Minutes no. 48 kept at the Annual General Meeting of Elekta AB (publ), reg. no. 556170-4015, September 3, 2026, in Stockholm.

§ 1 Opening of the Meeting

The Chair 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 and the Sustainability 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 Anna Magnusson, representative for Fjärde AP-fonden, and Robin Nestor, representative for Lannebo Kapitalförvaltning, 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, 2026, and had been made available on the Company's website on July 31, 2026, and that the issuance of the notice was announced in Svenska Dagbladet on August 5, 2026.

It was concluded that the Meeting had been duly convened.

§ 7 Presentation by the CEO

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 2025/26 fiscal year.

§ 8 Presentation of the Annual Report and Sustainability Report and the Auditor's Report, the consolidated accounts and the Auditor's Report for the Group, and the Auditor's Assurance Report on the Sustainability Report

The Chair concluded that the Annual Report and the Sustainability Report, the Auditor's Report, the consolidated accounts, the Auditor's Report on the consolidated accounts and the Auditor's Assurance Report on the Sustainability Report for the 2025/26 fiscal year were presented at the Meeting.

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

§ 10 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 1,260,506,215, 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 7, 2026, and that the second record day for dividend is on March 5, 2027. It was noted that the payment of the dividend is estimated to be made, through Euroclear Sweden AB, on September 10, 2026, and on March 10, 2027, respectively.

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

The Directors, as well as those who have held the position of CEO and President, were discharged from liability for their administration during the 2025/26 fiscal year.

It was noted that none of the 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.

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

It was noted that that the Chair 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 ten Directors, without deputy Directors.

§ 13.1 Determination of 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, 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 10,450,000 (8,735,000), of which SEK 1,695,000 (1,655,000) in ordinary remuneration to the Chair of the Board of Directors and SEK 740,000 (720,000) in ordinary remuneration 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 160,000 (155,000) to the Chair of the Compensation & Sustainability Committee, SEK 115,000 (110,000) to each other member of the Compensation & Sustainability Committee, SEK 355,000 (345,000) to the Chair of the Audit Committee, SEK 205,000 (200,000) to each other member of the Audit Committee, SEK 160,000 to the Chair of the newly established Strategy and Innovation Committee and SEK 115,000 to each other member of the Strategy and Innovation Committee. It was resolved that no remuneration or compensation for committee work shall be paid to a Director employed by the Company.

§ 13.2 Determination of 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.

§ 14 Election of Directors, Chair 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, Jan De Witte, Tomas Eliasson, Jan Kimpen, Wolfgang Reim, Jan Secher, Volker Wetekam and Cecilia Wikström, and to elect Cecilia Felton, 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 Chair 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.

§ 15 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 2027. EY has informed the Nomination Committee that if EY is elected, the Authorized Public Accountant Jakob Wojcik will be appointed as Auditor in charge.

§ 16 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.

§ 17 (a) Resolution regarding authorization for the Board of Directors to resolve 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).

§ 17 (b) Resolution regarding authorization for the Board of Directors to resolve on transfer of own shares

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, 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).

§ 18 (a) Resolution regarding adoption of a long-term performance-based share program for 2026

The Meeting resolved, in accordance with the Board of Directors' proposal, to adopt a long-term performance-based share program for 2026, which was included in the notice to attend the Meeting, Appendix 2.

§ 18 (b) Resolution regarding transfer of own shares to participants in the long-term performance-based share program for 2026

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).

§ 19 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.

§ 20 Closing of the Meeting

The Chair declared the Meeting closed.

(*Signature page follows*)

At the Minutes:

Olof Hagberg

Olof Hagberg

Anna Magnusson

Anna Magnusson

Approved:

Victoria Skoglund

Victoria Skoglund

Robin Nestor

Robin Nestor

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.

Appendix 2

Elekta

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

The shareholders of Elekta AB (publ) ("**Elekta**" or the "**Company**"), are hereby convened to the Annual General Meeting to be held at 3:00 p.m. CEST on September 3, 2026, at Elekta's headquarters, Hagaplan 4, Stockholm, Sweden. 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 26, 2026, and
- notify the Company of their intention to participate in the Meeting no later than on August 28, 2026.

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, SE-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 28, 2026, 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 28, 2026. 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

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https://www.euroclear.com/sweden/generalmeetings/. Such electronic votes must be submitted no later than August 28, 2026.

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, SE-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 by the CEO
8. Presentation of the Annual Report and Sustainability Report and the Auditor's Report, the consolidated accounts and the Auditor's Report for the Group, and the Auditor's Assurance Report on the Sustainability Report
9. Resolution concerning adoption of the balance sheet and the income statement and the consolidated balance sheet and the consolidated income statement
10. Resolution concerning dispositions of the Company's earnings pursuant to the adopted balance sheet and determination of the record days for dividend
11. Resolution concerning the discharge of the Board of Directors and the President and CEO from personal liability
12. Determination of the number of Directors and any deputy Directors
13. Determination of
    - 13.1 fees to be paid to the Board of Directors
    - 13.2 fees to be paid to the Auditor

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14. Election of Directors, Chair of the Board of Directors and any deputy Directors
    14.1 Laurent Leksell, reelection
    14.2 Ann Costello, reelection
    14.3 Jan De Witte, reelection
    14.4 Tomas Eliasson, reelection
    14.5 Jan Kimpen, reelection
    14.6 Wolfgang Reim, reelection
    14.7 Jan Secher, reelection
    14.8 Volker Wetekam, reelection
    14.9 Cecilia Wikström, reelection
    14.10 Cecilia Felton, election
    14.11 Laurent Leksell, reelection (Chair of the Board)
15. Election of Auditor
16. Resolution regarding approval of the Remuneration Report
17. Resolution regarding
    (a) authorization for the Board of Directors to resolve on acquisition of own shares
    (b) authorization for the Board of Directors to resolve on transfer of own shares
18. Resolution regarding
    (a) adoption of a long-term performance-based share program for 2026
    (b) transfer of own shares to participants in the long-term performance-based share program for 2026
19. Resolution regarding contribution to Elekta Foundation
20. 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 2025, in accordance with the instructions to the Nomination Committee. The Nomination Committee consists of Laurent Leksell, Chair of the Nomination Committee (in his capacity as Chair of the Board of Elekta and for his own and related parties' holdings), Anna Magnusson (appointed by the Fourth Swedish National Pension Fund), Katarina Hammar (appointed by Nordea Funds), Elisabet Jamal Bergström (appointed by SEB Funds), and Robin Nestor (appointed by Lannebo Kapitalförvaltning). 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.

Item 12 – Determination of the number of Directors and any deputy Directors

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

Item 13.1 – 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 10,450,000 (8,735,000), of which SEK 1,695,000 (1,655,000) to the Chair of the Board of Directors and SEK 740,000 (720,000) to each ordinary Director elected by the General Meeting who is not employed by the Company. Further, the Nomination Committee

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proposes that remuneration for committee work for the period until the next Annual General Meeting, shall be paid with SEK 160,000 (155,000) to the Chair of the Compensation & Sustainability Committee and SEK 115,000 (110,000) to each other member of the Compensation & Sustainability Committee, and SEK 355,000 (345,000) to the Chair of the Audit Committee and SEK 205,000 (200,000) to each other member of the Audit Committee, and SEK 160,000 to the Chair of the newly established by the Board of Directors Strategy and Innovation Committee and SEK 115,000 to each other member of the Strategy and Innovation Committee. No remuneration or compensation for committee work shall be paid to a Director employed by the Company.

Item 13.2 – 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 14 – Election of Directors, Chair of the Board of Directors and any deputy Directors

The Nomination Committee proposes that Laurent Leksell, Ann Costello, Jan De Witte, Tomas Eliasson, Jan Kimpen, Wolfgang Reim, Jan Secher, Volker Wetekam and Cecilia Wikström are reelected, and that Cecilia Felton 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 Chair 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 15 – 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 2027. EY has informed the Nomination Committee that if EY is elected, the Authorized Public Accountant Jakob Wojcik will be the Auditor in charge.

PROPOSALS BY THE BOARD OF DIRECTORS

Item 10 – 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 1,260,506,215, an amount corresponding to 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 7, 2026, and the second record day is proposed to be on March 5, 2027. If the Meeting resolves in accordance with the proposal, payments through Euroclear Sweden AB are estimated to be made on September 10, 2026, and on March 10, 2027, respectively.

Item 17 (a) – resolution regarding authorization for the Board of Directors to resolve on 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. Acquisitions of own shares shall be made in cash on Nasdaq Stockholm in accordance with Nasdaq Stockholm's applicable rules, which stipulate that shares may not be acquired at a price higher than the higher of the price of the last independent trade and the highest current independent purchase bid on the trading venue where the purchase is carried out. Acquisitions may not be made at a price lower than the lowest price at which an independent acquisition may take place.

The purpose of the proposal is to enable the use of repurchased shares in connection with potential company acquisitions and other strategic investments, to adjust the Company's capital structure to contribute to increased shareholder value, as well as to cover costs and facilitate delivery related to the implementation of the Company's share-related incentive programs.

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

Item 17 (b) – resolution regarding authorization for the Board of Directors to resolve on the transfer 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 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 is to adjust the Company's capital structure, enable 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, and to cover costs related to the Company's share-related incentive programs.
4. Transfer of Series B shares may be made at a price within the price range applicable for the Company's Series B shares at any given time on Nasdaq Stockholm, meaning the range between the current highest bid price and lowest ask price published on an ongoing basis by Nasdaq Stockholm. The transfer of own shares by other means shall take place at a minimum price to be determined in close proximity to the share's market price at the time of the Board's decision on the transfer.
5. Payment for transferred Series B shares may be made in cash, in kind or by set-off of a claim against the Company.

Majority requirements

Valid resolutions in accordance with the Board of Directors' proposals 17 (a) – 17 (b) 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.

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Item 18 (a) resolution regarding adoption of a long-term performance-based share program for 2026

The Board of Directors proposes that the Meeting resolves to adopt a long-term performance-based share program for 2026 (“**PSP 2026**"), in accordance with the following main terms and conditions:

Background

The Board of Directors considers that PSP 2026 will benefit Elekta’s shareholders by aligning their interests with those of the participants. PSP 2026 is expected to strengthen Elekta's ability to attract, retain and motivate skilled personnel and increase focus on the Company's long-term business and share value targets.

Participants

PSP 2026 is proposed to include no more than 30 senior executives and key individuals within the Group. The individuals included will be those who have significant ability to influence the Company’s long-term performance and are divided into three categories: (i) the President and CEO and other members of the Executive Committee ("**Executive Committee**"), (ii) senior executives within the Group's extended management team ("**Executive Management**"), and (iii) additional selected key individuals. An invitation to participate in PSP 2026 shall be provided by Elekta no later than on 31 December 2026.

An invitation to participate may also be extended to future new employees. For such invitations, the terms and conditions shall be the same as or equivalent to those set out in this resolution. The fact that participation may be offered to future new employees may mean that the vesting period in some cases could be shorter than three years. The Company considers, however, that this does not affect the suitability of the program, since the purposes underlying the introduction of PSP 2026 are not affected by at which point in time during the year the participant accepts to participate in PSP 2026.

Right to Performance Shares

Participants are offered the opportunity to receive Series B shares in Elekta ("**Performance Shares**") without consideration, provided that the performance targets set out below are met, and that the participant remains employed by the Group from the start of PSP 2026 up to and including the date occurring three years thereafter (2026–2029) (the "**Vesting Period**"). Exceptions to this requirement may be granted in individual cases, for example in the event of a participant's death, retirement or disability.

In addition to the above, participants who are members of the Executive Committee or Executive Management must make an investment in Series B shares in Elekta corresponding to 10 percent of the participant's annual net base salary for 2026 (the "**Investment Requirement**") in order to be entitled to receive Performance Shares under PSP 2026. These investment shares shall be held during the entire Vesting Period. Other participants (additional selected key individuals) are not subject to the Investment Requirement.

Members of the Executive Committee shall be entitled to receive Performance Shares corresponding to up to 100 percent of the participant's annual base salary for 2026. Members of the Executive Management and other selected key individuals shall be entitled to receive Performance Shares corresponding to up to 80 percent of the participant's annual base salary for 2026.

The amount corresponding to each of the above-mentioned percentages will be converted into a maximum number of Performance Shares[1] based on the average closing price for Elekta's Series B

[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.

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shares on Nasdaq Stockholm during a period of ten trading days prior to the first day of the Vesting Period.[2]

Performance targets

The calculation of the number of Performance Shares that may be awarded is dependent on the fulfilment of four independent performance targets. The performance targets are based on the Group's:

(i) total shareholder return ("**relative TSR**") compared to OMXSPI[3] during the Vesting Period, with a weighting of 30 percent;
(ii) revenue growth ("**Revenue growth**")[4] during the period 1 May 2026 – 30 April 2029, with a weighting of 30 percent;
(iii) operating margin ("**EBIT%**")[5] during the period 1 May 2026 – 30 April 2029, with a weighting of 30 percent; and
(iv) reduction of CO_2 equivalents from the operations[6] during the period 1 May 2026 – 30 April 2029, with a weighting of 10 percent.

The total vesting level for PSP 2026 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 maximum number of Performance Shares will be allocated. If the minimum level is reached, 25 percent of the maximum number of Performance Shares will be allocated. If the performance outcome is between the minimum and maximum levels, a proportionate allocation will be made. No allocation will be made if the outcome is below the minimum level for all four targets. The Board of Directors will decide on the outcome of the established performance targets after the end of each measurement period.

Allocation, etc.

If all conditions set for PSP 2026 are met, allocation of Performance Shares will take place as soon as possible after the end of the Vesting Period. The allocation is without consideration, subject to tax. The participants shall not receive any compensation for cash dividends during the Vesting Period. Other terms and conditions are set out in the separate terms and conditions established for PSP 2026.

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 relevant circumstances. If the Board of Directors deems this not to be the case, the number of Performance Shares shall be reduced to the number that the Board of Directors deems appropriate.

The Board of Directors, or a committee established by the Board of Directors for this purpose, shall be responsible for the management of PSP 2026 and shall have the right to make adjustments to comply with rules or market conditions abroad. This includes the right to introduce an alternative cash-based incentive solution for participants in countries where allocation of Performance Shares is not practicable or where such a solution is deemed appropriate. The Board of Directors shall also be entitled to make other adjustments upon any significant changes in the Group or its external environment that would result in the terms and conditions for PSP 2026 no longer being appropriate. Alternative incentive

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[2] If the average closing price falls below 45 SEK during the relevant measurement period, a value of 45 SEK shall nonetheless be used as the basis for calculating the number of Performance Shares.
[3] 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.
[4] The minimum performance requirement is that Elekta's compounded average growth rate is at least 4 percent over the relevant period. To reach the maximum performance level, Elekta's growth rate must be 7 percent or higher.
[5] The minimum performance requirement is that Elekta's operating margin, assuming capitalization of R&D equals amortization of R&D, amounts to at least 14 percent in the last year of the relevant period. To reach the maximum performance level, Elekta's operating margin must, under the same assumptions, amount to 16 percent or higher in the last year of the relevant period.
[6] The minimum performance requirement is that Elekta reduces its CO2 emissions from operations by 38 percent during 2026-2029, and the maximum performance requirement is that Elekta reduces its CO2 emissions from operations by 40 percent during 2026-2029, compared to the base year (Fiscal year 21-22).

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solutions shall, to the extent practically possible, be designed on terms and conditions corresponding to those of PSP 2026.

Participation in PSP 2026 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 2026

The total costs for PSP 2026 at maximum allocation of Performance Shares are estimated to amount to not more than SEK 84.8 million. The costs have been calculated as the sum of salary costs, including social costs, and administration costs for the program. Administration costs are estimated to amount to less than SEK 1 million. If no allocation of Performance Shares occurs, only administration costs will arise.

The costs have been calculated based on the value of the Performance Shares that may be allocated at maximum target fulfilment, through transfer of treasury shares. The calculation of the maximum cost is based on maximum target fulfilment and that none of the participants in PSP 2026 leave their employment during the Vesting Period. The calculation is based on an estimated share price at the start of the program of SEK 56 and a maximum share price at the end of the program of SEK 60.

Hedging measures for PSP 2026

In order to implement PSP 2026, the Board of Directors proposes under item 18 (b) that not more than 1,533,619 own Series B shares may be transferred to the participants. Should the proposal to transfer shares in accordance with item 18 (b) to participants in PSP 2026 not be approved by the Meeting, the Board of Directors will explore other possibilities to ensure delivery under PSP 2026.

Number of shares, effects on key ratios, etc.

The maximum number of Performance Shares that may be allocated in PSP 2026 amounts to 1,533,619, corresponding to approximately 0.40 percent of the total number of shares and approximately 0.30 percent of the total number of votes in Elekta. PSP 2026 does not entail any dilution of share capital or votes. If repurchased shares are allocated, the number of outstanding shares will increase by a maximum of 1,533,619 Series B shares, corresponding to a maximum dilution effect of earnings per share of approximately 0.40 percent.[7] Dilution effects per share are independent of the share price as the Performance Shares are delivered without consideration.

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 2026 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 7 in Elekta's Annual Report for 2025/2026.

[7] Outstanding shares is defined as the total number of issued shares in Elekta reduced by the number of treasury shares held by Elekta.

Restricted Information and Basic Personal Data

Item 18 (b) - resolution regarding transfer of own shares to participants in the long-term performance-based share program for 2026

In order to ensure delivery of Performance Shares in accordance with the terms and conditions of PSP 2026, the Board of Directors proposes that the Meeting resolves to transfer, with deviation from the shareholders' preferential rights, not more than 1,533,619 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 2026. 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 2026.
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 2026.
3. Participants covered by the terms and conditions of PSP 2026 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 2026.

The Meeting's resolution in accordance with the Board of Directors' proposal under item 18 (b) is conditional upon the Meeting resolving to adopt the Board of Directors' proposal for resolution on PSP 2026 under item 18 (a) above.

Majority requirements

The Meeting's resolution on transfer of own shares in accordance with item 18 (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 19 – 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 Annual General Meetings 2023, 2024 and 2025, respectively, resolved on further contributions of up to 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.

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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, Sweden, no later than on August 13, 2026. The Nomination Committee's complete 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 its registered office is in Stockholm, Sweden.

Stockholm in July 2026

Elekta AB (publ)

The Board of Directors

Restricted Information and Basic Personal Data