



Gender Pay Gap Statement

In March 2019, Elekta Limited conducted a pay review of all employees, using data from the legally required snapshot date 5th April 2018. The results concluded that our mean gender pay gap was 6.35%. This represents an improvement from 2017, whereby the gap was recorded as 9.84%. In addition, this outcome is encouraging for Elekta Limited in comparison to the official figure published by the UK Government in 2018, stating a national 17.9% gap.

Elekta remains committed to proactively work towards gender pay equality. The Gender Pay Gap Committee has recently been relaunched and members are currently scoping ideas to continue driving progress.

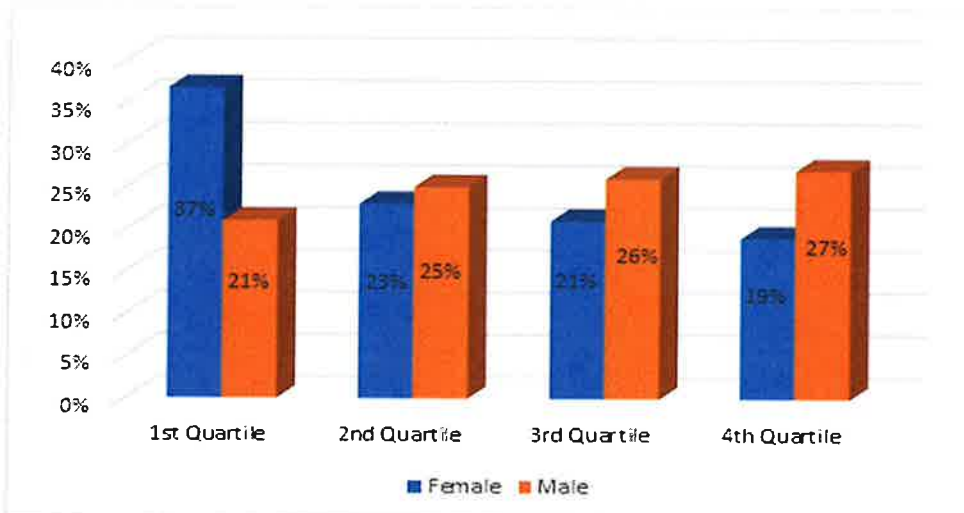
Pay Gap Results

Mean / Median Results	2018	2017
Mean Pay Gap	6.35%	9.84%
Median Pay Gap	10.92%	10.26%

Bonus Pay Gap Results	2018	2017
Mean Bonus Pay Gap	12.86%	12.02%
Median Bonus Pay Gap	5.13%	17.30%

Bonuses Paid by Gender	2018	2017
Females	57%	43%
Males	63%	53%

Pay Quartiles



Steve Wort - Chief Operating Officer
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