

POSSIBLE OUTCOMES OF REMUNERATION TO EXECUTIVE MANAGEMENT FOR THE 2013/14 FISCAL YEAR

Executive management compensation for the 2013/14 fiscal year has been validated by the Board with regards to fixed salary, pensions and other benefits, while the size of annual incentives, deferred annual incentives and long-term incentives will depend on the results of performance against financial and non-financial goals.

Last year, Elekta adopted a revised policy for variable compensation: The Elekta Corporate Incentive Plan. The Policy is issued by the Executive Compensation Committee (ECC) and ownership lies with the CEO of Elekta AB.

This policy applies to all managers in Elekta AB and/or its subsidiaries from the Director level upwards, who have incentive plans in their compensation agreement with Elekta. The objective of this policy is to have a competitive, consistent and organized approach to incentive plans throughout the Corporation.

Variable compensation under the new Group plan follows these principles:

- Target fulfillment between 80% and 100% of target generates a linear payment against target reward.
- Target achievement above 100% is defined as over-performance and is capped at 160% of the incentive award.
- Performance exceeding 100% of target is rewarded by 2% of the target incentive for each 1% of over performance up to 120% of target.
- Performance above 120% of target is rewarded by 3% of the target incentive for each 1% of over performance up to 160% of the target incentive, which is the cap for the incentive.
- Performance under 80% of target receives no award.

Performance objectives for the annual incentive plan are decided annually by the Board of Directors. Results are measured and compensation paid out on a quarterly basis, up to the quarterly target maximum or cap. Potential over-performance is measured and paid within two months of the end of the fiscal year.

Remuneration for 100% on- target performance related to 2013/14 fiscal year objectives:

	Fixed salary	Annual incentive	Total
President and CEO	4 410 000	1 900 000	6 310 000
Other Executive Management in Sweden (2)	4 428 000	1 460 000	5 888 000
Other Executive Management in other countries (7)	17 306 797	8 394 988	25 701 786
Total	26 144 797	11 754 988	37 899 786

Remuneration for 120% target performance related to 2013/14 fiscal year objectives:

	Fixed salary	Annual incentive	Total
President and CEO	4 410 000	2 280 000	6 690 000
Other Executive Management in Sweden (2)	4 428 000	1 752 000	6 180 000
Other Executive Management in other countries (7)	17 306 797	10 073 986	27 380 783
Total	26 144 797	14 105 986	40 250 783

Maximum remuneration for 160% target performance related to 2013/14 fiscal year objectives:

	Fixed salary	Annual incentive	Total
President and CEO	4 410 000	3 040 000	7 450 000
Other Executive Management in Sweden (2)	4 428 000	2 336 000	6 764 000
Other Executive Management in other countries (7)	17 306 797	13 431 981	30 738 779
Total	26 144 797	18 807 981	44 952 779