

## **POSSIBLE OUTCOMES OF REMUNERATION TO EXECUTIVE MANAGEMENT FOR THE 2015/16 FISCAL YEAR**

Executive management compensation for the 2015/16 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 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 2015/16 fiscal year objectives:

	<b>Fixed salary</b>	<b>Annual incentive</b>	<b>Total</b>
<b>President and CEO</b>	4,533,480	2,240,000	6,933,480
<b>Other Executive Management in Sweden (4)</b>	8,351,677	3,635,839	11,987,516
<b>Other Executive Management in other countries (5)</b>	18 270 721	11,088,560	29,359,281
<b>Total</b>	<b>31,155,878</b>	<b>17,124,399</b>	<b>48,280,277</b>

Remuneration for 120% target performance related to 2015/16 fiscal year objectives:

	<b>Fixed salary</b>	<b>Annual incentive</b>	<b>Total</b>
<b>President and CEO</b>	4,533,480	2,880,000	7,413,480
<b>Other Executive Management in Sweden (4)</b>	8,351,677	4,363,006	12,714,683
<b>Other Executive Management in other countries (5)</b>	18,270,721	13,306,272	31,576,993
<b>Total</b>	<b>31,155,878</b>	<b>20,549,278</b>	<b>51,705,156</b>

Maximum remuneration for 160% target performance related to 2015/16 fiscal year objectives:

	<b>Fixed salary</b>	<b>Annual incentive</b>	<b>Total</b>
<b>President and CEO</b>	4,533,480	3,840,000	8,373,480
<b>Other Executive Management in Sweden (4)</b>	8,351,677	5,817,342	14,169,019
<b>Other Executive Management in other countries (5)</b>	18,270,721	17,741,696	36,012,417
<b>Total</b>	<b>31,155,878</b>	<b>27,399,038</b>	<b>58,554,916</b>