

POSSIBLE OUTCOMES OF REMUNERATION TO EXECUTIVE MANAGEMENT FOR THE 2014/15 FISCAL YEAR

Executive management compensation for the 2014/15 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.

The Elekta Corporate Incentive Plan 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 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 2014/15 fiscal year objectives:

	Fixed salary	Annual incentive	Total
President and CEO	4,000,200	2,400,000	6,400,200
Other Executive Management in Sweden (3)	6,596,920	2,537,068	9,133,988
Other Executive Management in other countries (7)	17,952,554	9,095,975	27,048,529
Total	28,549,674	14,033,043	42,582,717

Remuneration for 120% target performance related to 2014/15 fiscal year objectives:

	Fixed salary	Annual incentive	Total
President and CEO	4,000,200	2,880,000	6,880,200
Other Executive Management in Sweden (3)	6,596,920	3,044,482	9,641,402
Other Executive Management in other countries (7)	17,952,554	10,915,170	28,867,724
Total	28,549,674	16,839,652	45,389,326

Maximum remuneration for 160% target performance related to 2014/15 fiscal year objectives:

	Fixed salary	Annual incentive	Total
President and CEO	4,000,200	3,840,000	7,840,200
Other Executive Management in Sweden (3)	6,596,920	4,059,309	10,656,229
Other Executive Management in other countries (7)	17,952,554	14,553,560	32,506,114
Total	28,549,674	22,452,869	51,002,543