

## **POSSIBLE OUTCOMES OF REMUNERATION TO EXECUTIVE MANAGEMENT FOR THE 2018/17 FISCAL YEAR**

Executive management compensation for the 2017/18 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 at least 80% and no more than 120% of target generates a linear payment against target reward.
- Payment of Target incentive is linear and is 0-200% of possible Target Incentive
- Target incentive for variable pay is between 30% and 70% of annual base salary
- Performance under at least 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 2017/18 fiscal year objectives:

	<b>Fixed salary</b>	<b>Annual incentive</b>	<b>Total</b>
<b>President and CEO</b>	6 000 000	4 200 000	10 200 000
<b>Other Executive Management in Sweden (4)</b>	8 435 000	4 217 500	12 652 500
<b>Other Executive Management in other countries (5)</b>	15 839 821	9 095 542	24 935 363
<b>Total</b>	<b>30 274 821</b>	<b>17 513 042</b>	<b>47 787 863</b>

Maximum remuneration for 200% target performance related to 2017/18 fiscal year objectives:

	<b>Fixed salary</b>	<b>Annual incentive</b>	<b>Total</b>
<b>President and CEO</b>	6 000 000	8 400 000	14 400 000
<b>Other Executive Management in Sweden (4)</b>	8 435 000	8 435 000	16 870 000
<b>Other Executive Management in other countries (5)</b>	15 839 821	18 191 083	34 030 904
<b>Total</b>	<b>30 274 821</b>	<b>35 026 083</b>	<b>65 300 904</b>