported as part of purchased goods and services (cat. 1).

Take back of components for refurbishment

	2024/25	2023/24
No of components for take-back	28	42

Materials

(weight in tons)	2024/25	2023/24
Non-renewable materials	3,721	3,742
Renewable materials	932	936
Total	4,652	4,677

Waste generated 2024/25

(weight in tons)	Total, generated waste	Diverted from disposal	Directed to disposal
Hazardous	3	3	1
Non-hazardous	650	220	430
Total	654	223	431

Waste diverted from disposal 2024/25

(weight in tons)	Onsite	Offsite	Total
Hazardous waste			
Preparation for reuse	–	2	2
Recycling	–	–	–
Other recovery operations	–	1	1
Total, hazardous waste	–	3	3
Non-hazardous waste			
Preparation for reuse	–	1	1
Recycling	–	219	219
Other recovery operations	–	–	–
Total, non-hazardous waste	–	220	220
Total waste diverted from disposal	–	223	223

Waste directed to disposal 2024/25

(weight in tons)	Onsite	Offsite	Total
Hazardous waste			
Incineration (with energy recovery)	–	–	–
Incineration (without energy recovery)	–	–	–
Landfilling	–	–	–
Other disposal operations	–	1	1
Total, hazardous waste	–	1	1
Non-hazardous waste			
Incineration (with energy recovery)	–	13	13
Incineration (without energy recovery)	–	399	399
Landfilling	–	18	18
Other disposal operations	–	–	–
Total, non-hazardous waste	–	430	430
Total waste directed to disposal	–	431	431

Fines for environmental non-compliance

	2024/25	2023/24	2022/23
Number of fines	–	–	–

Calculation methodology

Climate change
Elekta adheres to the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, reporting GHG emissions as carbon dioxide equivalents (CO₂e). The base year is 2021/22. We use an operational control approach for our organizational boundary and a market-based approach for scope 2 emissions.
For scope 1 and 2 emissions, Elekta collects 11 months of activity data and estimates the 12th month if data is provided by an external vendor. Data is estimated for smaller sites and locations where no data is reported. Product-related emissions are estimated based on order data. Elekta does not offset emissions.
Emission factors are sourced from a mix of publicly available databases and subscription-based resources, including IEA, AIB, DEFRA and Exiobase.

Resource use and circular economy
Elekta uses non-renewable materials like metals, composites, ceramics, and electronics in manufacturing, while renewable materials such as wood and cardboard are mainly used for packaging and transport.
Waste data is collected from 11 Elekta sites in CN, FI, GB, JP, NL, PL, SE, TR, and US.

For detailed information, see [elekta.com](#).

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EU Taxonomy reporting 2024/25

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The EU Taxonomy Regulation (the Taxonomy) is a classification system for sustainable economic activities, with the purpose of facilitating investors’ assessments of companies’ performance in relation to climate and the environment, with the aim of redirecting capital flows to sustainable businesses.

The analysis of economic activities is done in relation to the European Union’s six environment objectives:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

Activities covered by the Taxonomy are called taxonomy-eligible activities. For these activities, the delegated acts complementing the Taxonomy define performance criteria for the environmental objectives, as well as minimum safeguards for the protection of human rights and labor law. An activity is considered taxonomy-aligned if it contributes substantially to one or several of the objectives, without causing significant harm to the other objectives, and meets the defined minimum safeguards.

Taxonomy eligibility

To enhance the Group’s taxonomy reporting, Elekta closely follows the developments relating to the Taxonomy, its delegated acts, and guidance issued.

We analyze the Group’s activities, based on NACE codes (Nomenclature of Economic Activities) and in-depth knowledge of the Group, to identify activities and financial transactions that relate to the share of taxonomy-eligible turnover, capital expenditure and operational expenditure.¹⁾ We reviewed activities eligible for climate change mitigation with reference to these three criteria of (i) substantial contribution, (ii) do no significant harm (DNSH), and (iii) minimum safeguards.

Turnover

Elekta’s turnover (also called net sales) amounted to SEK 18,016 million in 2024/25, see [Note 7](#). No portion of the turnover is attributable to activities covered by the delegated acts. Elekta’s

main activity, the manufacturing of medical technology, is not currently taxonomy-eligible under the first two environmental objectives. Under objective four, Transition to a circular economy, an activity comprising manufacturing of electrical equipment is included. However, Elekta has not deemed the definition to be clear enough to consider this activity in this year’s reporting.

Capital expenditure (CapEx)

In 2024/25 Elekta’s capital expenditure, including property, plants and equipment, corresponded to SEK 1,886 million, see [Notes 18, 19, 20](#), of which 7.8 percent has been considered taxonomy eligible. Taxonomy-eligible capital expenditure relates to facility upgrades (CCM 7.3), and long-term leasing of hybrid and electric cars (CCM 6.5). Elekta does not have a CapEx plan in place.

Operating expenditure (OpEx)

Elekta’s operating expenditure of SEK 1,042 million in 2024/25, covers direct capitalized costs that relate to research and development, building renovation measures, short-term lease of vehicles, maintenance and repair and other direct expenditures relating to the day-to-day servicing of property, plants and equipment. 3.2 percent of this operating expenditure is considered taxonomy-eligible and primarily includes facility maintenance and upgrades (CCM 7.4) and short-term leasing of hybrid and electric cars (CCM 6.5).

Taxonomy alignment

In an analysis of its small share of taxonomy-eligible activities, Elekta identifies a small proportion as taxonomy-aligned. The taxonomy-aligned activities refer to lease of electric and hybrid cars, energy efficient lighting and temperature solutions for our offices (CCM 6.5 and CCM 7.3).

The minimum safeguard criteria focus on human rights, corruption, fair competition and tax, and stipulates that a company should have robust processes and compliance controls in place, and that there are no breaches or violations. Elekta is aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, and therefore assesses that, for the taxonomy-aligned activities, the

company complies with the minimum safeguards of the Taxonomy. Elekta has relevant policies in place, see [page 75](#) and the Governance section [pages 89–91](#), and has supply chain processes including Supplier Code of Conduct, see [page 84](#).

For the complete taxonomy tables, see [pages 96–98](#).

Nuclear energy related activities	Yes/No
The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas-related activities	Yes/No
The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

¹⁾ The Taxonomy Regulation’s definition of operating expenditure does not correspond to that of IFRS and Elekta’s financial statements.

Note S

Social

Highlights 2024/25

Access to cancer care in underserved markets:

Reached over 300 million people globally

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Elekta is a global organization with a wide range of stakeholders across society. Through the provision of innovative products and services, as well as education and training, we aim to drive access to cancer care for patients globally.

We work in partnership with customers, governments and other stakeholders. Through interaction with academia in different ways we foster innovation and research to maximize social value.

Own workforce
Working conditions

Elekta’s employees

Elekta has a global workforce of 4,556 (4,718) people.¹⁾ We occasionally use contractors for specific projects. Our number of employees is not impacted by seasonal variations. The human resources data has been collected from Elekta’s People system and refers to end-of-year employee data.

Employee engagement and development

Passionate and engaged employees enable Elekta to successfully drive our strategy of access to healthcare, and employee development is core to Elekta’s strategy. Individual performance is reviewed throughout the year with a formal annual review against role specific targets, our team and leadership cornerstones.

Our policy is that all employees receive performance and career development reviews during the year.

Continuous competence and leadership development are priorities for Elekta. We have development training for all employees and global leadership development programs for both managers and project leaders. The content and delivery methods are reviewed regularly to ensure alignment with our strategy and the demands of employees and leaders, and specifically in relation to well-being, diversity, equity and inclusion.

Comprehensive and globally implemented employee engagement surveys are conducted quarterly with monthly pulse check surveys. The last quarterly survey was conducted in May 2025 and the results show overall high scores compared to industry benchmarks.

¹⁾ Headcount includes all individuals with an active employment contract with Elekta, either on an indefinite contract or a fixed-term contract (short or long term). Interns, contingent workers, and contractors are excluded unless otherwise specified.

Occupational health and safety (OHS) and non-discrimination
Elekta works to ensure the physical and psychological health, and safety of our employees. Discrimination, harassment or bullying poses health risks for employees and contractor partners, and are not tolerated in any form. During the year, there have been five incidents of breaches against our People & Human Rights policy (discrimination, harassment, bullying), of which all have been investigated and resolved without further actions. Reported incidents are reviewed by the local People Operations function and by an independent party. People Operations work with external occupational health providers and utilize these services on occasions where independent and professional advice is sought in relation to employees’ health and well-being matters.

Our manufacturing sites have local OHS management systems that have been developed to comply with local legal requirements. All procedures cover both employees and contractors working on behalf of Elekta. Local OHS committees, or on-site working groups, identify hazards, assess risks and investigate workplace incidents.

They meet quarterly and are comprised of representatives from local management teams, health and safety specialists and employees. Workplace accidents are followed up by collecting data from production sites involving manual manufacturing work. In 2024/25, Elekta recorded one lost time incident. Elekta’s UK site has continued to report all near misses, which expedites corrective actions to prevent future accidents and lost time incidents.

OHS risks linked to our business include radiation and off-site installations. Safety measures related to radiation include purpose-built shelters for testing, personal dosimetry for workers exposed to radiation and regular occupational health physical exams. Risk assessments are in place for all workplace activities. Specially trained OHS managers also complete walk-around audits to identify hazards and investigate reported incidents.

External advisors are consulted in these activities. When hazards are identified or incidents occur, the internal processes are reviewed, and risk assessments updated.

Work-related hazards and hazardous situations are reported, either to the closest manager or directly to the health and safety

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manager. Specific instructions and routines have been established for workers engaged in off-site installations, for example with installations or service at hospitals. These employees are always required to evaluate their working conditions and may discontinue their work until any identified health and safety issues have been resolved.

Training in health and safety is provided to workers according to role-specific needs and responsibilities. As stipulated in both our Code of Conduct and in our People & Human Rights policy, roles that require specific safety instructions and protection are to receive all necessary training and to be equipped with the right personal protective equipment and tools before starting work.

Health and safety training covers general work practices as well as specific work-related hazards including the use of chemicals and radiation. Health and safety information is communicated through the line organization and through work safety Tool Box Talk meetings where workers are required to participate. Employees are also consulted in the development, implementation, and evaluation of the safety management systems.

Elekta partners with non-occupational healthcare providers as part of the compensation system at many sites. Other sites offer annual medical exams. We also encourage employee well-being and health through webinars and sponsor company sports associations, team well-being events and health awareness campaigns.

Equal treatment and opportunities for all

Our employees are instrumental to the success of Elekta in executing our business strategy and purpose, see [▶ page 9](#). With a team of more than 4,500 employees globally, Elekta impacts people and societies around the world. Identified employee risks include occupational health and safety (OHS) as well as discrimination.

Elekta’s People & Human Rights policy is based on international standards for human and labor rights and aims to promote a culture of diversity, inclusion, equity and belonging, to ensure the highest OHS standards. In addition, Elekta’s global People Agenda aims to enable our employees to successfully execute our business strategy. The agenda is based on:

- Driving capability development to ensure delivery of our corporate strategy, with systematic talent management that ensures a future talent pool of both leader and specialist competencies
- Strengthening our culture to secure a sustainable delivery of our strategy
- Continued improvement of the Diversity, Equity, Inclusion and Belonging agenda
- Proactively driving organizational effectiveness and efficiency.

Diversity and inclusion

As a global employer, Elekta acknowledges the importance of building a culture of diversity, equity, inclusion and belonging to attract and retain engaged employees with diverse perspectives to drive our business strategy forwards and achieve our targets.

Diversity and inclusion (D&I) are identified among the UN SDGs as fundamentals for the global community in creating a sustainable future, as it has far-reaching effects on innovation, risk management and creativity in society and the economy. From a human rights perspective, it is central to allow each individual equal opportunities and to not tolerate any form of discrimination.

For Elekta, a culture of diversity, equity, inclusion and belonging is instrumental to growing our business. Everyone at Elekta should be given equal opportunities, regardless of gender, age, sexual orientation, ethnicity, nationality, religion or any other potential basis for discrimination, as outlined in Elekta’s People & Human Rights policy. Elekta drives a broad diversity and inclusion agenda to create a workplace where all employees can thrive and work to their full potential.

The diversity and inclusion strategy is an integrated part of the people strategy as led by the Global People Leadership Team. Each organizational unit has a dedicated diversity and inclusion lead appointed, supporting the respective management teams in adapting the strategy to suit their needs and executing initiatives to drive the diversity and inclusion agenda throughout the business.

Gender diversity is a focus area for Elekta. We assess gender pay gaps for comparable roles internally. The assessments are conducted locally and are based on local regulations and legal requirements. Our target for gender diversity in fiscal year 2024/25 was to increase the underrepresented gender (female) in senior leadership to more than 27 percent, business-critical positions to 30 percent, and women in the company to 31–32 percent. We have not reached the target regarding women in senior leadership, currently standing at 23 percent. For women in the whole company, we are at 30 percent and for business-critical positions we are currently at 22 percent. This is not satisfactory, and we continue to strive for a more diverse and inclusive workplace for all.

We believe in creating an inclusive workplace where our people can be their authentic selves and feel like they belong and work to their full potential. We are convinced that this helps fuel a culture of innovation and high performance, where employees are empowered to work towards a world where everyone has access to the best cancer care. Part of the D&I strategy entails strengthening our employee resource groups and the Diversity, Equity, Inclusion and Belonging committees that are set up in some of the countries and regions where we are present.

This year, we have seen the growth of employee resource groups and plans are in place to continue supporting and growing them. Examples include affinity groups for Veterans, a Next Generation group specifically for Sweden, and a Global Women’s Initiative group. The groups aim to improve Elekta as a workplace, for example by creating a sense of belonging through networks and social activities, as well as learning opportunities for their members. Participation in these groups and their activities is open to all.

Collective bargaining agreements

All employees have the right to join a trade union and to bargain collectively in accordance with local laws and applicable conventions. Everyone who works for Elekta has the right to fair terms, remuneration and working conditions according to local legislation and standards, including contractual working time, time to rest, overtime and holidays. Employees, whether they are

Social, cont.

covered by collective bargaining agreements or not, are competitively and fairly compensated for their work.

Workers in the value chain

Elekta sources materials and components from suppliers across the world. Through its interactions, Elekta contributes to job creation locally but acknowledges that it may also have impacts on people and human rights in the supply chain, and actively works to mitigate any negative impact.

Elekta is committed to respecting human rights as outlined in our People & Human Rights Policy and our Code of Conduct. Elekta also applies a Supplier Code of Conduct, which puts detailed human and labor rights requirements on our suppliers. The Supplier Code is based on internationally established human rights enshrined in the International Bill of Human Rights, as well as fundamental rights at work and international labor standards enshrined in the Core Conventions of the International Labour Organization (ILO). It also covers sourcing of conflict minerals, business ethics, and environmental protection and requires our suppliers to demand the same of their suppliers. The Supplier Code of Conduct has been updated to provide information on how to raise issues in the supply chain through Elekta’s compliance helpline.

Most of our suppliers of direct materials do not operate in countries with known human rights issues. Such impacts may be located further upstream in our supply chain, where there may be risks regarding excessive overtime, lack of freedom of association, forced labor or wages below the living wage.

Some of our products contain minerals such as cobalt and tungsten, which are often mined in high-risk or conflict-affected areas where there might be modern slavery-like working conditions connected to their extraction. We are members of the Responsible Minerals Initiative and are working with them to trace the sources of minerals in our products, ensuring the minerals are extracted under verified working conditions. In 2024/25, all suppliers of products with tungsten that used smelters were validated

by the Responsible Minerals Initiative. All suppliers of cobalt have signed Elekta’s Suppliers Code of Conduct or equivalent. Elekta is using minor quantities of tantalum, tin and gold.

Consumers and end users
Access to healthcare

Access to healthcare, in particular radiotherapy, lies at the heart of our ACCESS 2025 business strategy and purpose. Elekta makes a positive impact on people and society by improving cancer care access globally. By expanding our reach in underserved low- and middle-income countries (LMICs), we contribute to closing the treatment access gap. Ensuring more individuals have access to cancer care constitutes a significant contribution to society, local economies and human rights.

We set an ambitious target to provide radiotherapy access to 300 million people in underserved markets by the end of 2024/25. We are proud to announce that we achieved this goal in the first half of the year with the installation of over 825 linacs.

Elekta further enhances healthcare access by supporting the Elekta Foundation, a non-profit organization with a mission to improve cancer care access in underserved countries. Since 2022, the Foundation has focused on cervical cancer in Rwanda. In 2024, the Elekta Foundation and the Rwandan Minister of Health announced their commitment to eliminating cervical cancer by 2027, three years ahead of the WHO’s goal.

The Foundation’s model includes screening for both cervical and breast cancer, optimizing early detection. In 2024/25, Elekta contributed SEK 10 million to the Foundation’s initiatives aimed at preventing and detecting cervical and breast cancer early in Rwanda. These efforts are crucial in regions with limited awareness and inadequate access to cancer care, including a lack of radiotherapy services and trained radiotherapy clinicians.

Since its inception, the Foundation has screened over 180,000 women for cervical cancer and treated more than 3,200 women for precancerous lesions. Additionally, over 160,000 women have been screened for breast cancer, and a community-based

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palliative care program has been developed. Furthermore, over 6,500 radiotherapy clinicians from low- and middle-income countries have received free training.

Innovation and R&D

Elekta invests in R&D to develop cutting edge radiotherapy solutions and software that enable hospitals and clinics to both

increase throughput and treat more indications. Read about our innovation efforts on [page 12](#).

Policy and partnerships

Elekta’s Global Policy and Patient Access department provides expertise and serves as a partner to policy makers in different countries in building sustainable healthcare systems with a focus on cancer and radiotherapy. The department manages partnerships with organizations such as the International Atomic Energy Agency (IAEA), Global Coalition for Radiotherapy, and ESTRO Cancer Foundation. Elekta supports organizations that raise awareness around radiotherapy with in-kind resources, funds and clinical experts.

In 2024/25, Elekta has directly or via partners engaged with governments globally and supported them in shaping policies and collaborations to enhance access to cancer care, specifically radiotherapy.

Our success in systematically expanding access to high-quality radiotherapy hinges on aligning financial incentives with clinical best practices. The Lancet Oncology Radiotherapy Commission report, featuring Elekta’s commentary, highlights the need for increased funding for research on treatments that dramatically improve access and the implementation of appropriate reimbursement systems.¹⁾

The Swedish government supports global healthcare and cancer dialogues through visits by the Royal family and high-level delegations, including to Singapore and Japan this year, and regular embassy support in numerous countries. A notable new collaboration is the Swedish-Indonesia Innovation and Sustainability Program in healthcare, where Elekta has worked with local partners and the Ministries of Health from both countries to upskill workforce capabilities in radiotherapy.

Elekta’s partnership with the IAEA has grown, supporting countries and advocating for access to radiotherapy. Collaboration in brachytherapy has increased access to radiotherapy in Honduras, Mexico, Albania, Ukraine, Malawi, to name a few. The Lancet Oncology Commission provides important data, and more joint projects will be discussed.

In addition, the Elekta Foundation continues to reinforce our commitment to raising awareness about cancer and the importance of early detection.

Customer financing

By partnering with third-party financiers, including leasing companies or export credit agencies, we enable financing solutions and alternative payment models that make modern radiotherapy technology more affordable for clinics. Additionally, we are strengthening our partnerships with international development banks and other funding sources from both public and private parties to support the implementation of radiotherapy treatment.

Product quality

Quality and safety in all products and offerings are a top priority for Elekta to ensure patient safety at all times. The aim is to meet the highest possible safety standards for all products, for customers and patients, as well as for the company’s own installation and service employees. Our products are developed, manufactured, marketed, sold, and serviced in accordance with quality-controlled processes.

As a medical device manufacturer, Elekta must comply with strict and comprehensive international legal requirements and product safety standards. Elekta is certified according to ISO 13485. Requirements in national regulations are implemented as applicable in concerned procedures, such as the requirement of reporting incidents and recalls. Quality management systems are reviewed by both internal and third-party auditors and certified by external regulatory bodies and authorities that conduct regular inspections.

Data privacy is managed by Elekta’s Global Data Privacy organization. The organization uses a GDPR+ methodology whereby the default approach is GDPR compliance and adjustments are made to this approach based on specific country-by-country requirements.



¹⁾ Abdel-Wahab et al 2024; Lancet Oncology; Radiotherapy and theranostics: a Lancet Oncology Commission; <https://www.thelancet.com/commissions-do/radiotherapy-theranostics>

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Targets and progress

	Targets	Progress 2024/25	Next steps/Target updates
Own workforce	Increase eNPS (employer net promoter score) to 30 by 2025/26. The eNPS measures employees' willingness to recommend the organization as an employer to others, with a scoring range from a low of -100 to a high of +100.	Not on track. eNPS 8.	Target retained.
	Maintain voluntary attrition rate in the 7-8 percent range.	Target achieved. Voluntary attrition currently at 7 percent.	Target retained.
	Improve overall employee experience based on results from individual employee and team discussions, comprehensive or pulse surveys and other dialogue forums.	Quarterly Pulse Surveys have during the year remained high and above benchmark regarding employee engagement.	Target to remain above benchmark retained.
	Increase the underrepresented (female) gender representation in senior leadership positions to 27 percent by 2025/26.	Not on track. 23 percent female representation in senior leaderships roles.	Target retained.
	Systematically work to remove gender pay gap by 2027/28.	Gender pay gap reviewed for China, Netherlands, Sweden, UK and U.S. Gender pay gap currently at 3 percent.	Gender pay gap to be regularly reviewed. The methodology has been updated to more accurately display the gender gap. Using our revised methodology, the new baseline is 6 percent.
Supply chain	The Sustainable Sourcing Program (SSP) plans to engage 45 percent of our suppliers by emissions to also sign up to Science Based Targets (SBTs).	Not on track. We have continued to supported our top suppliers to transition into science based targets or equivalent, further improving Elekta's own emission coverage to 16 percent. Significant geopolitical events in the year have caused Elekta's suppliers to slow their respective SBT plans.	Continue to engage with our suppliers to drive further increases in those signing up to SBTs.
	Establish improved methodology to assess and manage the ESG performance of our key suppliers.	Following a selection process, the SSP has contracted with Dunn & Bradstreet to use their ESG tool. The use of this tool has been written into Elekta procedures to enable ongoing ESG assessments for our critical suppliers.	Finalize and roll out training for Procurement personnel.
	All suppliers of products with tungsten-used smelters are validated by the Responsible Minerals Initiative. All suppliers of cobalt have signed Elekta's Suppliers Code of Conduct or equivalent. Elekta is using minor quantities of tantalum, tin and gold.	Target achieved.	Maintain level of conformance and improve data quality on supplier processes.
Access to health-care	Increase the installed base by 825 linacs in underserved markets by April 30, 2025, compared to April 30, 2020.	Target achieved. Further information on page 84 .	N/a.

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Results 2024/25

Total number of employees by employment contract (permanent and temporary), by region

	2024/25		
	Permanent contract	Temporary contract	Total
Europe	2,141	34	2,175
North America	849	–	849
China	410	306	716
Middle East, Africa and India	310	–	310
Asia Pacific	245	–	245
Japan	129	12	141
South America	119	1	120
Total	4,203	353	4,556
	2023/24		
	Permanent contract	Temporary contract	Total
Europe	2,211	20	2231
North America	913	1	914
China	344	394	738
Middle East, Africa and India	324	–	324
Asia Pacific	249	–	249
Japan	136	7	143
South America	116	3	119
Total	4,293	425	4,718

Total number of employees by employment contract (permanent and temporary), by gender

	2024/25		
	Permanent contract	Temporary contract	Total
Men	2,919	228	3,147
Women	1,232	119	1,351
Non binary	3	1	4
Non-categorized	49	5	54
Total	4,203	353	4,556
	2023/24		
	Permanent contract	Temporary contract	Total
Men	2,959	278	3,237
Women	1,265	142	1,407
Non binary	2	–	2
Non-categorized	67	5	72
Total	4,293	425	4,718

Total number of employees by employment type (full-time and part-time), by gender

	2024/25		
	Full-time	Part-time	Total
Men	3,077	70	3,147
Women	1,283	68	1,351
Non binary	4	–	4
Non-categorized	54	–	54
Total	4,418	138	4,556

	2023/24		
	Full-time	Part-time	Total
Men	3,171	66	3,237
Women	1,340	67	1,407
Non binary	2	–	2
Non-categorized	71	1	72
Total	4,584	134	4,718

Diversity of governance bodies and employees in regards to gender, %

	2024/25			2023/24	
	Men	Women	Non binary	Men	Women
Board of Directors	75.0	25.0	–	50.0	50.0
Executive Committee ¹⁾	83.3	16.7	–	85.7	14.3
All employees ²⁾	69.0	29.7	0.1	68.6	29.9

¹⁾ Last year's data reflected executive management. For consistency, prior year figures have been restated to align with the current reporting on the Executive Committee.
²⁾ <2% of employees are not categorized.

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Diversity of governance bodies and employees in regards to age, %

	2024/25			
	<31 years	31–50 years	>50	No age recorded
Board of Directors	–	–	100.0	–
Executive Committee ¹⁾	–	33.3	66.7	–
All employees	9.2	63.2	26.7	0.9
	2023/24			
	<31 years	31–50 years	>50	No age recorded
Board of Directors	–	12.5	87.5	–
Executive Committee ¹⁾	–	42.9	57.1	–
All employees	9.7	62.6	26.2	1.5

¹⁾ Last year's data reflected executive management. For consistency, prior year figures have been restated to align with the current reporting on the Executive Committee.

Gender pay gap per region, %¹⁾

Country	FY24/25		FY23/24
	New methodology	Old methodology	Old methodology
China	104	105	113
Sweden	90	95	94
The Netherlands	88	92	87
United Kingdom	95	101	98
United States	98	99	99
All five countries	94	97	97

¹⁾ Beginning in FY24/25, a revised measurement methodology has been implemented to more accurately reflect the gender gap. The updated calculation now includes employees across all organizational levels and weights the gap according to employee representation within each job level. For comparison purposes, results are also presented using the previous methodology. Starting next year, only the new methodology will be used.

eNPS (Employee Net Promoter Score)

	2024/25	2023/24	2022/23
eNPS	8	10	12

Breaches against People Policy

	2024/25	2023/24	2022/23
Discrimination incidents	5, all resolved	3, all resolved	3, all resolved

Workplace incidents of lost time

	2024/25	2023/24	2022/23
Workplace incidents of lost time ¹⁾	1	–	–

¹⁾ Manufacturing sites in UK, US and China.

Consumers and end users

- Investigation of potential privacy-related issues, none of which arose as a result of complaints, and none of which resulted in exfiltration of patient or personal data.
- Elekta has not been subject to any significant fines or non-monetary sanctions for noncompliance with data privacy laws and no privacy-related cases were reported through the Elekta Integrity Line during 2024/25. For more information about the Elekta Integrity Line, see [page 90](#).

Calculation methodology

Gender pay gap

Gender pay gap is calculated by dividing the average salary of men by the average salary of women per job level and location and subtracting one. The gender pay gap reflects the pay gap across the organization and is not adjusted for differences such as years of work experience.

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Note **G**

Governance

Highlights 2024/25

Completion rate achieved in
Elekta's Conflict of Interest
declaration campaign

97%

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Corporate culture

In Elekta's ambition to drive access to cancer care worldwide, we are committed to combatting corruption and other unethical business behavior, which can undermine the sustainable development of societies, the economy and human rights.

In all transactions dealing with the sale of our solutions and services, Elekta employees are dedicated to ensuring compliance with laws and regulations and strive to work closely with regulating bodies. Our fundamental responsibility is to provide safe and effective products for customers and patients. Everyone working for or on behalf of Elekta must follow all applicable laws and regulations pertaining to interactions with government officials and healthcare professionals.

We implement effective compliance and integrity programs with emphasis on values and behavior, and our work is anchored in our Corporate Compliance Policy. We have developed a culture of ethical business conduct by establishing expectations for individual behavior across the organization and by embedding compliance into our business processes.

Corruption and bribery

The ethical business work is guided by our eight-point compliance program, focusing on high-risk legal areas in anti-bribery and corruption, competition law and trade compliance. The program is based on best practices defined by leading enforcement agencies that have been tailored to suit Elekta's needs, risks and challenges. The compliance strategy and compliance program are continuously honed to ensure most relevant risks and requirements are adequately addressed.

Relationships with suppliers

Elekta's revised Sustainable Sourcing Program (SSP) is managed via a standing agenda item on sustainable sourcing, within the regular Procurement Steering Group (PSG) meetings which includes Procurement Leaders from across Elekta's Business Lines.

The program covers a range of sustainability requirements and aims to identify and mitigate any nonconformances with Elekta's Supplier Code of Conduct, and to expand Elekta's understanding



of supply chain ESG impacts. SSP is managed by the Sustainable Sourcing Forum, which includes procurement directors and compliance representatives.

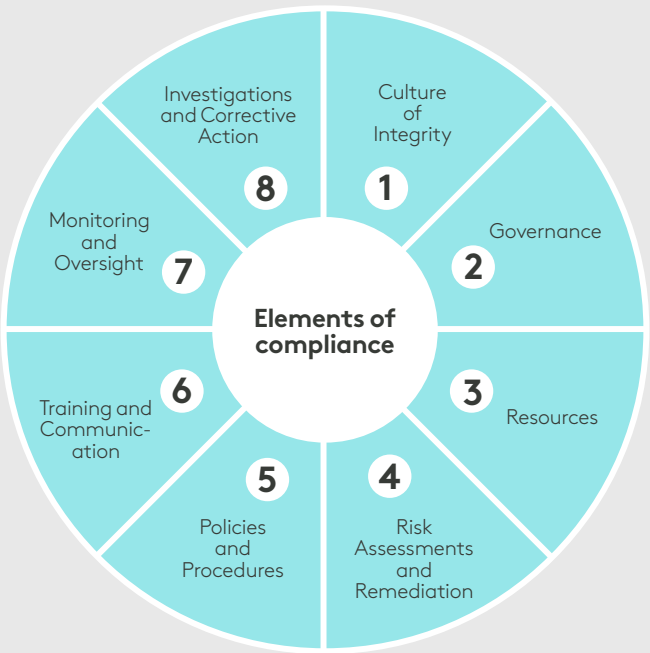
Elekta categorizes procurement activities into either direct or indirect sourcing. In 2024/25, in support of our legal requirement to comply with the EU Carbon Border Adjustment Mechanism regulations (CBAM), we delivered information exchange and data request overview sessions to 27 suppliers via a webinar, with Elekta Procurement managers also in attendance.

Elekta acknowledges increasing requirements for due diligence and the need to reduce negative impacts across the value chain. We are committed to further developing our processes throughout the supply chain. In 2024/25, to address these requirements, Elekta adopted the D&B ESG Risk Assessment Tool for its suppliers. In accordance with our policy, we will perform a review no less than annually and contact any suppliers who receive a very poor rating.

The supplier engagement process is one of continuous improvement and Elekta acknowledges that all suppliers are at different maturity levels. Elekta's approach is to establish an environment of openness, collaboration and transparency.

Governance, cont.

Elekta’s compliance program



1. Culture of Integrity

The responsibility for implementing an effective compliance program ultimately rests with the Board of Directors. At least four times a year, the Global Head of Compliance reports to the Board’s Audit Committee on risks, programs, and ongoing issues and investigations. For more information on the Compliance function and its interaction with the Board, see the Corporate Governance report on [page 116](#).

Because a compliance culture starts at the top, the CEO and the entire senior management team lead by example, and demonstrate through behavior and communication that all employees are expected to act according to the highest ethical standards.

2 and 3. Governance and Resources

The Board of Directors has given the EVP & General Counsel, as the head of the compliance function, autonomy and resources for the day-to-day management of the compliance program that oversees the high-risk legal areas: anti-bribery and corruption; competition law; and trade compliance. These resources include one VP Global Head of Compliance, Regional Compliance Officers and two dedicated Global Trade Compliance Officers.

4. Risk Assessments and Remediation

Our Compliance program is continuously developed and improved based on findings from systematic risk assessments where high-risk geographies with strategic importance to Elekta are prioritized. The aim of the assessments is to identify any gaps our compliance program might have in a specific region and to implement mitigation measures where needed. The assessments are conducted through interviews with the relevant regional management and include a comprehensive risk identification process that covers the typical risk categories of country-, sector-, transaction-, business opportunity- and business partner risks as well as research into external sources and findings from internal audits.

5. Policies and Procedures

Our Code of Conduct and the Corporate Compliance Policy are cornerstone documents for building and maintaining our culture of compliance. The Code of Conduct is available in 12 languages and is further supported by several policies from the Board of Directors and the President and CEO. The global policy framework is annually reviewed and updated.

The Corporate Compliance Policy provides guidance to employees and business partners, primarily in various interactions with healthcare providers and professionals. Where needed due to a higher identified risk or local laws, the policy is supplemented by more detailed local guidelines and processes.

6. Training and Communication

Compliance training is essential in ensuring that our Code of Conduct and other policies are understood and adhered to, and we provide ongoing training for both employees and business partners. The training is designed to be engaging and uses real-life scenarios that are relevant for day-to-day decision-making.

To provide easily available hands-on guidance on the main corporate policies, training videos on different topics are included in the mandatory Code of Conduct training. New employees are introduced to the Code of Conduct and Compliance requirements during their orientation program. Web-based, easily accessed resources also guide our employees on various compliance topics.

7. Monitoring and Oversight

The effectiveness of the Compliance program is ensured through continuous monitoring and regular risk assessments that make sure our policies and programs are adequate to mitigate potential compliance risks and are adhered to globally. Findings from monitoring and risk assessments are used to improve both local and global programs. Internal adherence is evaluated through the inclusion of relevant compliance-specific questions in the Internal Controls Framework and systematic monitoring of compliance.

8. Investigations and Corrective Action

We aim to create a culture where everyone feels free and safe to raise compliance-related issues. To facilitate anonymous reporting by all stakeholders, internal and external, we have an established global whistleblower process and a reporting tool, the Elekta Integrity Line, which is available in all applicable languages. All reported cases are checked internally by the Compliance function and delegated for investigation. Reported cases involving the identified high risk legal subject areas are reviewed by the EVP & General Counsel and regularly reported to the Audit Committee of the Board of Directors. Each case is followed up to the extent feasible, and, if appropriate, remediation measures are taken. Root cause assessments are undertaken as appropriate. Our goal is to detect and prevent similar misconduct and to test whether the existing controls were adequately designed to mitigate the risk.

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Targets and progress

Targets	Progress 2024/25	Next steps/Target updates
Execute risk assessment mitigation plan and adjust Compliance-Program where needed to respond to heightened risks areas.	Risk assessment results were used to shape the execution of the Compliance Program, with a particular focus on managing third-party risk.	Establish a data-based compliance risk rating for all Elekta business units to better target compliance monitoring and focus.
Continue to update and deploy annual compliance training to all employees. Deploy a customized compliance training to all external Elekta representatives.	Tailored anti-corruption training on compliant customer interactions was distributed to the Commercial Organization. Elekta distributors are enrolled on a compliance learning journey.	Continue creating tailored training content for different risk areas and audiences, including enhancing employee understanding of competition law risks.
Include compliance controls and monitoring in other business processes on a transactional level, including supplier engagement and marketing activities.	Compliance controls embedded in processes involving onboarding higher risk suppliers and for certain marketing activities.	Improve compliance with compliance policies and processes through additional monitoring and data analytics to increase transparency and our ability to monitor compliance on a transactional level.
Continue to promote a culture of business ethics through compliance communications by executive management and the compliance function on a global and regional level.	A compliance communications plan was created to ensure consistency and continuity in communications by executive management on compliance topics.	Continue our strong compliance dialogue. Engage in country-specific compliance audits jointly with Internal Audit.

Results 2024/25

Noncompliance and incidents

Elekta has not had any significant instances of noncompliance with laws and regulations during 2024/25. There were no confirmed incidents of corruption during the year, and no legal actions for anti-competitive behavior, anti-trust, and/or monopoly practices. In 2024/25, 32 cases were investigated after being reported, either through the Integrity Line or a special Compliance function e-mail address.

Supplier assessments

- The Dunn & Bradstreet (D&B) ESG tool has been adopted, and information gathered on 1,007 suppliers. This provides a strong foundation for the next financial year as we continue to drive improvements in our suppliers’ ESG performance.
- The proportion of our suppliers signed up to science-based targets or equivalent has reached 16 percent.

Sustainability report source references

1) Yap et al 2016; Journal of Global Oncology; Global access to radiotherapy: Have we made progress during the past decade?; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5497622/>
2) For example Redondo-Sánchez et al 2022; Cancers; Socio-economic inequalities in lung cancer outcomes: an overview of systematic reviews; <https://www.mdpi.com/2072-6694/14/2/398>, and Karanth et al 2019; JNCI Cancer Spectrum; Race, socioeconomic status, and health-care access disparities in ovarian cancer treatment and mortality: systematic review and meta-analysis; <https://academic.oup.com/jncics/article/3/4/pkz084/5584201?login=false>
3) Intergovernmental Panel on Climate Change 2023; <https://www.ipcc.ch/report/sixth-assessment-report-cycle/>
4) Watts et al 2021; The Lancet; The 2020 report of The Lancet Countdown on health and climate change: responding to converging crises; [https://www.thelancet.com/article/S0140-6736\(20\)32290-X/fulltext](https://www.thelancet.com/article/S0140-6736(20)32290-X/fulltext)
5) GLOBOCAN 2020, <https://gco.iarc.fr/today/home>
6) Sung et al 2021; CA: A cancer journal for clinicians; Global cancer statistics 2020: GLOBOSCAN estimates of incidence and mortality worldwide for 36 cancers in 185 countries; <https://acsjournals.onlinelibrary.wiley.com/doi/full/10.3322/caac.21660>
7) Atun et al 2015; Lancet Oncology; Expanding global access to radiotherapy; <https://pubmed.ncbi.nlm.nih.gov/26419354/>
8) U4 Anti-Corruption Resource Centre 2020; <https://www.u4.no/publications/health-sector-corruption>
9) For example, Hanf et al 2011; PLOS ONE; Corruption Kills: Estimating the Global Impact of Corruption on Children Deaths; <https://pubmed.ncbi.nlm.nih.gov/22073233/>; or Glynn 2022; Front Public Health; Corruption in the health sector: A problem in need of a systems-thinking approach; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9449116/>

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Tax

Our sustainability agenda is committed to fostering a business that thrives in the long term, which in turn, amplifies our positive social impact. Central to this commitment is our role as a conscious taxpayer, a cornerstone of corporate sustainability.

Elekta's approach to taxes

Elekta's approach to taxes and its tax governance model is determined by our tax strategy, which is reviewed and approved annually by Elekta's Board of Directors. In light of the fact that one of the key contributions a company makes to a sustainable society consists of the taxes it pays, Elekta believes in being transparent relating to its tax affairs. In an effort to increase its transparency on its approach to taxes and its tax governance model, Elekta has, as of 2023, elected to apply the GRI 207 tax standard for sustainability reporting purposes. Even though Elekta has included tax-related information in its previous sustainability reporting, additional information was needed in order for Elekta to be GRI 207 aligned. This means that Elekta will disclose the information required under the GRI 207 tax standard.

The tax strategy is summarized in this annual report and its purpose is to ensure the connection between our tax strategy and our business strategies is well-articulated, demonstrating how our tax objectives are aligned with Elekta's overall business objectives. This alignment is achieved by analyzing the business objectives from a tax perspective. The result of this analysis is what determines our key tax objectives: managing tax compliance, managing and optimizing the effective tax rate, managing tax risk through good tax governance, and engaging with tax authorities in an open and transparent way. Elekta's tax affairs are managed to consider our stakeholders' demands, wider corporate responsibility, reputation, and to retain high standards of governance, ethics, and values.

Furthermore, the alignment of our tax strategy with our sustainability goals is also described, showcasing our commitment to responsible business practices: compliance with our legal obligation to pay the correct amount of tax due in relation to our business activities and model, not engaging in any tax planning

that may harm Elekta's business operations, reputation, or stakeholders, and operating within the letter as well as the spirit of the law.

Our tax governance model

In order to ensure that the tax objectives are achieved, we have implemented a tax governance model which is centered around our Group Tax Policy. This policy applies to all Group companies, and focuses on management of corporation tax, which includes all taxes due based on a transactional basis, as well as on the company's taxable result, considering both Transfer Pricing aspects and indirect taxes such as VAT, sales tax, GST, etc.

For the Head of Tax to have oversight of other tax-related issues, separate policies exist to identify and address these issues. Moreover, external tax advisors are consulted on a recurring basis for the Head of Tax to be apprised of regulatory developments relating to taxes. When appropriate, or if necessary, Elekta collaborates with various tax administrations in order to get a better understanding of their view on a specific tax issue. Moreover, we also engage in lobbying activities for the purpose of achieving greater certainty regarding complicated tax issues that might directly or indirectly affect our business operations.

The tax risk management procedures outlined in our Group Tax Policy are based on a tax risk evaluation process, which includes engaging with Elekta's internal and external stakeholders to analyze their demands and the effect these have on our tax objectives. This enables Elekta to define and apply a tax control framework that identifies our key tax risks, what triggers them, the risk mitigating activities, and the roles and responsibilities of the individuals affected. We adhere to a robust tax governance framework, which ensures centralized storage of tax returns, with optional reviews performed by external auditors and reported to the Head of Tax. Additionally, all Elekta companies conduct annual compliance reporting, affirming adherence to local reporting standards and punctual submission of tax returns and information. Elekta's Group tax function is also responsible for initiating the monitoring and validation processes through which all Group companies' adherence to the Group Tax Policy

is ensured and evaluated. All material issues and key regulatory or operational updates relating to the Group Tax Policy are reported to the Tax Committee and where appropriate the Audit Committee and/or Board of Directors on a continuous and recurring basis. The Head of Tax also provides the Tax Committee with quarterly updates on the Group's tax position.

Our tax-related data

In line with our commitment to transparency, we openly disclose operating results, assets, and tax costs in the countries where we operate. In addition, and in line with the requirement of GRI 207-4, the table on [page 99](#) contains financial, economic, and tax-related information for each jurisdiction in which the Elekta operates.

As is depicted in the table on [page 99](#), for all jurisdictions there is a difference between the actual Effective Tax Rate and the standard CIT rate for that jurisdiction. For the absolute majority of jurisdictions, the main reason behind this difference is that it is the requirement to treat certain items of income or expenditure on a different timing basis for tax purposes compared to accounting. In these situations, deferred tax has been recognized in the annual report in accordance with IAS 12. Other similar reasons include, that a jurisdiction is allowed to decrease the taxable result by using historical losses incurred. This type of offsetting is implemented in most countries' tax legislation and is commonly applied by all taxpayers.

Moreover, in approximately 65 percent of the countries the difference between Elekta's Effective Tax Rate and the standard CIT rate is positive, i.e. the Effective Tax Rate exceeds the standard CIT rate. In most cases, this is caused by Elekta treating certain costs as non-deductible for tax purposes.

GRI content index

Statement of use

Elekta has reported in accordance with the GRI Standards for the period May 1, 2024 – April 30, 2025.

GRI Standard/Other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 1: FOUNDATION 2021					
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	21			
	2-2 Entities included in the organization’s sustainability reporting	101			
	2-3 Reporting period, frequency and contact point	101			
	2-4 Restatements of information	101			
	2-5 External assurance	101			
	2-6 Activities, value chain and other business relationships	10–11			
	2-7 Employees	87	Non-guaranteed hours employees	Not applicable	The share of these employees is negligible in relation to total employees.
	2-8 Workers who are not employees		Workers who are not employees	Information unavailable/incomplete	Elekta does not have information on other workers than the ones employed by the Group.
	2-9 Governance structure and composition	110–117, 121–124			
	2-10 Nomination and selection of the highest governance body	112			
	2-11 Chair of the highest governance body	121			
	2-12 Role of the highest governance body in overseeing the management of impacts	75, 113–114			
	2-13 Delegation of responsibility for managing impacts	75			
	2-14 Role of the highest governance body in sustainability reporting	75, 113–114			
	2-15 Conflicts of interest	113			
	2-16 Communication of critical concerns	90			
	2-17 Collective knowledge of the highest governance body	75			
	2-18 Evaluation of the performance of the highest governance body	112–113, 117			
	2-19 Remuneration policies	28–29, 115, 126–127			
	2-20 Process to determine remuneration	115, 126–127			
	2-21 Annual total compensation ratio	50–52, 127			
	2-22 Statement on sustainable development strategy	6			
	2-23 Policy commitments	17, 77, 82, 89, 90			
	2-24 Embedding policy commitments	75, 90			
	2-25 Processes to remediate negative impacts	75, 90			
	2-26 Mechanisms for seeking advice and raising concerns	90			
	2-27 Compliance with laws and regulations	90			
	2-28 Membership associations	75			
	2-29 Approach to stakeholder engagement	76			
	2-30 Collective bargaining agreements	83–84			

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GRI Standard/Other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	76			
	3-2 List of material topics	76			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 89, 90			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	91			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 89, 90			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	91			
Trade compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	89, 90			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 78			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	80			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	77–80			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	80			
	302-3 Energy intensity	80			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 77			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	80			
	305-2 Energy indirect (Scope 2) GHG emissions	80			
	305-3 Other indirect (Scope 3) GHG emissions	80			
	305-4 GHG emissions intensity	80			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 78			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	80			
	306-2 Management of significant waste-related impacts	80			
	306-3 Waste generated	80			
	306-4 Waste diverted from disposal	80			
	306-5 Waste directed to disposal	80			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 79, 84, 86, 91			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	84, 86			
Access to healthcare					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 84–85			
Innovation and R&D					
GRI 3: Material Topics 2021	3-3 Management of material topics	12–14, 75, 84–85			

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GRI Standard/Other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 82–83			
Company-specific disclosure	Employee engagement and eNPS	88			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 82–83			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	82–83			
	403-2 Hazard identification, risk assessment, and incident investigation	82–83			
	403-3 Occupational health services	82–83			
	403-4 Worker participation, consultation, and communication on occupational health and safety	82–83			
	403-5 Worker training on occupational health and safety	82–83			
	403-6 Promotion of worker health	82–83			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	82–83			
Company-specific disclosure	Number of recorded incidents	88			
Company-specific disclosure	Number of lost time cases	88			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 82–83			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	82			
	404-3 Percentage of employees receiving regular performance and career development reviews	82			
Diversity and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 83			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	88			
	405-2 Ratio of basic salary and remuneration of women to men	88			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 82–83			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	88			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 84			
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	84, 86			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	84–85			
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and service	88			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 85			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	88			

EU Taxonomy tables

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024/25

	Code(s) (2)	Turnover (3)	Proportion of turnover, 2024/25 (4)	Substantial contribution criteria						Criteria regarding DNSH						Minimum safeguards (17)	Taxonomy-aligned proportion of turnover, year 2023/24 (18)	Category enabling activity(19)	Category transition activity(20)
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and eco systems (16)				
Economic activities (1)		SEK M	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which enabling		0	0%	0%	0%	0%	0%	0%	0%								0%		
Of which transitional		0	0%														0%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%										0%
Turnover of Taxonomy-eligible activities (A.1 + A.2)		0	0%	0%	0%	0%	0%	0%	0%										0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		18,016	100%																
Total (A+B)		18,016	100%																
										Proportion of turnover/Total turnover									
										Taxonomy-aligned per objective					Taxonomy-eligible per objective				
										CCM					0%				
										CCA					0%				
										WTR					0%				
										CE					0%				
										PPC					0%				
										BIO					0%				

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Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024/25

	Code(s) (2)	CapEx (3)	Proportion of CapEx, 2024/25 (4)	Substantial contribution criteria						Criteria regarding DNSH							Minimum safeguards (17)	Taxonomy aligned proportion of CapEx, year 2023/24 (18) ¹⁾	Category enabling activity(19)	Category transition activity(20)
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and eco-systems (16)					
Economic activities (1)		SEK M	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	7.2	0.4%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	1.0%	E		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.1	0.0%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.0%	E		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		7.3	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%								1.0%			
Of which enabling		7.3	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%								1.0%	E		
Of which transitional		0.0	0.0%														0.0%		T	
A.2 Taxonomy-eligible but not environmentally sustainable activities																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL											
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	82.8	4.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.1%			
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	57.6	3.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.2%			
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		140.4	7.4%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%								5.4%			
Total (A.1 + A.2)		147.7	7.8%	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%								6.4%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities		1,738.3	92.2%																	
Total (A+B)		1,886.0	100%																	
										Proportion of CapEx/Total CapEx										
										Taxonomy-aligned per objective					Taxonomy-eligible per objective					
										CCM					7.4%					
										CCA					0%					

¹⁾ Last year's figures have been updated due to a correction of previously reported data.

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EU Taxonomy tables, cont.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024/25

	Code(s) (2)	OpEx (3)	Proportion of OpEx, 2024/25 (4)	Substantial contribution criteria						Criteria regarding DNSH						Minimum safeguards (17)	Taxonomyaligned proportion of OpEx, year 2023/24 (18) ¹⁾	Category enabling activity(19)	Category transition activity(20)		
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and eco-systems (16)						
Economic activities (1)		SEK M	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1 Environmentally sustainable activities (Taxonomy-aligned)																					
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0.0	0.0%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.0%	E			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	2.7	0.3%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.9%	E			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		2.7	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	0.9%				
Of which enabling		2.7	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%								0.9%	E			
Of which transitional		0.0	0.0%	0.0%															0.0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities																					
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL												
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	30.8	3.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.8%				
Installation, maintenance and repair of energy efficiency equipment	CCM 7.4	0.0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%				
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		30.8	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%								2.8%				
OpEx of Taxonomy eligible activities (A.1 + A.2)		33.5	3.2%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%								3.7%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
OpEx of Taxonomy-non-eligible activities		1,008.5	96.8%																		
Total (A+B)		1,042.0	100.0%																		
										Proportion of OpEx/Total OpEx											
										Taxonomy-aligned per objective					Taxonomy-eligible per objective						
										CCM					3%						
										CCA					0%						
										WTR					0%						
										CE					0%						
										PPC					0%						
										BIO					0%						

¹⁾ Last year’s figures have been updated due to a correction of previously reported data.

¹⁾ Last year's figures have been updated due to a correction of previously reported data.

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FY23/24 (MSEK) ¹⁾ Jurisdiction	Names of the resident entities	Primary activities	Number of employees	Revenue from 3rd party sales	Revenues from intra- group transactions with other tax jurisdictions	Total Revenues	Profit/loss before tax	Accumulated Earnings	Tangible assets other than cash and cash equivalents	Corporate income tax paid on cash basis	Corporate income tax accrued on profit/loss	Reasons for differences between income tax accrued and statutory tax rate
AT	Elekta GmbH	Sales, Marketing or distribution	20	157	14	171	16	53	8	3	4	Other
AU	Elekta Pty Limited, Nucletron PTY Ltd.	Sales, Marketing or distribution	75	354	63	417	30	106	39	11	13	Deferred taxes
BE	Elekta S.A./N.V.	Sales, Marketing or distribution	16	107	19	126	13	85	16	3	3	Other
BR	Elekta Medical Systems Comércio e Serviços para Radioterapia Ltda.	Sales, Marketing or distribution	67	90	85	175	7	68	19	8	4	Deferred taxes
CA	Elekta Ltd.	Product Supply Centre	83	505	129	634	33	231	42	–	7	Other
CH	Elekta GmbH–Tax jurisdiction DE PE	Sales, Marketing or distribution	7	37	14	51	4	21	1	1	–	Other
CN	Elekta Instrument (Shanghai) Ltd, Elekta Beijing Medical Systems Co., Ltd (EBMS), Elekta (China) investment Co.,Ltd., Elekta(Shanghai) Technology Co., Ltd	Sales, Marketing or distribution and Product Supply Centre	728	1,380	1,786	3,166	331	802	484	42	60	Other
CZ	Elekta Services s.r.o	Sales, Marketing or distribution	9	80	4	84	20	22	–	–	12	Non-deductible expenses
DE	Elekta GmbH	Sales, Marketing or distribution	103	738	46	784	48	96	20	21	19	Other
DZ	Elekta SARL	Sales, Marketing or distribution	9	2	4	6	1	7	3	–	–	Other
EG	Elekta Egypt LLC., ELEKTA TRADE LLC, ELEKTA GENERAL TRADING LLC	Sales, Marketing or distribution	25	91	1	92	3	5	1	–	1	Other
ES	Elekta Medical SA	Sales, Marketing or distribution	62	620	38	658	46	149	11	12	11	Other
FI	Kaiku Health Oy	Product Supply Centre	98	33	110	143	–16	5	1	–	–	Deferred taxes
FR	Elekta S.A.S	Sales, Marketing or distribution	73	574	79	653	49	17	22	23	10	Other
GB	Elekta Limited, Elekta Holdings Limited, New Nucletron UK Ltd.	Product Supply Centre, Holding company and Dormant	812	955	4,048	5,003	205	–255	1,023	–55	1	Deferred taxes
GR	Elekta Hellas EPE	Sales, Marketing or distribution	16	135	8	143	12	52	9	1	–	Deferred taxes
HK	Elekta Asia Ltd., Elekta Limited	Sales, Marketing or distribution	44	572	38	610	42	83	22	–6	3	Other
HU	Elekta Services s.r.o.–Tax jurisdiction CZ PE	Sales, Marketing or distribution	–	–	–	–	5	–13	–	–	–	Other
ID	PT Elekta Medical Solutions	Sales, Marketing or distribution	20	16	14	30	1	2	1	1	–	Other
IN	Elekta Medical Systems India Private Limited	Sales, Marketing or distribution	142	174	110	284	26	108	165	11	7	Other
IT	Elekta SpA	Sales, Marketing or distribution	95	874	27	901	43	138	45	7	12	Other
JP	Elekta KK	Sales, Marketing or distribution	140	761	1	762	32	50	102	14	16	Deferred taxes
KR	Elekta Limited	Sales, Marketing or distribution	31	191	71	262	10	50	20	5	–	Deferred taxes

¹⁾ The table contains country-by-country reporting (“CbCr”) financial data for FY23/24 for all countries where Elekta was active during the year.

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FY23/24 (MSEK) ¹⁾ Jurisdiction	Names of the resident entities	Primary activities	Number of employees	Revenue from 3rd party sales	Revenues from intra-group transactions with other tax jurisdictions	Total Revenues	Profit/loss before tax	Accumulated Earnings	Tangible assets other than cash and cash equivalents	Corporate income tax paid on cash basis	Corporate income tax accrued on profit/loss	Reasons for differences between income tax accrued and statutory tax rate
MX	Elekta Medical S.A. de C.V.	Sales, Marketing or distribution	42	442	2	444	-49	-22	31	29	19	Deferred taxes
NL	Elekta BV, Nucletron BV, Nucletron Operations BV	Sales, Marketing or distribution and Product Supply Centre	240	337	1,301	1,638	291	910	424	30	54	Incentives and deferred taxes
NZ	Elekta Pty Limited – Tax jurisdiction AU PE	Sales, Marketing or distribution	8	54	8	62	7	70	13	5	-	Deferred taxes
PH	Elekta Philippines, Inc.	Sales, Marketing or distribution	17	13	7	20	-	3	7	2	-	Non-deductible expenses
PL	Elekta sp. z o.o., Elekta Business Services Sp. z o. o.	Sales, Marketing or Distribution, and Administrative services	234	364	145	509	50	81	7	-1	4	Deferred taxes
PT	RRTS Unipessoal LDA	Sales, Marketing or distribution	18	60	15	75	-13	38	1	3	4	Deferred taxes
RO	Elekta Solutions AB – Tax jurisdiction SE PE, ELEKTA MEDICAL SYSTEMS S.R.L.	Sales, Marketing or distribution	16	119	75	194	-2	19	6	-	2	Non-deductible expenses
RS	Elekta Solutions doo	Sales, Marketing or distribution	6	9	1	10	1	3	1	-	-	Other
RU	Elekta LLC	Sales, Marketing or distribution	8	-	7	7	1	-9	2	-	-	Deferred taxes
SE	Elekta Instrument AB, Elekta Solutions AB, Elekta AB, Global Medical Investments GMI AB	Product Supply Center, Management services, Intra-group financing function, holding companies and dormant company	313	3,085	9,401	12,486	-22	2,946	2,093	14	37	Deferred taxes
SG	Elekta Pte. Ltd	Sales, Marketing or distribution	33	283	51	334	13	5	9	-	1	Other
SK	Elekta Services s.r.o. – Tax jurisdiction CZ PE, Elekta s.r.o.	Sales, Marketing or distribution	5	22	-	22	3	23	-	-	-	Deferred taxes
TH	Elekta Limited	Sales, Marketing or distribution	44	270	2	272	10	8	7	5	3	Other
TR	Elekta Medikal Sistemler Tic. A.S.	Sales, Marketing or distribution	76	342	37	379	-125	205	21	1	10	Deferred taxes
US	Elekta Inc., Gamma Knife Ventures Inc., GKV Investments Inc.	Product Supply Center and Holding companies	839	3,917	1,730	5,647	738	2,947	373	234	196	Other
VN	Elekta Company Limited	Sales, Marketing or distribution	14	-	11	11	1	1	2	-	-	Other
ZA	Elekta (Pty) Ltd	Sales, Marketing or distribution	19	179	7	186	24	112	12	7	7	Other
Total			4,607	17,942 ²⁾	19,509 ²⁾	37,451 ²⁾	1,889 ³⁾	9,222	5,063 ³⁾	431	520 ³⁾	

¹⁾ The table contains country-by-country reporting ("CbCr") financial data for FY23/24 for all countries where Elekta was active during the year.

²⁾ The CbCr data presents a deviation from the data included in the annual report for FY23/24 , the reason being that the CbCr data also includes interest payments and foreign exchange effects.

³⁾ The CbCr data presents a deviation from the data included in the annual report for FY23/24 , the reason being that the CbCr data does not include any top side adjustments.

Auditor's report on the statutory sustainability statement

To the general meeting of the shareholders of Elekta AB (publ), corporate identity number 556170-4015

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory sustainability report for the year 2024-05-01 – 2025-04-30 on [pages 17–18](#) and [75–100](#) and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's standard RevR 12 *The auditor's opinion regarding the statutory sustainability report*. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability statement has been prepared.

Stockholm, July 4, 2025
Ernst & Young AB

Signature on original auditors' report in Swedish¹⁾

Rickard Andersson
Authorized Public Accountant

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About the sustainability report

This sustainability report covers the fiscal year 2024/25 (May 1, 2024 – April 30, 2025). Elekta publishes a sustainability report annually. Last year's report was published on July 5, 2024. Restatements on emissions have been conducted.

The report covers all Elekta's fully-owned subsidiaries. See [Note 21](#) for details about Elekta's subsidiaries.

This report has been prepared in accordance with GRI Standards 2021.

Questions or comments?

We would like to hear from you.
Please email us at Sustainability@elekta.com

Statutory Sustainability Report

This report has been prepared in accordance with the Swedish Annual Accounts Act. Please refer to the table below for page references.

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¹⁾ This is a translation of the original auditor's report in Swedish. In the event of any differences between the translation and the original statement in Swedish, the Swedish version shall prevail.