



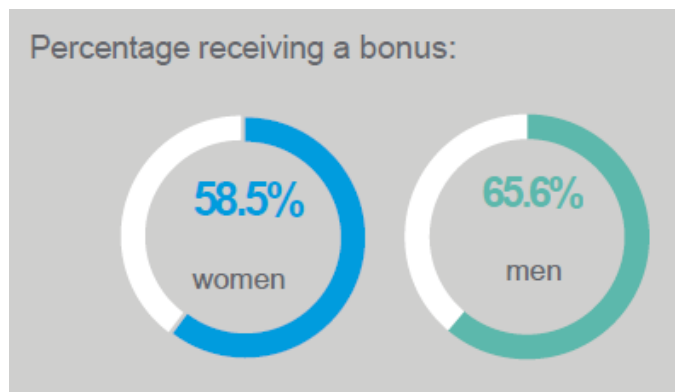
Gender Pay Gap Statement for 2020

Elekta Limited has conducted a pay review of all employees, using data from the legally required snapshot date 5th April 2020. The results concluded that our mean gender pay gap was 4.1%. This represents an improvement from 2018, whereby the gap was recorded as 6.35%. In addition, this outcome is encouraging for Elekta Limited in comparison to the official figure published by the UK Government in 2020, stating a national 15.5% gap.

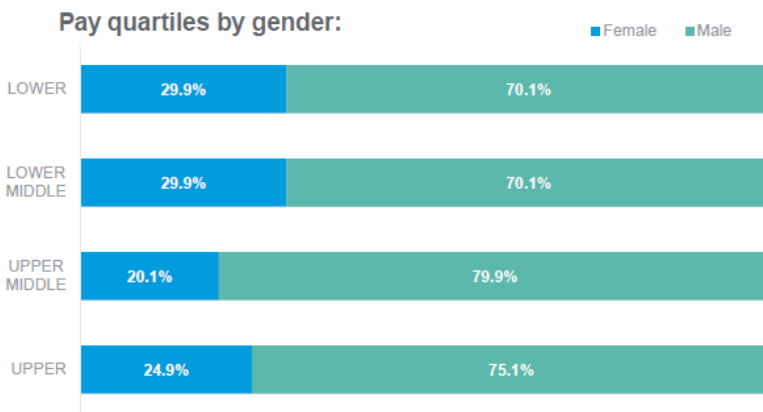
Elekta remains committed to proactively work towards gender pay equality.

Pay Gap Results

Elekta gender pay gap:	
Mean pay gap	4.1%
Median pay gap	6.0%
Mean bonus gap	15.4%
Median bonus gap	6.4%



Pay Quartiles



Denise Mathieson
Managing Director, Elekta Limited

Elekta Limited | Cornerstone | London Road | Crawley | West Sussex RH10 9BL | United Kingdom
Tel: +44 (0)1293 544422 | Fax: +44 (0)1293 654321 | www.elekta.com

Registered address: Linac House, Fleming Way, Crawley, West Sussex RH10 9RR, United Kingdom
Registered in England and Wales, No. 3244454