

Gender Pay Gap Statement for 2022

Elekta Limited has conducted a pay review of all employees, using data from the legally required snapshot date 5th April 2022. The results concluded that our mean gender pay gap was 9%. This represents a small widening of the gap from 2021, whereby the gap was recorded as 7%. In addition, this outcome is encouraging for Elekta Limited in comparison to the official figures published by the UK Government in 2022, stating a national gender pay gap of 19%.

Elekta remains committed to proactively working towards gender pay equality.

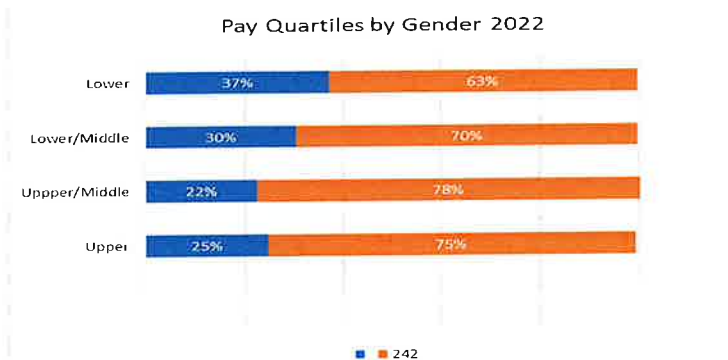
Elekta Pay Gap Results 2022

Mean Bonus Gap	22%
Median Bonus Gap	6%
Mean Pay Gap	9%
Median Pay Gap	7%

Percentage of Employee Receiving a Bonus 2022



Pay Quartiles



Dee Mathieson
Managing Director, Elekta Limited