

Minutes no. 47 kept at the Annual General Meeting of Elekta AB (publ), reg. no. 556170-4015, September 4, 2025, in Stockholm.

§ 1 Opening of the Meeting

The Chairman of the Board of Directors, Laurent Leksell, declared the Annual General Meeting open and welcomed those present.

§ 2 Election of the Chair of the Meeting

Victoria Skoglund, attorney-at-law, was elected as the Chair of the Meeting.

It was noted that Olof Hagberg was appointed to keep the minutes of the Meeting.

The Meeting resolved that certain persons who are not shareholders were allowed to attend the Meeting as guests.

The Chair of the Meeting concluded that the Annual Report, the preliminary voting list as well as the other Meeting documents were presented at the Meeting.

§ 3 Preparation and approval of the list of shareholders entitled to vote at the Meeting

The Meeting resolved to adopt the list of registered shareholders that had been adjusted at the entrance to the Meeting as the voting list for the Meeting, Appendix 1.

§ 4 Approval of the agenda

The Meeting resolved to approve the proposed agenda which had been included in the notice of the Meeting.

§ 5 Election of one or two persons to approve the minutes

The Meeting resolved to appoint Thomas Wuolikainen, representative for Fjärde AP-fonden, and Katarina Hammar, representative for Nordea Fonder, to approve the minutes of the Meeting together with the Chair.

§ 6 Determination of whether the Meeting has been duly convened

It was noted that the notice to attend the Meeting had been announced in the Swedish Official Gazette (Sw. *Post- och Inrikes Tidningar*) on August 5, 2025, and had been made available on the Company's website on August 1, 2025, and that the issuance of the notice was announced in Svenska Dagbladet on August 5, 2025.

It was concluded that the Meeting had been duly convened.

§ 7 Presentation of the Annual Report and the Auditor's Report and the consolidated accounts and the Auditor's Report for the Group

The Chair concluded that the Annual Report, Auditor's Report, consolidated accounts and the Auditor's Report on the consolidated accounts for the 2024/2025 fiscal year were presented at the Meeting.

It was noted that the President and CEO, Jakob Just-Bomholt, held a presentation on the Company's business and the Group's development during the 2024/2025 fiscal year.

§ 8 Resolution concerning adoption of the balance sheet and income statement and the consolidated balance sheet and consolidated income statement

The Meeting resolved, in accordance with the recommendation of the Company's Auditor, to adopt the balance sheet and income statement and the consolidated balance sheet and consolidated income statement.

§ 9 Resolution concerning dispositions of the Company's earnings pursuant to the adopted balance sheet and determination of the record days for dividend

The Meeting resolved, in accordance with the Board of Directors' proposal and in accordance with the recommendation of the Company's Auditor, to approve that of the Company's unappropriated earnings, SEK 1,337,288,270, an amount representing SEK 2.40 per share, shall be distributed as dividend to the shareholders and that the remaining unappropriated earnings will be carried forward. It was also resolved that, in accordance with the Board of Directors' proposal, that dividend shall be divided into two payments of SEK 1.20 per payment and that the first record day for dividend is September 8, 2025, and that the second record day for dividend is on March 6, 2026. It was noted that the payment of the dividend is estimated to be made, through Euroclear Sweden AB, on September 11, 2025, and on March 11, 2026, respectively.

§ 10 Resolution concerning the discharge of the Board of Directors and the CEO and President from personal liability

The individuals who have held the position of Director, as well as those who have held the position of CEO and President, were discharged from liability for their administration during the 2024/2025 fiscal year.

It was noted that none of the members of the Board of Directors and the CEO and President, who own shares in the Company, participated in this resolution as far as it concerned themselves, and that the Company's Auditor had recommended the resolution to discharge the Directors and the CEO and President from personal liability.

§ 11 Determination of the number of Directors and any deputy Directors

It was noted that that the Chairman of the Board of Directors, Laurent Leksell, held a presentation on the work of the Board of Directors and the Board of Director's committees, as well as on the work of the Nomination Committee.

The Meeting resolved, in accordance with the Nomination Committee's proposal, that the Board of Directors, for the period until the next Annual General Meeting, shall consist of nine Directors, without deputy Directors.

§ 12.1 Determination of the fees to be paid to the Board of Directors

The Meeting resolved, in accordance with the Nomination Committee's proposal, of increased fees to the Board of Directors, and increased remuneration for committee work. It was resolved that fees for the period until the next Annual General Meeting shall be paid to the Board of Directors with a total of SEK 8,735,000 (8,440,000), of which SEK 1,655,000 (1,600,000) to the Chairman of the Board of Directors and SEK 720,000 (695,000) to each Director who is not employed by the Company.

Further, the Meeting resolved, in accordance with the Nomination Committee's proposal, that remuneration for committee work for the period until the next Annual General Meeting, shall be paid with SEK 155,000 (150,000) to the Chairman of the Compensation & Sustainability Committee and SEK 110,000 (105,000) to each other member of the Compensation & Sustainability Committee, and SEK 345,000 (335,000) to the Chairman of the Audit Committee and SEK 200,000 (195,000) to each other member of the Audit Committee. It was resolved that no remuneration or compensation for committee work shall be paid to a Director employed by the Company.

§ 12.2 Determination of the fees to be paid to the Auditor

The Meeting resolved, in accordance with the Nomination Committee's proposal, that remuneration to the Auditor shall be paid according to an invoice approved by the Company.

§ 13 Election of Directors, Chairman of the Board of Directors and any deputy Directors

The Meeting resolved, in accordance with the Nomination Committee's proposal, to reelect Laurent Leksell, Ann Costello, Tomas Eliasson, Jan Kimpen, Wolfgang Reim, Jan Secher, Volker Wetekam and Cecilia Wikström, and to elect Jan De Witte, as Directors for the period until the end of the next Annual General Meeting.

Laurent Leksell was, in accordance with the Nomination Committee's proposal, reelected as the Chairman of the Board of Directors.

It was noted that information regarding the proposed Directors' assignments in other companies had been available on the Company's website.

§ 14 Election of Auditor

The Meeting resolved, in accordance with the Nomination Committee's proposal, to reelect the registered public accounting firm Ernst & Young AB ("EY") as the Company's Auditor for the period until the end of the Annual General Meeting 2026. EY has informed the Nomination Committee that if EY is elected, the Authorized Public Accountant Rickard Andersson will be appointed as Auditor in charge.

§ 15 Resolution regarding approval of the Remuneration Report

The Meeting resolved, in accordance with the Board of Directors' proposal, to approve the Board of Directors' Remuneration Report in accordance with Chapter 8, section 53 a of the Swedish Companies Act.

§ 16 (a) Resolution regarding authorization for the Board of Directors to decide on acquisition of own shares

The Meeting resolved, in accordance with the Board of Directors' proposal, on authorization for the Board of Directors to decide on acquisition of own shares, which was included in the notice to attend the Meeting, Appendix 2.

It was noted that the resolution was made by the required majority (two-thirds of both the votes cast and the shares represented at the Meeting).

§ 16 (b) Resolution regarding authorization for the Board of Directors to decide on transfer of own shares in conjunction with company acquisitions and other strategic investments

The Meeting resolved, in accordance with the Board of Directors' proposal, on authorization for the Board of Directors to decide on the transfer of own shares in conjunction with company acquisitions and other strategic investments, which was included in the notice to attend the Meeting, Appendix 2.

It was noted that the resolution was made by the required majority (two-thirds of both the votes cast and the shares represented at the Meeting).

§ 16 (c) Resolution regarding authorization for the Board of Directors to decide on transfer of own shares in conjunction with the Performance Share Plan 2023

The Meeting resolved, in accordance with the Board of Directors' proposal, on authorization for the Board of Directors to decide on the transfer of own shares in conjunction with the Performance Share Plan 2023, which was included in the notice to attend the Meeting, Appendix 2.

It was noted that the resolution was made by the required majority (two-thirds of both the votes cast and the shares represented at the Meeting).

§ 17 (a) Resolution regarding adoption of a long-term performance-based share program for 2025

The Meeting resolved, in accordance with the Board of Directors' proposal, to adopt a long-term performance-based share program for 2025, which was included in the notice to attend the Meeting, Appendix 2.

§ 17 (b) Resolution regarding transfer of own shares to participants in the long-term performance-based share program

The Meeting resolved, in accordance with the Board of Directors' proposal, on transfer of own shares in conjunction with the long-term performance-based share program, which was included in the notice to attend the Meeting, Appendix 2.

It was noted that the resolution was made by the required majority (nine-tenths of both the votes cast and the shares represented at the Meeting).

§ 18 Resolution regarding contribution to Elekta Foundation

The Meeting resolved, in accordance with the Board of Directors' proposal, on a contribution to Elekta Foundation of up to SEK 10,000,000, which was included in the notice to attend the Meeting, Appendix 2.

§ 19 Closing of the Meeting

The Chair declared the Meeting closed.

(Signature page follows)

At the Minutes:

Olof Hagberg

Olof Hagberg

Thomas Wuolikainen

Thomas Wuolikainen

Approved:

Victoria Skoglund

Victoria Skoglund

Katarina Hammar

Katarina Hammar



NOTICE TO THE ANNUAL GENERAL MEETING OF ELEKTA AB (PUBL)

The shareholders of Elekta AB (publ), reg. no. 556170–4015 (“**Elekta**” or the “**Company**”), are hereby convened to the Annual General Meeting to be held at 3:00 p.m. CEST on September 4, 2025, at Elekta’s headquarters, Hagaplan 4, Stockholm. Registration begins at 2:30 p.m. CEST.

The Board of Directors has resolved, pursuant to Chapter 7, Section 4a of the Swedish Companies Act and the Company’s Articles of Association, that shareholders shall have the right to exercise their voting rights by postal voting prior to the Meeting. Consequently, shareholders may choose to exercise their voting rights at the Meeting by attending in person, through a proxy or by postal voting.

RIGHT TO PARTICIPATE AND NOTIFICATION TO THE COMPANY

Shareholders wishing to attend the Meeting must:

- be registered as shareholders in the share register maintained by Euroclear Sweden AB as of August 27, 2025, and
- notify the Company of their intention to participate in the Meeting no later than on August 29, 2025.

Notice of attendance may be submitted in writing to the Company at the address Elekta AB (publ), “Annual General Meeting”, c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, Sweden or by phone to +46 8-402 92 80 business days between 9:00 a.m. CEST and 4:00 p.m. CEST, on the Company’s website, www.elekta.com or by e-mail to GeneralMeetingService@euroclear.com. On giving notice of attendance, the shareholder should state the shareholder’s name (company name), personal identity number (corporate identity number), address, telephone number and number of shares. The registration procedure described above also applies to registration for any advisors. A shareholder that exercises their voting rights through a postal voting form does not have to send in a separate notice of participation, see below under postal voting.

NOMINEE REGISTERED SHARES

Shareholders whose shares are registered in the names of nominees must temporarily reregister the shares in their own names in the register of shareholders kept by Euroclear Sweden AB in order to participate in the Meeting. Such reregistration, so called voting right registration, must be completed no later than on August 29, 2025, which means that shareholders well in advance prior to this date must instruct the nominee to carry out such action.

POSTAL VOTING

The shareholders may exercise their voting rights at the Meeting by postal voting. A special form shall be used for postal voting. The form is available on the Company’s website www.elekta.com. The voting form can also be obtained from the Company or by contacting Euroclear Sweden AB at the contact information above. For the items on the agenda where the Board of Directors or the Nomination Committee have submitted proposals, it is possible to vote Yes or No, which is clearly stated in the postal voting form. A shareholder can also abstain from voting on any item.

The completed voting form must be received by the Company no later than on August 29, 2025. The postal voting form is valid as a notification to the Meeting. Shareholders can, through verification with BankID, cast their postal vote electronically via Euroclear Sweden AB’s website <https://anmalan.vpc.se/euroclearproxy?sprak=1>. Such electronic votes must be submitted no later than August 29, 2025.

The completed form, including any appendices, must be sent by e-mail to GeneralMeetingService@euroclear.com or alternatively by post in original to Elekta AB (publ), "Annual General Meeting", c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, Sweden. If the shareholder is a legal entity, a registration certificate or an equivalent authority document, shall be enclosed to the form. The same applies if the shareholder votes in advance by proxy.

The shareholder may not provide special instructions or conditions in the voting form. If done, the postal vote is invalid in its entirety. Further instructions and conditions are included in the postal voting form.

PROXY AND PROXY FORM

Anyone who does not attend the Meeting in person may exercise their voting right at the Meeting via a proxy in possession of a signed and dated form of proxy. The same applies if a shareholder exercises its voting rights by postal voting. Forms of proxy are available on the Company's website www.elekta.com. The form of proxy may also be obtained from the Company or by contacting Euroclear Sweden AB at contact information above. If the proxy is issued by a legal entity, a copy of their registration certificate or equivalent authority document must be attached. The proxy must have been issued within the past year unless a longer period of validity is specified on the form of proxy, subject to a maximum of five years. To facilitate entry to the Meeting, forms of proxy, registration certificates and other documentary authority must be received by the Company well in advance before the Meeting.

INFORMATION

If so requested by any shareholder and if the Board of Directors deems it possible without significant detriment to the Company, the Board of Directors and the President and CEO must provide information at the Meeting about circumstances that may affect the assessment of an item on the agenda, circumstances that can affect the assessment of the Company's or its subsidiaries' financial situation, the group accounts and the Company's relation to other companies within the Group.

AGENDA

1. Opening of the Meeting
2. Election of the Chair of the Meeting
3. Preparation and approval of the list of shareholders entitled to vote at the Meeting
4. Approval of the agenda
5. Election of one or two persons to approve the minutes
6. Determination of whether the Meeting has been duly convened
7. Presentation of the Annual Report and the Auditor's Report and the consolidated accounts and the Auditor's Report for the Group
8. Resolution concerning adoption of the balance sheet and the income statement and the consolidated balance sheet and the consolidated income statement
9. Resolution concerning dispositions of the Company's earnings pursuant to the adopted balance sheet and determination of the record days for dividend
10. Resolution concerning the discharge of the Board of Directors and the President and CEO from personal liability
11. Determination of the number of Directors and any deputy Directors
12. Determination of
 - 12.1 fees to be paid to the Board of Directors
 - 12.2 fees to be paid to the Auditor
13. Election of Directors, Chairman of the Board of Directors and any deputy Directors
 - 13.1 Laurent Leksell, reelection
 - 13.2 Tomas Eliasson, reelection
 - 13.3 Wolfgang Reim, reelection

- 13.4 Jan Secher, reelection
- 13.5 Volker Wetekam, reelection
- 13.6 Cecilia Wikström, reelection
- 13.7 Ann Costello, reelection
- 13.8 Jan Kimpen, reelection
- 13.9 Jan De Witte, election
- 13.10 Laurent Leksell, reelection (Chairman of the Board)
- 14. Election of Auditor
- 15. Resolution regarding approval of the Remuneration Report
- 16. Resolution regarding
 - (a) authorization for the Board of Directors to decide on acquisition of own shares
 - (b) authorization for the Board of Directors to decide on transfer of own shares in conjunction with company acquisitions and other strategic investments
 - (c) authorization for the Board of Directors to decide on transfer of own shares in conjunction with the Performance Share Plan 2023
- 17. Resolution regarding
 - (a) adoption of a long-term performance-based share program for 2025
 - (b) transfer of own shares to participants in the long-term performance-based share program
- 18. Resolution regarding contribution to Elekta Foundation
- 19. Closing of the Meeting

PROPOSALS BY THE NOMINATION COMMITTEE

The Nomination Committee for the Annual General Meeting has been appointed based on the ownership structure in Elekta as of the last banking day in September, in accordance with the instructions to the Nomination Committee. The Nomination Committee consists of Laurent Leksell, Chairman of the Nomination Committee (in his capacity as Chairman of the Board of Elekta and for his own and related parties' holdings), Thomas Wuolikainen (appointed by the Fourth Swedish National Pension Fund), Katarina Hammar (appointed by Nordea Funds), Patrik Jönsson (appointed by SEB Funds), and Jesper Bergström (appointed by Handelsbanken Funds). The Nomination Committee submits the following proposed resolutions.

Item 2 – Election of the Chair of the Meeting

The Nomination Committee proposes Victoria Skoglund, attorney at law, as the Chair of the Annual General Meeting.

Items 11 – Determination of the number of Directors and any deputy Directors

The Nomination Committee proposes that the Board of Directors shall consist of nine Directors, without deputy Directors.

Item 12.1 – Determination of fees to be paid to the Board of Directors

The Nomination Committee proposes increased fees to the Board of Directors, and increased remuneration for committee work. Accordingly, the Nomination Committee proposes that fees, including remuneration for committee work, for the period until the next Annual General Meeting shall be paid to the Board of Directors with a total of SEK 8,735,000 (8,440,000), of which SEK 1,655,000 (1,600,000) to the Chairman of the Board of Directors and SEK 720,000 (695,000) to each Director who is not employed by the Company. Further, the Nomination Committee proposes that remuneration for committee work for the period until the next Annual General Meeting, shall be paid with SEK 155,000 (150,000) to the Chairman of the Compensation & Sustainability Committee and SEK 110,000 (105,000)

to each other member of the Compensation & Sustainability Committee, and SEK 345,000 (335,000) to the Chairman of the Audit Committee and SEK 200,000 (195,000) to each other member of the Audit Committee. No remuneration or compensation for committee work shall be paid to a Director employed by the Company.

Item 12.2 – Determination of fees to be paid to the Auditor

Remuneration to the Auditor is proposed to be paid according to an invoice approved by the Company.

Item 13 – Election of Directors, Chairman of the Board of Directors and any deputy Directors

The Nomination Committee proposes that Laurent Leksell, Ann Costello, Tomas Eliasson, Jan Kimpen, Wolfgang Reim, Jan Secher, Volker Wetekam and Cecilia Wikström are reelected, and that Jan De Witte is elected, as Board of Directors for the period until the end of the next Annual General Meeting. Further, the Nomination Committee proposes that Laurent Leksell is reelected as the Chairman of the Board of Directors.

The Nomination Committee's reasoned statement and information about all the individuals proposed by the Nomination Committee for election to the Board of Directors are available on the Company's website, www.elekta.com.

Item 14 – Election of Auditor

The Nomination Committee proposes, in accordance with the recommendation from the Audit Committee, that the registered public accounting firm Ernst & Young AB (“EY”) is reelected as the Company's Auditor for the period until the end of the Annual General Meeting 2026. EY has informed the Nomination Committee that if EY is elected, the Authorized Public Accountant Rickard Andersson will be the Auditor in charge.

PROPOSALS BY THE BOARD OF DIRECTORS

Item 9 – Resolution concerning dispositions of the Company's earnings pursuant to the adopted balance sheet and determination of the record days for dividend

The Board of Directors proposes that the Meeting resolves to approve that out of the Company's unappropriated earnings, SEK 1,337,288,270, an amount representing SEK 2.40 per share, should be distributed as dividend to the shareholders and that the remaining unappropriated earnings should be carried forward. It is proposed that the dividend is divided into two payments of SEK 1.20 per payment. The first record day is proposed to be on September 8, 2025, and the second record day is proposed to be on March 6, 2026. If the Meeting resolves in accordance with the proposal, payments through Euroclear Sweden AB are estimated to be made on September 11, 2025, and on March 11, 2026, respectively.

Item 16 (a) resolution regarding authorization for the Board of Directors to decide on acquisition of own shares; 16 (b) resolution regarding authorization for the Board of Directors to decide on transfer of own shares in conjunction with company acquisitions and other strategic investments; and 16 (c) resolution regarding authorization for the Board of Directors to decide on transfer of own shares in conjunction with the Performance Share Plan 2023

Background

Elekta has previously, on the basis of authorizations by the Meeting, acquired own shares for the purpose of using repurchased shares to finance potential company acquisitions, as a hedging measure

for the Company's share-related incentive programs and to be able to adapt the Company's capital structure and thereby contribute to increased shareholder value.

The Board of Directors considers it to be beneficial for the Company to continue to be able to use repurchased shares in conjunction with potential company acquisitions, for the Company's share-related incentive programs and to be able to adjust the Company's capital structure and thereby contribute to increased shareholder value. The authorization is proposed to be valid until the next Annual General Meeting, during which period the Board of Directors would have the possibility to decide to acquire own shares, if appropriate conditions exist and the Board of Directors would find that it is in the best interests of the Company and the shareholders.

In the light of the above, the Board of Directors proposes the following.

Item 16 (a) - resolution regarding authorization for the Board of Directors to decide upon acquisition of own shares

The Board of Directors proposes the Meeting to authorize the Board of Directors, for the period until the next Annual General Meeting, on one or several occasions, to resolve on acquisition of Series B shares in the Company as follows.

1. Acquisition may only be made of such number of Series B shares that the Company, after the acquisition, holds no more than ten (10) percent of the total number of shares in the Company.
2. The shares may be acquired on Nasdaq Stockholm.
3. Shares may be acquired only at a price per share within the prevailing price range at the time.
4. Payment for the shares shall be made in cash.

The purpose of the proposal is to enable the use of repurchased shares in connection with potential company acquisitions, other forms of strategic investments and acquisitions, to adjust the Company's capital structure to its capital needs, as well as to cover costs and facilitate delivery related to the implementation of the Performance Share Plan 2025, thereby contributing to increased shareholder value.

The Board of Directors has issued a statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act.

Item 16 (b) - resolution regarding authorization for the Board of Directors to decide upon the transfer of own shares in conjunction with company acquisitions and other strategic investments

The Board of Directors proposes the Meeting to authorize the Board of Directors, for the period until the next Annual General Meeting, on one or several occasions, to resolve on the transfer of the Company's own Series B shares in conjunction with, or following, company acquisitions and other strategic investments, as follows.

1. Transfer may be made of the Company's own Series B shares held by the Company at the time of the Board of Directors' resolution on the transfer.
2. Transfer of own Series B shares may take place on or outside Nasdaq Stockholm.
3. The transfer of shares may be made with deviation from the shareholders' preferential rights. The reason for the deviation from the shareholders' preferential rights shall be that the transfer of own Series B shares enables alternative forms of payment for company acquisitions and other strategic investments, which, according to the Board of Directors, is beneficial to the company and contributes to increased shareholder value.

4. Transfer of Series B shares may be made at a price within within the price range applicable for the Company's Series B shares at any given time on Nasdaq Stockholm.
5. Payment for transferred Series B shares may be made in cash, in kind or by set-off of a claim against the Company.

Item 16 (c) - resolution regarding authorization for the Board of Directors to decide upon the transfer of own shares in conjunction with the Performance Share Plan 2023

The Board of Directors proposes that the Meeting resolves that the Board of Directors shall have the right, during the period until the next Annual General Meeting, on one or several occasions, to transfer a maximum of 160,000 own Series B shares in the Company, on order to cover costs related to social security contributions, which may arise as a result of the Company's obligations under the previously resolved Performance Share Plan 2023. Such transfers shall be made on Nasdaq Stockholm at a price within within the price range applicable for the Company's Series B shares at any given time on Nasdaq Stockholm.

Majority requirements

Valid resolutions in accordance with the Board of Directors' proposals 16 (a) – 16 (c) above require that the resolutions are supported by shareholders representing at least two-thirds of both the votes cast and the shares represented at the Meeting.

Item 17 (a) resolution regarding adoption of a long-term performance-based share program for 2025; and 17 (b) resolution regarding transfer of own shares to participants in the long-term performance-based share program

Background

The Board of Directors of Elekta has decided to propose a long-term performance-based share plan for 2025 ("PSP 2025"). The proposed program is essentially the same as the share program adopted in 2024.

The Board of Directors is confident that the proposed program will benefit Elekta's shareholders by aligning their interests with those of the participants, as it will contribute to strengthening Elekta's ability to attract, retain and motivate skilled personnel, and is expected to contribute to an increased focus to meet the long-term business and equity targets.

The proposal by the Board of Directors

The Board of Directors proposes, in view of the above, that the Meeting resolves to (a) adopt a long-term performance-based share program for 2025, and, as a hedging arrangement, resolves on (b) transfer of own shares to the participants in PSP 2025.

Item 17 (a) - resolution regarding adoption of a long-term performance-based share program for 2025

The Board of Directors proposes that the Meeting resolves to adopt PSP 2025 in accordance with the following main terms and conditions.

1. PSP 2025 is proposed to include no more than 20 Executive Committee members and key employees within the Group. The Executive Committee members and key employees included will be those who have significant ability to influence the Company's long-term performance, i.e. the President and CEO, Executive Committee and certain key employees. An invitation to participate in PSP 2025 shall be provided by Elekta no later than on December 31, 2025.

2. Participants are offered the opportunity to receive Series B shares in Elekta (“**Performance Shares**”) without consideration, provided that the performance targets are met, and that the participant remain employed by the Group during the three-year performance period (2025-2028). Exceptions to this requirement may be granted in individual cases, for example in the event of a participant’s death, retirement or disability.
3. The Performance Shares shall be based on a maximum value for each participant category. The maximum value for the President and CEO is 80 percent of the annual base salary 2025, 70 percent of the annual base salary 2025 for other members of the Executive Committee, and 50–60 percent of the annual base salary 2025 for certain key employees. The aggregate maximum values of the Performance Shares allocated to all participants shall not exceed SEK 48.3 million, excluding social security contributions.
4. The participants respective highest value will thereafter be converted into a maximum number of Performance Shares¹, applying the average closing price for Elekta’s Series B shares on Nasdaq Stockholm during a period of ten trading days prior to the date of allocation.
5. The calculation of the number of Performance Shares that may be awarded is dependent on the performance targets set by the Board of Directors during the measurement period, for the Group’s (i) total shareholder return (“**relative TSR**”) relative to the OMXSPI index², (ii) number of installed units with effective hypofractionation, i.e. access to hypofractionation³, and (iii) reduction of CO₂ equivalents from the operations⁴. The relative weighting between the three performance targets (i)-(iii) is (i), i.e. relative TSR, with a weighting of 85 percent, and (ii)-(iii), i.e. access to hypofractionation and reduction of CO₂ equivalents with a weighting of 7.5 percent each.
6. The Board of Directors will decide on the outcome of the established performance targets after the end of each measurement period. The total vesting level for PSP 2025 can be in the range of 0 – 100 percent and is determined by the weighted vesting level of each performance target. If the maximum level is reached or exceeded, the allocation will amount to (and not exceed) the maximum number of Performance Shares in accordance with items 3-4 above. If the minimum level is reached, the allocation will amount to 25 percent of the maximum number of Performance Shares in accordance with items 3-4 above. If the performance outcome is below the maximum level but exceeds the minimum level, a proportionate allocation will be made. No allocation will be made if the outcome is below the minimum level for all three targets.
7. If all conditions set for PSP 2025 are met, allocation of Performance Shares will take place during the second half of 2028. The allocation is without consideration, subject to tax. The participants shall not receive any compensation for cash dividends during the vesting period.
8. Before the number of shares to be allocated is finally determined, the Board of Directors shall assess whether the allocation is reasonable in relation to the Company’s financial results and position, conditions on the stock market and other circumstances, and if the Board of Directors

¹ With the possibility for the Board of Directors to make adjustments as a result of extraordinary events such as bonus issues, splits, rights issues and/or similar events in accordance with common practice for similar incentive programs.

² The minimum performance requirement is that Elekta’s relative TSR is at least +3.0 percent above the OMXSPI index. To reach the maximum performance level, Elekta’s relative TSR must be equal to +15 percent or higher than the OMXSPI index.

³ The minimum performance requirement is that Elekta installs 221 units during 2025-2028, and the maximum performance requirement is that Elekta installs 325 units during 2025-2028.

⁴ The minimum performance requirement is that Elekta reduces its CO₂ emissions from operations by 5.95 percent during 2025-2028, and the maximum performance requirement is that Elekta reduces its CO₂ emissions from operations by 17.84 percent during 2025-2028.

deems this not to be the case, reduce the number of Performance Shares to be allocated to the lower number that the Board of Directors deems appropriate.

9. The Board of Directors, or a committee established by the Board of Directors for this purpose, shall be responsible for the detailed construct and management of PSP 2025, within the framework of the stated main terms and guidelines. In connection therewith, the Board of Directors shall have the right to make adjustments to comply with rules or market conditions abroad. This may mean that the Board of Directors is entitled to introduce an alternative cash-based incentive solution for participants in such countries where allocation of Performance Shares is not applicable, or otherwise such solution that is deemed appropriate. The Board of Directors shall also be entitled to make other adjustments provided that there are significant changes in the Group or its external environment that would result in the terms and conditions for allocation under PSP 2025 no longer being appropriate. Such alternative incentive solutions shall, to the extent practically possible, be designed on terms and conditions corresponding to those of PSP 2025.
10. Participation in PSP 2025 is conditional upon it being legally and appropriately feasible, and, in the opinion of the Board of Directors, possible to implement with reasonable administrative costs and financial efforts.

Costs for PSP 2025

The total costs for PSP 2025, at maximum allocation of Performance Shares, are estimated to amount to not more than SEK 62.7 million, which corresponds to approximately 1.14 percent of the Group's total personnel costs for 2024/2025. The costs have been calculated as the sum of the maximum allocation value, including social security contributions and administrative costs for the program. A maximum price per share of SEK 52.15 has been used in the calculation. Administrative costs have been estimated to amount to less than SEK 1 million. If no allocation of Performance Shares is made, only administration costs will arise.

The costs for PSP 2025 are based on the accounting standard IFRS 2 and are accrued over three years.

Hedging measures for PSP 2025

In order to implement PSP 2025, the Board of Directors proposes under item 17 (b) that not more than 1,450,000 own Series B shares may be transferred to the participants. Should the proposal to transfer shares in accordance with item 17 (b) to participants in PSP 2025 not be approved by the Meeting, the Board of Directors will explore other possibilities to ensure delivery under PSP 2025.

Number of shares, effects on key ratios, etc.

The maximum number of Performance Shares that may be allocated to the participants in PSP 2025 amounts to 1,450,000, which corresponds to approximately 0.38 percent of the total number of shares and 0.28 of the total number of votes in Elekta. PSP 2025 does not entail any dilution of share capital or votes. If repurchased shares are allocated under PSP 2025, the number of outstanding shares in Elekta will increase by a maximum of 1,450,000 Series B shares, corresponding to a maximum dilution effect of earnings per share of approximately 0.38 percent.⁵ Dilution effects per share are independent of the share price as the Performance Shares are delivered without consideration.

The total maximum increase in the number of outstanding Series B shares for all outstanding share programs in Elekta is estimated to be not more than 2,899,364 Series B shares, to be delivered without consideration, corresponding to a dilution effect of earnings per share of approximately 0.75 percent. In

⁵ Outstanding shares are defined as the total number of issued shares in Elekta reduced by the number of treasury shares held by Elekta.

this calculation, the maximum allocation of shares has been assumed for the share programs 2025, 2024, 2023 and 2022.

Item 17 (b) - resolution regarding transfer of own shares to participants in the long-term performance-based share program

In order to ensure delivery of Performance Shares in accordance with the terms and conditions of PSP 2025, the Board of Directors proposes that the Meeting resolves to transfer, with deviation from the shareholders' preferential rights, of not more than 1,450,000 Series B shares in Elekta on the following terms and conditions:

1. The right to receive shares shall be granted to those participants within the Group who are covered by the terms and conditions of PSP 2025. Furthermore, subsidiaries within the Group shall be entitled to acquire shares without consideration, whereupon such subsidiaries shall be obligated to immediately transfer the shares without consideration to participants covered by PSP 2025.
2. The right to receive shares shall apply to the participant during the period in which the participant is entitled to receive shares in accordance with the terms and conditions of PSP 2025.
3. Participants covered by the terms and conditions of PSP 2025 shall receive Series B shares without consideration.
4. The reason for deviating from the shareholders' preferential rights in connection with transfer of own Series B shares is to enable Elekta to transfer Performance Shares to the participants in PSP 2025.

The Meeting's resolution in accordance with the Board of Directors' proposal under item 17 (b) is conditional upon the Meeting resolving to adopt the Board of Directors' proposal for resolution on PSP 2025 under item 17 (a) above.

Preparation of the proposal

The proposal has been prepared by the Company's Remuneration and Sustainability Committee in consultation with the Board of Directors. The decision to propose PSP 2025 to the Meeting has been made by the Board of Directors.

Outstanding incentive programs in Elekta

For a description of Elekta's outstanding share-based incentive programs, please refer to note 8 in Elekta's Annual Report for 2024/2025.

Majority requirements

The Meeting's resolution on transfer of own shares in accordance with item 17 (b) above is valid only if supported by shareholders holding at least nine-tenths of both the votes cast and the shares represented at the Meeting.

Item 18 – Resolution regarding contribution to Elekta Foundation

On August 25, 2021, the Annual General Meeting resolved on a contribution by the Company of up to SEK 35,000,000 as initial foundation capital for the purposes of establishing a philanthropic foundation of the Company, Elekta Foundation (the "**Foundation**"), to be governed by the Swedish Foundation Act (1994:1220) (*Sw. stiftelselagen*). The object of the Foundation is to improve access to, and quality of, cancer care with special focus on radiotherapy. In accordance with the resolution by the Annual General meeting of August 25, 2021, if necessary for the Foundation to be able to continue its operations, the Board of Directors may propose future General Meetings to resolve on further contributions to the

Foundation. The 2023 Annual General Meeting thus resolved on a contribution of up to SEK 10,000,000 to the Foundation. Subsequently, the 2024 Annual General Meeting resolved to make an additional contribution of a maximum of SEK 10,000,000 to the Foundation.

The Board of Directors proposes that the Meeting resolves on a new contribution of up to SEK 10,000,000 to the Foundation. The Board of Directors considers the proposed contribution to be a gift for charitable or comparable purposes that can be deemed reasonable given the purpose, the Company's financial position and the circumstances in general and that the contribution is justifiable in view of the requirements posed on the size of the Company's and the Group's equity by the nature, scope and risks associated with the Company's and Group's operations as well as the consolidation needs, liquidity and position of the Company and the Group in other respects. There will be sufficient coverage for the Company's restricted equity following the contribution.

DOCUMENTS

Complete documents in accordance with the Swedish Companies Act (2005:551) will be available on the Company's website, www.elekta.com, and at the Company at Hagaplan 4 in Stockholm no later than on August 14, 2025. The Nomination Committee's proposals and reasoned statement and details of all proposed members of the Board of Directors will be available on the Company's website from the date of issue of this notice. All documents will be sent immediately without charge to any shareholders upon request and notification of postal address.

THE NUMBER OF SHARES AND VOTES

The total number of shares in the Company amounts to 383,568,409 shares, whereof 14,980,769 Series A shares and 368,587,640 Series B shares, representing a total of 518,395,330 votes. The Series A shares carry ten votes each, and the Series B shares carry one vote each. The Company holds 1,485,289 Series B shares, which may not be represented at the Meeting. The information pertains to the circumstances as per the time of issuing this notice.

PROCESSING OF PERSONAL DATA

For information on how personal data is processed in relation to the Meeting, see the privacy notice available on Euroclear's website: <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>. Elekta AB (publ)'s corporate registration number is 556170-4015 and registered office in Stockholm.

Stockholm in July 2025

Elekta AB (publ)

The Board of Directors