

Evaluation of Elekta AB's Executive Remuneration 2009/10 pursuant to item 10.3 of the Swedish Code of Corporate Governance

Executive Remuneration

The basis for executive remuneration at Elekta AB (publ) ("Elekta") is a set of guidelines that are approved annually by the Annual General Meeting. The complete guidelines are described in the 2009/10 annual report. As set forth in these guidelines, remuneration and other terms of employment for executives of the Elekta Group need to successfully attract, motivate and retain competent leadership, both in the short and long term, in order to reach superior business results and create maximum shareholder value. To achieve this goal, it is important to both ensure fairness and internal equity, while maintaining market competitiveness in terms of the structure, scope and level of executive compensation within Elekta. Employment conditions for executive management should therefore be comprised of a balanced mix of fixed salary, a variable salary component, annual incentive, long-term incentives, pension and other benefits, as well as notice and severance payments, if applicable.

Executive Compensation Committee

The Executive Compensation Committee, which during the 2009/10 fiscal year consisted of the Chairman of the Board Akbar Seddigh, who was also the Chairman of the Executive Compensation Committee, and Board member Luciano Cattani, convened on five occasions during the 2009/10 fiscal year. During the year, the Executive Compensation Committee has dealt with a broad range of compensation-related issues, from fixed and variable salary levels to short- and long-term incentives, as well as pensions and other obligations related to executive management. The Executive Compensation Committee has also completed its annual merit increase process for executive management and in connection with that, benchmarked the remuneration to the President & CEO and the broader Executive Management team against relevant market compensation data.

The Executive Compensation Committee has also created a revised set of guidelines for remuneration of executive management; which the Board of Directors resolved to propose to the 2010 Annual General Meeting for approval. The purpose of the revision is to increase

transparency around the different remuneration components employed by the Company for executive management.

Additionally, the Executive Compensation Committee has been involved in the creation of a Global Performance Management Process (enterprise-wide system that effectively links individual and business performance to Elekta's various reward systems), a Compensation & Benefits Development Project (revision of the corporate short-term incentive plan structure and policy and an upgrade of long-term incentive scheme) and a Talent Management Program (revised enterprise-wide process for evaluating and promoting key talent, that ensures that Elekta's short & long term management needs are filled by qualified internal candidates).

Evaluation & Conclusion

In accordance with the requirements in the revised Code, the Executive Compensation Committee has evaluated how current approved guidelines for executive remuneration have been applied to members of executive management during the 2009/10 fiscal year. This evaluation has also included an assessment of the alignment between actual executive remuneration through both current and completed variable compensation programs and the guidelines themselves.

The Executive Compensation Committee has come to the conclusion that all of the aforementioned areas have been in line with the guidelines for executive remuneration that were approved by the 2009 Annual General Meeting.

Stockholm, August, 2010

Elekta AB (publ)

Executive Compensation Committee
