

This is an unofficial translation of the Swedish document. In case of any discrepancies between the Swedish document and this English translation, the Swedish document shall prevail.

Possible outcomes of remuneration to executive management for the 2020/21 fiscal year

The remuneration to the executive management for the 2020/21 fiscal year is established with regards to fixed salary, pensions and other benefits, while the outcome of any variable compensation and long-term incentive is dependent on the Company's performance linked to set financial goals.

The Elekta Annual Global Bonus Plan applies to all managers in Elekta AB or its subsidiaries ("Elekta Group") and/or their subordinates who have variable remuneration in their employment agreements, according to current job classification system from level C and above (C-E). The objective of this policy is to form the basis for a competitive, consistent and organized approach to variable remuneration throughout the corporation. Note that this does not highlight the so-called Sales and Commission plans within the sales organisation.

Variable remuneration is paid in accordance with the Group's policy as follows:

- The size of the variable remuneration depends on the position held and may amount to between 30 per cent and 70 per cent of the fixed annual salary at full achievement of targets (the Target incentive).
- Variable remuneration targets are decided annually by the Board of Directors, which sets a minimum performance level or threshold below which no variable remuneration is obtained (the Threshold level) and a variable remuneration targets level that is considered realistic but challenging and provides 100 per cent of the Target incentive (the Target level).
- If the Target level is exceeded, there is the possibility to pay additional remuneration in addition to the Target incentive for the overperformance. The additional remuneration entails a potential to earn a maximum of 200 per cent of the Target incentive (the Maximum level). Accordingly, the payment of the variable remuneration is thus capped at 200 per cent when the Target level is reached. The performance goal for the Maximum level shall consist of the value that, as far as possible, is linear with the Threshold level and the Target level on the basis that the performance on the Maximum level shall justify 200 per cent of the Target incentive.
- Payment of Target incentive is, as far as possible, proportional (linear) and constitutes 0-200 per cent of possible Target incentive, where a performance below or up to the Threshold level does not entail any variable remuneration, a performance at the Target level entitles 100 per cent of the Target incentive and a performance at the Maximum level entitles 200 per cent of the Target incentive. At most, the variable remuneration can amount to 200 per cent of the Target incentive.

Results are measured and remuneration paid out annually unless otherwise agreed.

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Remuneration at 100 per cent achievement of targets related to 2020/21 fiscal year:

	Fixed salary	Annual incentive	Total
Acting President and CEO	3,770,400	1,885,200	5,547,510
Other executive management in Sweden (5)	10,368,315	4,776,158	15,144,473
Other executive management in other countries (9)	25,369,948	13,031,694	38,401,642
Total	39,508,663	19,693,051	59,201,714

Maximum remuneration at 200 per cent achievement of targets related to 2020/21 fiscal year:

	Fixed salary	Annual incentive	Total
Acting President and CEO	3,770,400	3,770,400	7,540,800
Other executive management in Sweden (5)	10,368,315	9,552,315	19,920,630
Other executive management in other countries (9)	25,369,948	26,063,387	51,433,335
Total	39,508,663	39,386,102	78,894,765

Stockholm in July 2020

Elekta AB (publ)

The Compensation & Sustainability Committee