

Sustainability governance and materiality

Sustainability is a key component of Elekta’s ACCESS 2025 strategy. By integrating our sustainability program into our operations, we secure effective alignment to our strategic objectives and key results.

Elekta recognizes the importance of our environmental, social, and governance responsibilities. Our primary goal is to broaden healthcare access and maximize our positive societal impact. We are committed to reducing our emissions in line with our science-based targets, and aligning our operations with the Paris Agreement. We have programs in place to drive sustainable sourcing, to create a safe and inclusive workplace, and to maintain a strong focus on ethical business practices.

Our collaborations help secure both clinicians’ and patients’ needs and drive innovations within radiotherapy, based on sustainable operations with high-quality suppliers. The foundation for our long-term success is excellence and sustainability in all our processes throughout the value chain. We achieve this by developing our people, being mindful of our stakeholders’ needs and continuously refining our processes to reduce both our costs and environmental footprint. Our focus on continuous improvement ensures that we continue to have the resources to inspire hope for everyone dealing with cancer.

Sustainability organization and responsibility

Elekta’s Board of Directors governs our sustainability program. The Board’s Compensation and Sustainability Committee oversees the setting and execution of Elekta’s Sustainability strategy through quarterly meetings and reports from the CEO and the Sustainability function. Elekta’s Audit Committee oversees matters related to sustainability reporting. For more information, see [page 115](#).

The Group Sustainability Director, who reports to the VP of Strategy, Sustainability and Transformation, develops and coordinates the corporate sustainability program. A cross-functional steering committee, comprising selected members of the Executive Management, regularly meets to review corporate sustainability matters. The committee includes functions such as Legal, Finance, Compliance, People, and Strategy.

During 2023/24, Elekta established cross-functional teams to drive the development or implementation of various legislations,

including the Corporate Sustainability Reporting Directive (CSRD) and the Carbon Border Adjustment Mechanism (CBAM).

Policies and guiding documents

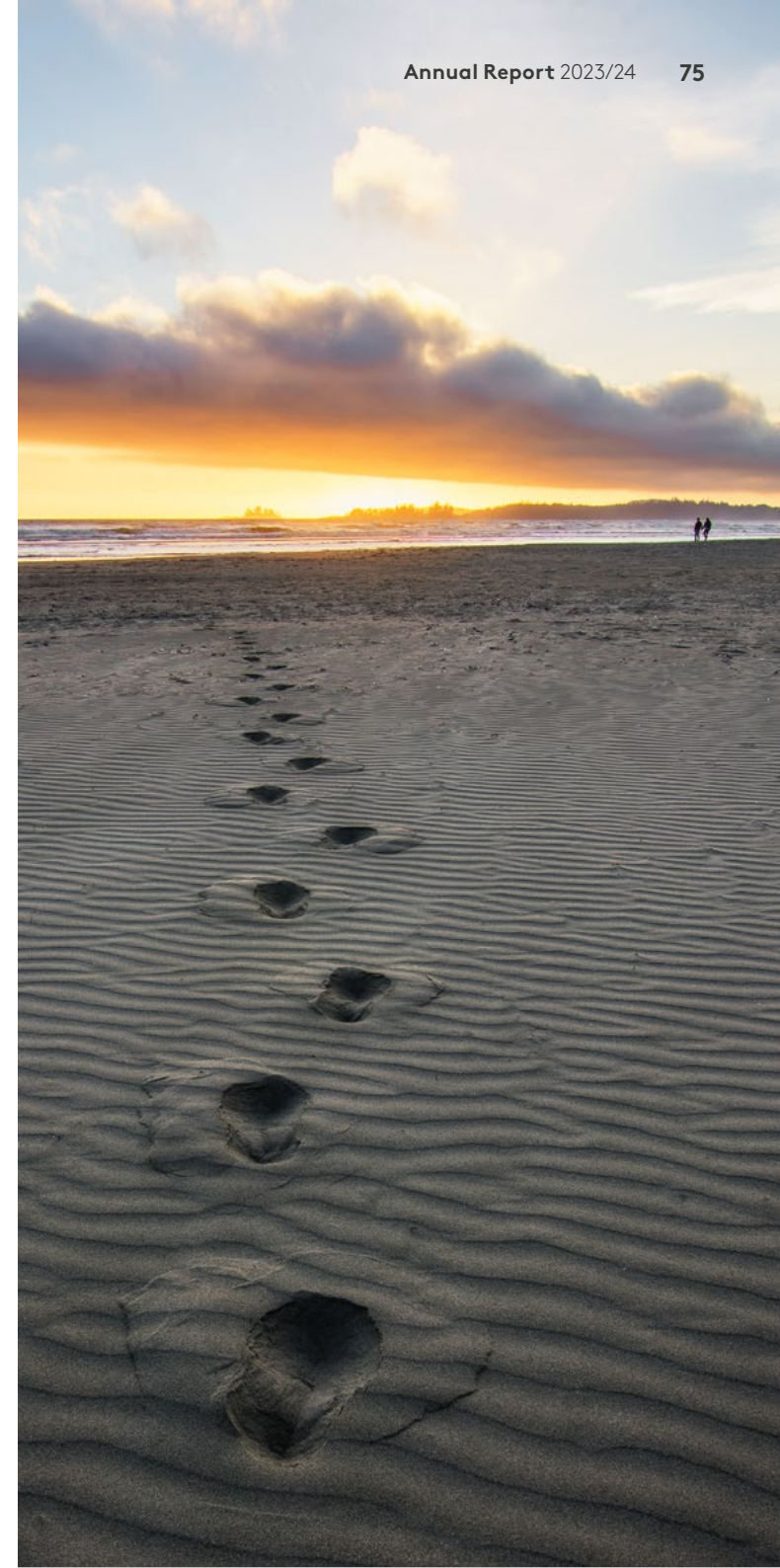
Elekta operates under a management system guided by our Code of Conduct and global policies. The Code of Conduct outlines the standards and professional conduct we uphold at Elekta in our daily interactions with each other, our customers, and our business partners. We also have a separate Code of Conduct for suppliers. The Code of Conduct, available in 12 languages, is further supported by several global policies from the Board of Directors and the President and CEO, such as the Global Environment Policy, Corporate Compliance Policy, and People & Human Rights Policy. We review and update the global policy framework annually.

Forums for sustainable development

Elekta is an active member in networks and industry associations working on sustainability and human rights to ensure that we contribute to, and are up to date with, the global sustainability agenda. We are actively participating and collaborating in networks and organizations such as:

- UN Global Compact and its Swedish network
- Responsible Minerals Initiative (RMI)
- ICC Sweden’s Sustainability Committee
- COCIR (e.g. the EHS steering committee)

- Business overview 04
- Financial reporting 19**
 - Board of Director’s report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor’s report 71
 - **Sustainability notes 75**
 - Auditor’s report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108



Sustainability governance and materiality, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Materiality

Elekta's sustainability agenda is guided by the 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals (SDGs). To prepare for upcoming regulations, we conducted a Double Materiality Assessment in the 2023/24 fiscal year. This assessment helped us identify material topics through two methods: an Impact Materiality Assessment and a Financial Materiality Assessment. These assessments evaluated both current and potential impacts on the economy, environment, and society, as well as financial risks and opportunities related to sustainability.

Double Materiality Assessment process and stakeholder engagement

The Double Materiality Assessment consists of two separate assessments:

- Impact Materiality
- Financial Materiality

Both assessments were conducted in accordance with current European Financial Reporting Advisory Group (EFRAG) guidance.

We have identified seven material sustainability topics, which are expanded upon in the subsequent sections. The process has been reviewed and approved by the Board's Audit Committee.

Alignment to Global Reporting Initiative (GRI 2021) reporting standards can be found on [page 93](#).

Impact Materiality Assessment

We conducted the Impact Materiality Assessment following the Global Reporting Initiative's process (GRI 2021). This was supplemented by a value chain analysis that considered sustainability matters as per the European Sustainability Reporting Standards (ESRS).

During the assessment, Elekta examined its business activities, relationships, sustainability context, and key stakeholders across

the value chain. We analyzed various sources to identify actual and potential impacts. These sources included Elekta's previous materiality assessments, the UN SDGs, relevant laws, reporting standards (GRI and ESRS), ESG rating questionnaires, surveys shared with investors, analysts, employees, and customers, supplier ESG engagement materials, industry association information, customer interaction records, and peer reviews of sustainability reporting. The Sustainability function also participated in internal discussions, projects, and external stakeholder meetings, including those with investors, analysts, and a human rights expert, to assess impacts across our value chain.

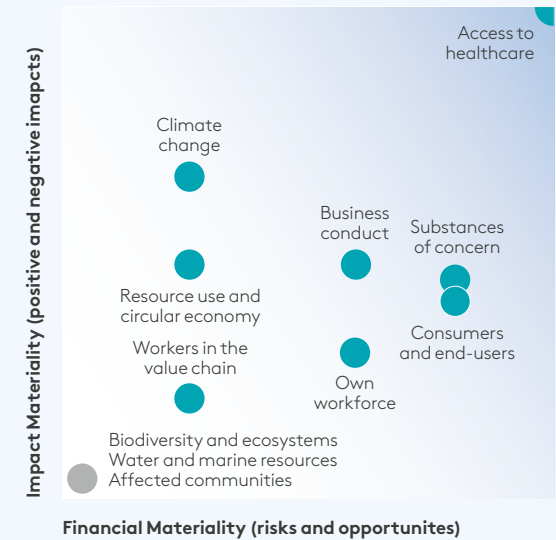
For each identified impact, Elekta used the EFRAG guidelines to assess scale, scope, remediability, and severity over different time horizons. We used the same grading system as Elekta's risk management system to assess likelihood. A cross-functional steering committee oversaw the impact assessment and determined the materiality thresholds.

Financial Materiality Assessment

We performed the Financial Materiality Assessment by gathering risks identified by stakeholders across Elekta during our annual Risk Review. We also included impacts from the Impact Materiality Assessment. Any risks and impacts that suggested a sustainability-related financial risk for Elekta, whether short-, medium-, or long-term, were identified. These were added to a longlist for Financial Materiality, along with any related financial opportunities.

Each item on the longlist was then mapped to the Disclosure Requirements of the ESRS. A cross-functional group of stakeholders evaluated each item individually, assessing its potential financial impact and likelihood. Based on the thresholds for materiality selected by this group, we refined the list of financial risks and opportunities. This process helped us identify the material topics.

Elekta's material topics



- Material issues**
- Access to healthcare
 - Consumers and end-users
 - Substances of concern
 - Climate change
 - Business conduct
 - Resource use and circular economy
 - Own workforce
 - Workers in the value chain

- Not material issues**
- Biodiversity and ecosystems
 - Water and marine resources
 - Affected communities

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Note **E**

Environment

Highlights 2023/24

Change in greenhouse gas emissions from scope 1, 2 and 3

-13%

Proportion of electricity from renewable sources

59%



Elekta is committed to reducing its environmental footprint through organized efforts and specific actions. With well-defined goals and policies, we're consistently making progress.

Elekta's guiding document for working with environmental impact is the Global Environment Policy, which outlines Elekta's commitment to managing the environmental impact of its operations. The policy affirms adherence to all relevant environmental laws, regulations, and standards such as ISO 14001, which provides a framework that guides organizations to create an efficient Environmental Management System to enhance their environmental performance.

A team with representatives from all business lines and selected business functions leads the environmental agenda based on the environment policy and group-wide environmental targets. Where appropriate, business units establish environmental objectives and key results through the annual strategic planning process, which are reviewed and discussed quarterly by the executive management team.

Climate change Management of material topics

Climate change has extensive impacts on the environment, society and individuals. Elekta contributes to these impacts through greenhouse gas emissions across our value chain. We are committed to minimizing our impact by reducing emissions in line with the Paris Agreement. The Science Based Targets initiative (SBTi) has validated our targets across scopes 1, 2, and 3.

Elekta's operations represent 2 percent of total emissions. The majority of our emissions come from the use of our products, our supply chain, and logistics. For more details, refer to the Calculation methodology (Climate change).

In 2023/24, we made continuous efforts to improve the quality of our emissions data, particularly on power consumption in product use. This update to our methodology led to a realignment of our emissions baseline, which the SBTi has validated.

Our scope 1 and 2 emissions grew by 3 percent due to a lower proportion of renewable electricity consumption and improve-

ments in data quality (SBT 1). For scope 1, we improved our data tracking of SF6 use in manufacturing¹⁾. We have improved the quality of data collected on employee leased vehicles. We have also updated local car fleet policies by setting a maximum emission target threshold for any new leases to lower the emission impact of our car fleet. For scope 2, we had a decrease in renewable electricity use in 2023/24. We remain confident in our ability to transition towards 100 percent renewable electricity (SBT 2).

Our scope 3 emissions decreased by 13 percent. This is where most of Elekta's emissions occur. We have set two science-based targets (SBTs); the first target (SBT 3) covers the use and end-of-life processing of our products, measured by emissions per radiotherapy cancer treatment course. This approach promotes more environmentally efficient solutions for cancer treatment. The second target (SBT 4) focuses on our efforts to drive change throughout the value chain by engaging our suppliers to establish science-based targets.

The revalidation of Elekta's emissions baseline for our SBTs led to an update of our supplier engagement target to ensure we meet the required threshold of scope 3 coverage. Due to a decrease in emissions from product power usage, SBT 3 now accounts for a smaller percentage of our total scope 3 emissions. Consequently, we have raised our SBT 4 engagement goal to encompass 45 percent of our suppliers based on emissions, a significant increase from the previous target of 27.5 percent.

In 2023, we established our sustainability-linked revolving credit facility. The facility is based on both social and environmental KPIs and follows on Elekta's sustainability-linked bond, issued in 2021. This credit facility further reflects our commitment to reduce greenhouse gas emissions. The KPIs focus on reducing absolute scope 1 and 2 emissions, increasing the proportion of suppliers that have SBTs, and closing the access gap to linacs in underserved markets.

Within logistics, we continue to enhance the granularity of emissions data, leading to improved logistics insights and optimized processes. Improvements include better shipping container utilization, reducing the number of sea shipments per year, and continuing to shift from airfreight to sea freight transport mode.

¹⁾ 1,534 tCO₂e is associated with SF6 use in 2023/24.

Environment, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Substances of concern
Management of material topics

Certain minerals such as cobalt and tungsten, used in select products, are often sourced from high-risk or conflict-ridden areas where extraction may be linked to modern slavery-like conditions. As a member of the Responsible Minerals Initiative (RMI), we actively work with RMI to trace our product minerals' origins to ensure they are mined under verified conditions. In the 2023/24 period, all our tungsten suppliers used smelters approved by the Responsible Minerals Initiative. All our cobalt suppliers have signed Elekta's Suppliers Code of Conduct or its equivalent. Additionally, Elekta products includes small amounts of tantalum, tin, and gold.

Resource use and circular economy
Management of material topics

Elekta procures materials and components for its manufacturing process. We prioritize sustainable consumption and production, aligning with the global Sustainable Development Goal (SDG) 12. We are dedicated to managing materials sustainably throughout our value chain, from sourcing to end-of-life product handling, to minimize environmental impact.

Our goal is to produce eco-designed products, considering the entire product lifecycle footprint. We make design decisions based on significant requirements related to energy use, material selection and quantity, modularity for upgradability, and reparability and serviceability. Software upgrades also contribute to extending the product life.

In 2023/24, we initiated a project to update Elekta's eco-design procedures in accordance with the latest global best practices. This project aids in harmonizing and simplifying eco-design activities across our business lines. These efforts ensure our ongoing compliance with eco-design standards like IEC 60601-1-9 and help us respond to the growing demand for information and data driven by green public procurement policies.

We have focused on product circularity opportunities within our Linac Solutions area. In 2023/24, our ongoing parts refurbishment program identified more components suitable for refurbishment at the end of life of our products' life. We have started

replacing non-recyclable composite materials in our linac cover parts with recyclable standard polymers (ABS).

Elekta remains committed to reducing packaging waste. We have collaborated with our suppliers to incorporate resource efficiency and circularity into our packaging development process. We use lifecycle carbon footprint, resource use, and recyclability data to guide packaging design decisions.

In the Brachy Solutions area, we achieved more than 50 percent reduction of pouching materials, while still ensuring all quality standards are maintained. This reduction of packaging delivered knock-on benefits in terms of logistics and sterilization efficiency as boxes containing the pouches could be reduced in volume. Furthermore, major steps were made in moving towards a sterilization process that uses significantly less ethylene oxide.

Eliminating landfill is a priority for Elekta, as is responsible management of hazardous and non hazardous waste. Our largest manufacturing site, which is in the UK, and our major office in the Netherlands send zero waste to landfill. Elekta has reported waste according to GRI 306 Waste 2020 since 2021/22.

Environmental compliance

Elekta is committed to conforming with environmental laws, regulations and standards that govern the environmental impact of products, by adhering to site permits and operating within guidelines that protect the environment. Elekta's products comply with hazardous substances restrictions and global chemical policies.

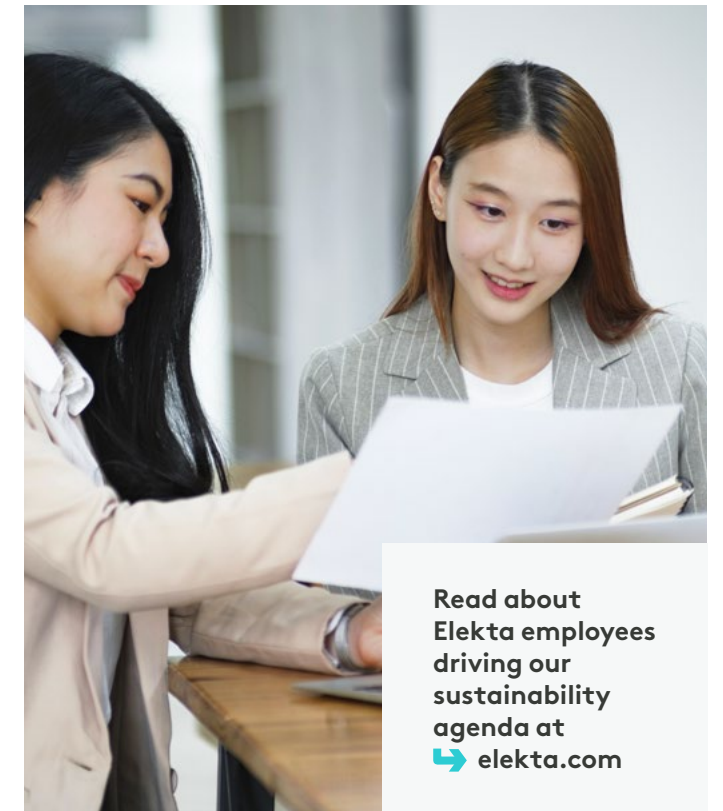
Furthermore, Elekta has an environmental management system in place for assessing, monitoring and controlling environmental pollution produced by the business. Two manufacturing sites have local environmental management systems that are certified with ISO 14001.

During 2023/24, Elekta has not been subject to any significant fines or non-monetary sanctions for noncompliance with environmental laws.

Key environmental compliance risks are found in the supply chain and involve suppliers specializing in complex manufacturing processes. Suppliers are required to operate in accordance with applicable environmental legislation and employ suitable

management systems. Our Supplier Code of Conduct requests suppliers to take the same level of responsibility for their environmental impact as Elekta.

Elekta has, in 2023/24, focused on supplier engagement and assessment to deeper understand environmental impacts of the Elekta supply chain as part of the development of our Sustainable Sourcing Program. Further information on [▶ page 85](#).



Read about Elekta employees driving our sustainability agenda at elekta.com

Environment, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Targets and progress

	Targets	Progress 2023/24	Next steps / Target update
Emissions and energy	SBT ¹⁾ 1: Reduce scope 1 and 2 emissions by 46.2% by end of 2031/32 (base year 2021/22).	Not on track. Emissions in scope 1 and 2 increased by 3% during the year. This is due to a lower proportion of renewable electricity consumption and improvements in data quality. Identified target activities to drive scope 1 and 2 reduction and improve sustainability data reporting processes.	Target retained.
	SBT 2: Transition to 100% renewable electricity by end of calendar year 2030.	Not on track. Consumption of renewable electricity decreased to 59% during the year (from 67% in 2022/23). Identified target actions to increase renewable energy consumption.	Target retained.
	SBT 3: Reduce emissions from use of sold products and end-of-life (EoL) treatment of sold products by 55% by end of 2031/32 (base year 2021/22).	On track. Emissions intensity of sold products remains at 96kgCO ₂ e/treatment course.	Target retained.
	SBT 4: Engage selected suppliers to have science-based targets by fiscal year 2026/27. The targeted selection corresponds to 45% of supply chain emissions.	On track. 10% of suppliers by emissions have set science-based targets. This figure is flat compared to last year.	Target updated in 2024.
Materials efficiency and waste	Increase number of components in the components take-back program.	Achieved. Net increase from 37 to 42 components.	Continue to review opportunities for circularity.
	Circularity strategy and initiatives to be expanded in 2022/23.	Achieved. Expanded refurbishment of parts with key suppliers in China and Germany. Developed recycling and refurbishing ability into our future product offerings.	Continue to review opportunities for circularity.
	Send zero waste to landfill by 2024/25 from our four main sites (UK, Netherlands, Sweden, China) and improve data quality at remaining sites.	On track. Three out of four completed. Collection of waste data from 11 sites.	Target retained.
	Minimize waste from use of sold products by increasing re-use or recycling of materials; first step is to refine customer disposal guidelines by 2022/23.	On track. Disposal guidelines refined for key product areas.	Continue to develop customer disposal guidelines to promote value chain climate action.

¹⁾ Science-based targets; Elekta has four targets referred to as SBT 1–4.

Environment, cont.

- Business overview 04
- Financial reporting 19
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Results 2023/24

Energy consumption within the organization

	2023/24
Energy consumed (kWh)	38,464,574
<i>Energy intensity:</i> Energy consumed (kWh)/net sales (SEK M)	2,123

Greenhouse gas emissions (across value chain)

tCO ₂ e	2023/24	2022/23 ¹⁾	2021/22
Scope 1: Direct emissions	6,141	6,247	5,722²⁾
Scope 2: Indirect emissions, market-based	3,760	3,347	2,859
<i>Scope 2: Indirect emissions, location-based</i>	<i>5,016</i>	<i>4,744</i>	<i>6,206</i>
Scope 3: Other indirect emissions	531,640	612,119	569,097
Purchased goods and services (cat. 1)	226,483	261,793	291,584
Fuel- and energy-related activities (cat. 3)	2,737	2,108	2,212
Upstream transportation and distribution (cat. 4)	16,615	17,485	17,422
Waste generated in operations (cat. 5)	586	320	0
Business travel (cat. 6)	17,071	14,852	9,810
Employee commuting (cat. 7)	6,738	5,419	4,648
Use of sold products (cat. 11)	261,244	309,943	243,221
EoL treatment of sold products (cat. 12)	167	198	200
Total emissions, scope 1–3	541,542	621,713	577,678
<i>Emission intensity:</i>			
Total emissions (tCO ₂ e)/net sales (SEK M)	30	37	40
Total emissions (tCO ₂ e)/employees	115	137	120

¹⁾ Emissions for 2022/23 have been revised due to improvements in data collection and processing methodologies. They are restated to ensure comparability year-on-year.

²⁾ For our baseline FY21/22, mobile combustion emissions were quantified utilizing the preceding methodology.

Take back of components for refurbishment

	2023/24	2022/23	2021/22
No of components for take-back	42	37	22

Materials

(weight in tons)	2023/24	2022/23
Non-renewable materials	3,742	4,309
Renewable materials	936	1,100
Total	4,677	5,409

Waste generated 2023/24

(weight in tons)	Total, generated waste	Diverted from disposal	Directed to disposal
Hazardous	14	6	8
Non-hazardous	597	512	85
Total	612	518	94

Waste diverted from disposal 2023/24

(weight in tons)	Onsite	Offsite	Total
Hazardous waste			
Preparation for reuse	0	0	0
Recycling	0	6	6
Other recovery operations	0	0	0
Total, hazardous waste	0	6	6
Non-hazardous waste			
Preparation for reuse	0	0	0
Recycling	0	512	512
Other recovery operations	0	0	0
Total, non-hazardous waste	0	512	512
Total waste diverted from disposal	0	518	518

Waste directed to disposal 2023/24

(weight in tons)	Onsite	Offsite	Total
Hazardous waste			
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	7	7
Landfilling	0	1	1
Other disposal operations	0	0	0
Total, hazardous waste	0	8	8
Non-hazardous waste			
Incineration (with energy recovery)	0	21	21
Incineration (without energy recovery)	0	14	14
Landfilling	0	50	50
Other disposal operations	0	0	0

(weight in tons)	Onsite	Offsite	Total
Total, non-hazardous waste	0	85	85
Total waste directed to disposal	0	94	94

Fines for environmental non-compliance

	2023/24	2022/23	2021/22
Number of fines	0	0	0

Calculation methodology

Climate change

Elekta follows the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and reports greenhouse gas as carbon dioxide equivalents (CO₂e). Elekta's CO₂e base year is 2021/22. Elekta uses an operational control approach to define organizational boundary and a market-based approach for scope 2 emissions. Elekta has collected 11 months of activity data and estimated the 12th month for scope 1 and 2, if data is provided by an external vendor. Energy data is estimated for sites where there is no reported data. Product-related calculations are estimated based on the number of ordered units in the period. Elekta does not offset emissions. Calculations were carried out with support from a third-party provider. For detailed information, see [elekta.com](https://www.elekta.com).

Resource use and circular economy

Non-renewable materials include metals, composites and ceramics, electronics and other materials used in the manufacturing of Elekta's products. Renewable materials include materials used in transport and packaging such as wood and cardboard.

Waste data includes data from 11 Elekta sites in CN, GB, JP, NL, SE, TR, and US.

For detailed information, see [elekta.com](https://www.elekta.com).

EU Taxonomy reporting 2023/24

- Business overview 04
- **Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

The EU Taxonomy Regulation (the Taxonomy) is a classification system for sustainable economic activities, with the purpose of facilitating investors' assessments of companies' performance in relation to climate and the environment, with the aim of redirecting capital flows to sustainable businesses.

The analysis of economic activities is done in relation to the European Union's six environment objectives:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

Activities covered by the Taxonomy are called taxonomy-eligible activities. For these activities, the delegated acts complementing the Taxonomy define performance criteria for the environmental objectives, as well as minimum safeguards for the protection of human rights and labor law. An activity is considered taxonomy-aligned if it contributes substantially to one or several of the objectives, without causing significant harm to the other objectives, and meets the defined minimum safeguards.

Taxonomy eligibility

To enhance the Group's taxonomy reporting, Elekta closely follows the developments relating to the Taxonomy, its delegated acts, and guidance issued. For fiscal year 2023/24, an updated analysis has been done to determine Elekta's alignment to the criteria of the taxonomy-eligible activities.

A cross-functional working group at Elekta has analyzed the Group's activities, based on NACE codes (Nomenclature of Economic Activities) and in-depth knowledge of the Group, to identify activities and financial transactions which relate to the share of taxonomy-eligible turnover, capital expenditure and operational expenditure. The group reviewed activities eligible for climate change mitigation by reference to the three criteria of (i) substantial contribution, (ii) do no significant harm (DNSH), and (iii) minimum safeguards.

Turnover

Elekta's turnover (also called net sales) amounted to SEK 18,119 million in 2023/24 (see [► Note 7](#)). No portion of the turnover is attributable to activities covered by the delegated acts. Elekta's main activity, the manufacturing of medical technology, is not currently taxonomy-eligible under the first two environmental objectives. Under objective four, Transition to a circular economy, an activity comprising manufacturing of electrical equipment is included. However, Elekta has not deemed the definition to be clear enough to consider this activity in this year's reporting.

Capital expenditure (CapEx)

In 2023/24 Elekta's capital expenditure, included property, plant and equipment, corresponded to SEK 2,457 million, of which 3.5 percent has been considered taxonomy eligible. Taxonomy-eligible capital expenditure relates to facility upgrades (CCM 7.3), and long-term leasing of hybrid and electric cars (CCM 6.5). Elekta does not have a CapEx plan in place.

Operating expenditure (OpEx)

Elekta's operating expenditure of SEK 610 million in 2023/24, covers direct capitalized costs that relate to research and development, building renovation measures, short-term lease of vehicles, maintenance and repair and other direct expenditures relating to the day-to-day servicing of property, plant and equipment. 5.6 percent of this operating expenditure is considered taxonomy-eligible and primarily includes facility maintenance and upgrades (CCM 7.4) and short-term leasing of hybrid and electric cars (CCM 6.5).

Taxonomy alignment

In an analysis of its small share of taxonomy-eligible activities, Elekta identifies a small proportion as taxonomy-aligned. The taxonomy-aligned activities refer to lease of electric and hybrid cars, energy efficient lighting and temperature solutions for our offices (CCM 6.5 and CCM 7.3).

The minimum safeguard criteria focus on human rights, corruption, fair competition and tax, and stipulates that a company

should have robust processes and compliance controls in place, and that there are no breaches or violations. Elekta is aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, and therefore assesses that, for the taxonomy-aligned activities, the company complies with the minimum safeguards of the Taxonomy. Elekta has relevant policies in place, see [► page 75](#) and the Governance section [► page 89](#) and [91](#), and also has supply chain processes including Supplier Code of Conduct, see [► page 85](#).

For the complete taxonomy tables, see [► pages 96–98](#).

Nuclear energy related activities	Yes/No
The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities	Yes/No
The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

¹⁾ The Taxonomy Regulation's definition of operating expenditure does not correspond to that of IFRS and Elekta's financial statements.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Note **S**

Social

Highlights 2023/24

Access to cancer care in underserved markets:

Reached over 260 million people globally



Elekta is a global organization with a wide range of stakeholders across society. Through the provision of innovative products and services, as well as education and training, we aim to drive access to cancer care for patients globally.

We work in partnership with customers, governments and other stakeholders. Through interaction with academia in different ways we foster innovation and research to maximize social value.

Access to healthcare Management of material topics

Access to healthcare, in particular radiotherapy, lies at the heart of our ACCESS 2025 business strategy and purpose. Elekta makes a positive impact on people and society by improving cancer care access globally. By expanding our reach in underserved low- and middle-income countries (LMICs), we contribute to closing the treatment access gap. Ensuring more individuals have access to cancer care constitutes a significant contribution to society, local economies and human rights.

To support this effort, we issued a sustainability linked bond in 2021 with a KPI linked to closing the access gap through installations of linacs in underserved markets. In 2023/24, Elekta has delivered on a major milestone by making cancer care available to more than 260 million people in underserved markets and remain on track to realize our ACCESS 2025 goal: reaching 300 million people by the end next fiscal year.

Innovation and R&D

Elekta invests in R&D to develop cutting edge radiotherapy solutions and software that enable hospitals and clinics to both increase throughput and treat more indications. Our offering includes preventive maintenance that avoids unnecessary clinical downtime. Read about our innovation efforts on [▶ page 12](#).

Policy and partnerships

Elekta's Global Policy and Patient Access department provides expertise and serves as a partner to policy makers in different countries in building sustainable healthcare systems with a focus on cancer and radiotherapy. The department manages partnerships with organizations such as the International Atomic Energy Agency (IAEA), Global Health Catalyst, Global Coalition for

Radiotherapy, and ESTRO Cancer Foundation. Elekta supports organizations that raise awareness around radiotherapy with in-kind resources, funds and clinical experts.

In 2023/24, Elekta has directly or via partners engaged with governments in Africa, the Middle East and Eastern Europe and supported them in shaping cancer treatment policies to enable increased access to radiotherapy. A country of special focus is Ukraine, and Elekta signed a Memorandum of Understanding with the Ukrainian Ministry of Health supporting the efforts to rebuild and strengthen their radiotherapy capabilities, for example the education and training of the healthcare workforce.

During the year, Elekta also signed the first private sector partnership agreement with the IAEA to collaborate under their Rays of Hope program in expanding access to radiotherapy in LMICs. The Swedish government provides impactful support in facilitating dialogues around healthcare and cancer across the world. Some examples are the visits of the Swedish Royal family and delegations to several countries this year (for example, Mexico and Indonesia) with cancer care as one of the topics on the agenda, but also regular support from Swedish embassies in numerous countries. In addition, the creation of the Elekta Foundation has served to reinforce our commitment to raising awareness about cancer and the importance of early detection.

Local presence

By expanding our direct presence and increasing the number of local technical experts (service engineers), we drive access by avoiding clinical downtime. One geographical focus area for 2023/24 has been Thailand.

Elekta has also focused on keeping cancer care running while the war rages in Ukraine. Our service organization has given our customers its full support and highest priority and we have managed to carry out the planned installations during the year. We have also engaged with the Radiotherapy Crisis Task Force set up by the Global Coalition for Radiotherapy. Examples of measures taken include enabling the transfer of treatment plans to machines in other countries so that patients who have fled the war could receive treatment. We are also supporting the WHO regularly with data on the radiotherapy treatment situation on the ground in Ukraine.

Social, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Customer financing

By partnering with third-party financiers, such as leasing companies or export credit agencies, we enable financing solutions and other payment models that make modern radiotherapy technology more affordable for clinics. We are also continuing to develop our interactions with international development banks and other sources of funding from both public and private parties to support the realization of radiotherapy treatment.

Own workforce
Management of material topics

Our employees are instrumental to the success of Elekta in executing our business strategy and purpose, and form a central part of our strategy, see [▶ page 9](#). With a team of around 4,700 employees globally, Elekta impacts people and societies around the world. Identified employee risks include occupational health and safety (OHS) as well as discrimination.

Elekta's People & Human Rights policy is based on international standards for human and labor rights and aims to promote a culture of diversity, inclusion, equity and belonging, to ensure the highest OHS standards. In addition, Elekta's global People Agenda aims to enable our employees to successfully execute our business strategy. The agenda is based on:

- Driving capability development to ensure delivery of ACCESS 2025, with systematic talent management that ensures a future talent pool and culture of development
- Strengthening our culture to secure a sustainable delivery of our strategy
- Continued improvement of the Diversity, Equity, Inclusion and Belonging agenda
- Proactively driving organizational effectiveness and efficiency

Elekta's employees

Elekta has a global workforce of 4,718 (4,540) people. We occasionally use contractors for specific projects. Our number of employees is not impacted by seasonal variations. The human resources data has been collected from Elekta's HR system and refers to end-of-year employee data.

Employee engagement and development

Passionate and engaged employees enable Elekta to successfully drive our strategy of access to healthcare, and employee development is core to Elekta's strategy. Individual performance is reviewed throughout the year with a formal annual review against company targets and values (as well as Leadership Cornerstones for managers), and against individual annual plans. Our policy is that all employees receive performance and career development reviews during the year.

Continuous competence and leadership development are priorities for Elekta. We have development training for all employees and global leadership development programs for both managers and project leaders. The content and delivery methods are reviewed regularly to ensure alignment with our strategy and the demands of employees and leaders, and specifically in relation to well-being, diversity, equity and inclusion.

Comprehensive employee engagement surveys are conducted yearly. The last annual survey was conducted in March 2024 and the result show overall high scores compared to industry benchmarks. The annual survey is complemented with monthly pulse surveys across the organization.

Diversity and inclusion

As a global employer, Elekta acknowledges the importance of building a culture of diversity, equity, inclusion and belonging in order to attract and retain engaged employees to drive our business purpose.

Diversity and inclusion (D&I) are identified among the UN SDGs as fundamentals for the global community in creating a sustainable future, as it has far-reaching effects on innovation, risk management and creativity in society and the economy. From a human rights perspective, it is central to allow each individual equal opportunities and to not tolerate any form of discrimination.

For Elekta, a culture of diversity, equity, inclusion and belonging is instrumental to growing our business. Everyone at Elekta should be given equal opportunities, regardless of gender, age, sexual orientation, ethnicity, nationality, religion or any other potential basis for discrimination, as outlined in Elekta's People & Human Rights policy. Elekta drives a broad diversity and inclusion

agenda to create a workplace where all employees can thrive and work to their full potential.

In 2023 the diversity and inclusion strategy was set as an integrated part of the people strategy led by the Global People Leadership Team. Each functional unit has a dedicated diversity and inclusion lead supporting the respective management teams in adapting the strategy to suit their unique needs and executing initiatives to drive the diversity and inclusion agenda throughout the business.

Gender diversity is a focus area for Elekta. We assess gender pay gaps for comparable roles internally. The assessments are conducted locally and are based on local regulations and legal requirements. Our target for gender diversity was to increase the underrepresented gender (female) in senior leadership to more than 23 percent, business-critical positions to 30 percent, and women in the company to 32 percent by 2023/24. We have exceeded the target regarding women in senior leadership, currently standing at 26 percent. For women in the whole company, we are at 30 percent and for business-critical positions we set a goal for 30 percent women and are currently at 25 percent. This is not satisfactory, and we continue to strive for a more diverse and inclusive workplace for all.

We believe in creating an inclusive workplace where our people can be their authentic selves and feel like they belong and work to their full potential. We are convinced that this helps fuel a culture of innovation and high performance, where employees are empowered to work towards a world where everyone has access to the best cancer care. Part of the D&I strategy entails strengthening our employee resource groups and the Diversity, Equity, Inclusion and Belonging committees.

This year, we have seen the growth of employee resource groups and plans are in place to continue supporting and growing them. Examples include the Diversity, Equity, Inclusion and Belonging Committee with a Women's Initiative and Next Generation affinity group in the region Americas and the Diversity, Inclusion and Belonging group in the UK with a Next Generation group, a Neurodiversity Network and a LGBTQ+ Network. The groups aim to improve Elekta as a workplace, for example by creating a sense of belonging through networks and social activities, as well as learning opportunities for their members.

Social, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Occupational health and safety (OHS) and non-discrimination

Elekta works to ensure the physical and psychological health, and safety of our employees. Discrimination, harassment or bullying poses health risks for employees and contractor partners, and are not tolerated in any form. During the year, there have been three incidents of discrimination, of which all have been investigated and resolved without further actions. Reported incidents are reviewed by the local HR Operations function and by an independent party. HR Operations work with external occupational health providers and utilize these services on occasions where independent and professional advice is sought in relation to employee's health and wellbeing matters.

Our manufacturing sites have local OHS management systems that have been developed to comply with local legal requirements. All procedures cover both employees and contractors working on behalf of Elekta. Local OHS committees, or onsite working groups, identify hazards, assess risks and investigate workplace incidents.

They meet quarterly and are comprised of representatives from local management teams, health and safety specialists and employees. Workplace accidents are followed up by collecting data from production sites involving manual manufacturing work. In 2023/24, Elekta recorded zero incidents of lost-time cases. Elekta's UK site has continued the reporting of all "near misses", which expedites corrective actions to avoid future accidents and lost time incidents.

OHS risks linked to our business include radiation and off-site installations. Safety measures related to radiation include purpose-built shelters for testing, personal dosimetry for workers exposed to radiation and regular occupational health physical exams. Risk assessments are in place for all workplace activities. Specially trained OHS managers also complete walk-around audits to identify hazards and investigate reported incidents. External advisors are consulted in these activities. When hazards are identified or incidents occur, the internal processes are reviewed, and risk assessments updated.

Work-related hazards and hazardous situations are reported, either to the closest manager or directly to the health and safety manager. Specific instructions and routines have been established for workers engaged in off-site installations, for example with installations or service at hospitals. These employees are always required to evaluate their working conditions and may discontinue their work until any identified health and safety issues have been resolved.

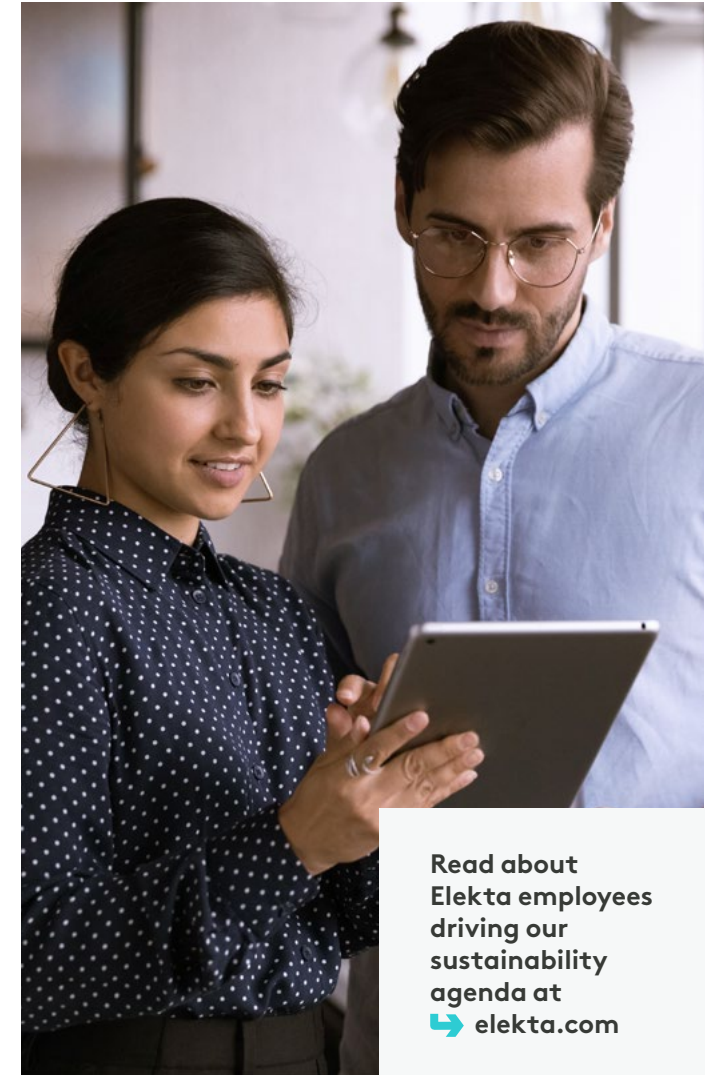
Training in health and safety is provided to workers according to role-specific needs and responsibilities. As stipulated in both our Code of Conduct and in our People & Human Rights policy, roles that require specific safety instructions and protection are to receive all necessary training and to be equipped with the right personal protective equipment and tools before starting work.

Health and safety training covers general work practices as well as specific work-related hazards including the use of chemicals and radiation. Health and safety information is communicated through the line organization and through work safety 'Tool Box Talk' meetings where workers are required to participate. Employees are also consulted in the development, implementation, and evaluation of the safety management systems.

Elekta partners with non-occupational healthcare providers as part of the compensation system at many sites. Other sites offer annual medical exams. We also encourage employee well-being and health through webinars and sponsor company sports associations, team well-being events and health awareness campaigns.

Collective bargaining agreements

All employees have the right to join a trade union and to bargain collectively in accordance with local laws and applicable conventions. Everyone who works for Elekta should have the right to fair terms and conditions according to local rules and regulations, including contractual working time, time to rest, overtime and holidays. Employees, whether they are covered by collective bargaining agreements or not, are competitively and fairly compensated for their work.



Read about Elekta employees driving our sustainability agenda at elekta.com

Social, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Consumers and end-users

Management of material topics

Quality and safety in all products and offerings are a top priority for Elekta to ensure patient safety at all times. The aim is to meet the highest possible safety standards for all products, for customers and patients, as well as for the company's own installation and service employees. Our products are developed, manufactured, marketed, sold, and serviced in accordance with quality-controlled processes.

As a medical device manufacturer, Elekta must comply with strict and comprehensive international legal requirements and product safety standards. The function Product Quality & Service is specialized to improve and monitor product quality. Elekta is certified according to ISO 13485. Requirements in national regulations are implemented as applicable in concerned procedures, such as the requirement of reporting incidents and recalls. Quality management systems are reviewed by both internal and third-party auditors and certified by external regulatory bodies and authorities that conduct regular inspections.

Data privacy is managed by Elekta's Global Data Privacy organization. The organization uses a GDPR+ methodology whereby the default approach is GDPR compliance and adjustments are made to this approach based on specific country-by-country requirements.

Workers in the value Chain

Management of material topics

Elekta sources materials and components from suppliers across the world. Through its interactions, Elekta contributes to job creation locally but acknowledges that it may also have impacts on people and human rights in the supply chain, and actively works to mitigate any negative impact.

Elekta is committed to respecting human rights as outlined in our People & Human Rights Policy and our Code of Conduct.

Elekta also applies a Supplier Code of Conduct, which puts detailed human and labor rights requirements on our suppliers. The Supplier Code is based on internationally established human rights enshrined in the International Bill of Human Rights, as well as fundamental rights at work and international labor standards enshrined in the Core Conventions of the International Labour Organization (ILO). It also covers sourcing of conflict minerals, business ethics, and environmental protection and requires our suppliers to demand the same of their suppliers.

Most of our suppliers of direct materials do not operate in countries with known human rights issues. Such impacts may be located further upstream in our supply chain, where there may be risks regarding excessive overtime, lack of freedom of association, forced labor or wages below the living wage.

Some of our products contain minerals such as cobalt and tungsten, which are often mined in high-risk or conflict-affected areas where there might be modern slavery-like working conditions connected to their extraction. We are members of the Responsible Minerals Initiative and are working with them to trace the sources of minerals in our products, ensuring the minerals are extracted under verified working conditions. In 2023/24, all suppliers of products with tungsten that used smelters were validated by the Responsible Minerals Initiative. All suppliers of cobalt have signed Elekta's Suppliers Code of Conduct or equivalent. Elekta is using minor quantities of tantalum, tin and gold.

Elekta's Sustainable Sourcing Program (SSP), covering both direct and indirect suppliers and all business lines, is an ESG due diligence and assessment program. The program covers a range of sustainability requirements and aims to identify and mitigate any nonconformances with Elekta's Supplier Code of Conduct, and to expand Elekta's understanding of supply chain ESG impacts. SSP is managed by the Sustainable Sourcing Forum which includes procurement directors and Compliance representatives.

Elekta categorizes procurement activities into either direct or indirect sourcing. In 2023/24, direct procurement performed 29 supplier ESG assessments in the SSP. The assessment process does not constitute a full audit. During the assessments, 33 observations were made. Elekta has reported the findings to the suppliers and requested corrective actions, where required. None of the findings were classified as high risk. No supplier commercial contracts have been terminated, and we continue to engage with the suppliers to collaborate across the supply chain. (In Elekta's traditional supplier audit process, ESG questions are occasionally covered and not accounted for in this reporting.)

Elekta acknowledges increasing requirements on due diligence and reducing negative impacts across the value chain and is aiming to further develop its processes across its supply chain. During 2023/24, Elekta has purchased a third-party tool to enable us to assess the ESG performance of our key suppliers. The SSP has also developed a plan to meet Elekta's target of having 45 percent of our suppliers by emissions signed up to science based targets. 47 of our suppliers that are responsible for a high level of emissions participated in webinars with the SSP team and Elekta's Group Sustainability Director.

The supplier engagement process is one of continuous improvement and Elekta acknowledges that all suppliers are at different maturity levels. Elekta's approach is to establish an environment of openness, collaboration and transparency.

Social, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Targets and progress

	Targets	Progress 2023/24	Next steps / Target update
Access to health-care	Increase the installed base by 825 linacs in underserved markets by April 30, 2025, compared to April 30, 2020.	On track. 215 linacs installed in underserved markets during 2023/24. Total accumulated number of linacs added from baseline: 720 linacs. Further information on page 7 .	Target retained.
	Increase eNPS (employer net promoter score) to 34 by 2024/25. The eNPS measures employees' willingness to recommend the organization as an employer to others, with a scoring range from a low of -100 to a high of +100.	Not on track. eNPS 10.	Target retained.
Own workforce	Reduce voluntary attrition rate to 7.5% by 2023/24.	Target achieved. Voluntary attrition currently at 5.29%.	Updated target: 7–8% voluntary attrition.
	Improve overall employee experience based on results from individual employee and team discussions, comprehensive or pulse surveys and other dialogue forums.	Overall high scores in annual employee survey compared to benchmark although with a slight decline compared to previous year.	Quarterly Pulse Surveys are being implemented to replace the Annual Employee Surveys. This change aims to allow for more frequent and timely follow-ups on employee satisfaction.
	Increase the female/underrepresented gender representation in critical business positions to 30% by 2023/24.	Not achieved. 25.53% in business critical positions.	New D&I targets to be defined and approved during 2024.
	Implement, assess and review gender pay gap reviews in our larger sites globally in a meaningful way.	Target achieved. Gender pay gap reviewed for China, Netherlands, Sweden, UK and U.S. Gender pay gap currently at 1%.	Gender pay gap to be regularly reviewed.
Supply chain	Diversity & Inclusion strategy, including ambition to be included in annual report 2023/24.	Target achieved.	D&I Strategy as part of People Strategy approved by BoD in November 2023. New D&I targets to be defined and approved during 2024.
	The Sustainable Sourcing Program (SSP) plans to engage 45% of our suppliers by emissions to also sign up to Science Based Targets (SBTs).	Webinars were held with 47 of our highest emitting suppliers in which we presented the expectation and benefits of signing up to SBTs. We now have 10% of our suppliers by emissions signed up to SBTs.	Continue to engage with our suppliers to drive further increases in those signing up to SBTs.
	Establish improved methodology to assess and manage the ESG performance of our key suppliers.	Following a selection process, the SSP has contracted with a provider on the basis of robustness of methodology and supply base coverage. Work is ongoing to build this tool into our procedures to enable ESG assessment are carried out for our critical suppliers.	Finalize the new processes and implement, including training for procurement personnel.
	All suppliers of products with tungsten-used smelters should be validated by the Responsible Minerals Initiative. All suppliers of cobalt have signed Elekta's Suppliers Code of Conduct or equivalent. Elekta is using minor quantities of tantalum, tin and gold.	Achieved.	Maintain level of conformance and improve data quality on supplier processes.

Social, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Results 2023/24

Total number of employees by employment contract (permanent and temporary), by region

	2023/24		
	Permanent contract	Temporary contract	Total
Europe	2,211	20	2231
North America	913	1	914
China	344	394	738
Middle East, Africa and India	324		324
Asia Pacific	249		249
Japan	136	7	143
South America	116	3	119
Total	4,293	425	4,718
	2022/23		
	Permanent contract	Temporary contract	Total
Europe	2,124	51	2,175
North America	894	9	903
China	315	401	716
Middle East, Africa and India	291	2	293
Asia Pacific	191	2	193
Japan	129	7	136
South America	116	8	124
Total	4,060	480	4,540

Total number of employees by employment contract (permanent and temporary), by gender

	2023/24		
	Permanent contract	Temporary contract	Total
Women	1,265	142	1,407
Men	2,959	278	3,237
Non binary	2		2
Non-categorized	67	5	72
Total	4,293	425	4,718
	2022/23		
	Permanent contract	Temporary contract	Total
Women	1,181	160	1,341
Men	2,752	307	3,059
Non binary	1	0	1
Non-categorized	126	13	139
Total	4,060	480	4,540

Total number of employees by employment type (full-time and part-time), by gender

	2023/24		
	Full-time	Part-time	Total
Women	1,340	67	1,407
Men	3,171	66	3,237
Non binary	2		2
Non-categorized	71	1	72
Total	4,584	134	4,718
	2022/23		
	Full-time	Part-time	Total
Women	1,275	66	1,341
Men	2,986	73	3,059
Non binary	1	0	1
Non-categorized	132	7	139
Total	4,394	146	4,540

Diversity of governance bodies and employees in regards to gender, %

	2023/24		2022/23	
	Men	Women	Men	Women
Board of Directors	50.0	50.0	50.0	50.0
Executive Management	85.7	14.3	90.9	9.1
All employees ¹⁾	68.6	29.9	67.4	29.5

¹⁾ <2% of employees are not categorized.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Social, cont.

Diversity of governance bodies and employees in regards to age, %

	2023/24			
	<31 years	31–50 years	>50	No age recorded
Board of Directors	0	12.5	87.5	0
Executive Management	0	57.1	42.9	0
All employees	9.7	62.6	26.2	1.5

	2022/23			
	<31 years	31–50 years	>50	No age recorded
Board of Directors	0	12.5	87.5	0
Executive Management	0	36.4	63.6	0
All employees	10.2	61.6	25.2	3.0

Gender pay gaps 2023/24

Location	Gender Pay Gap
The Netherlands	13%
Sweden	6%
United Kingdom	2%
United States	1%
China	0%

eNPS (Employee Net Promoter Score)

	2023/24	2022/23	2021/22
eNPS	10	12	28

Incidents of discrimination

	2023/24	2022/23	2021/22
Discrimination incidents	3, all resolved	3, all resolved	9, all resolved

Workplace incidents of lost time

	2023/24	2022/23	2021/22
Workplace incidents of lost time ¹⁾	0	0	4

¹⁾ Manufacturing sites in UK and China .

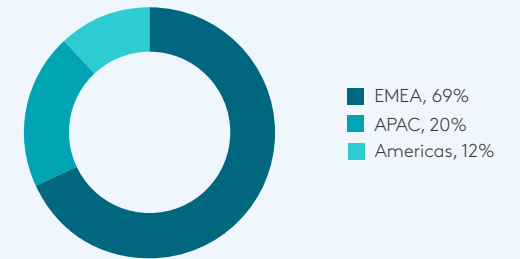
Customers and end-users

- Investigation of potential privacy-related issues, none of which arose as a result of complaints.
- Elekta has not been subject to any significant fines or non-monetary sanctions for noncompliance with data privacy laws and no privacy-related cases were reported through the Elekta Integrity Line during 2023/24. For more information about the Elekta Integrity Line, see [page 91](#).

Supplier assessments

- 29 supplier ESG assessments completed.
- Webinars held with 47 of our suppliers that are responsible for a high level of emissions to persuade them to sign up to Science Based Targets initiative.
- The proportion of our suppliers signed up to Science Based Targets initiative has reached 10 percent.
- Procured an assessment tool to automate the ESG assessment of a large proportion of our existing supply base.

Supply chain expenditure, 2023/24



Calculation methodology

Gender pay gap

Gender pay gap is calculated by dividing the average salary of men by the average salary of women and subtracting one. The gender pay gap reflects the pay gap across the organization and is not adjusted for differences such as managerial levels and years of work experience.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Note **G**

Governance

Highlights 2023/24

Updated annual compliance training to all employees, with completion rate of

87%

Risk assessment strategy executed according to plan and further assessment completed to identify topical and regional risks.



Business conduct Management of material topics

In Elekta's ambition to drive access to healthcare worldwide, we are committed to making it a top priority to combat corruption and other unethical business behavior, which can be detrimental to sustainable development of societies, the economy and human rights.

In all transactions dealing with the sale of our solutions and services, Elekta employees are dedicated to ensuring compliance with laws and regulations and strive to work closely with regulating bodies. Our fundamental responsibility is to provide safe and effective products for customers and patients. Everyone working for or on behalf of Elekta must follow all applicable laws and regulations pertaining to interactions with government officials and healthcare professionals.

We implement effective compliance and integrity programs with emphasis on values and behavior, and our work is anchored in our Corporate Compliance Policy. We are building a culture of ethical business conduct by establishing expectations for individual behavior across the organization and by embedding compliance into our business processes. The work is guided by our eight-point compliance program, focusing on high-risk legal areas in anti-bribery and corruption, competition law and trade compliance. The program is based on best practices defined by leading enforcement agencies that have been tailored to suit Elekta's needs, risks and challenges. The compliance strategy and compliance program are continuously developed to ensure most relevant risks and requirements are adequately addressed.

Elekta's approach to taxes

Our sustainability agenda is committed to fostering a business that thrives in the long-term, which in turn, amplifies our positive social impact. Central to this commitment is our role as a conscious taxpayer, a cornerstone of corporate sustainability. Elekta's approach to taxes and its tax governance model is determined by our tax strategy, which is reviewed and approved annually by Elekta's Board of Directors. In light of the fact that one of the key contributions a company makes to a sustainable society consists of the taxes it pays, Elekta believes in being transparent

relating to its tax affairs. In an effort to increase its transparency on its approach to taxes and its tax governance model, Elekta has, as of 2023, elected to apply the GRI 207 tax standard for sustainability reporting purposes. Even though Elekta has included tax-related information in its previous sustainability reporting, additional information was needed in order for Elekta to be GRI 207 aligned. This means that Elekta will disclose the information required under the GRI 207 tax standard.

Our approach to taxes

The tax strategy is summarized in this annual report and its purpose is to ensure the connection between our tax strategy and our business strategies is well-articulated, demonstrating how our tax objectives are aligned with Elekta's overall business objectives. This alignment is achieved by analyzing the business objectives from a tax perspective. The result of this analysis is what determines our key tax objectives: managing tax compliance, managing and optimizing the effective tax rate, managing tax risk through good tax governance, and engaging with tax authorities in an open and transparent way. Elekta's tax affairs are managed to consider our stakeholders' demands, wider corporate responsibility, reputation, and to retain high standards of governance, ethics, and values.

Furthermore, the alignment of our tax strategy with our sustainability goals is also described, showcasing our commitment to responsible business practices: compliance with our legal obligation to pay the correct amount of tax due in relation to our business activities and model, not engaging in any tax planning that may harm Elekta's business operations, reputation, or stakeholders, and operating within the letter as well as the spirit of the law.

Our tax governance model

In order to ensure that the tax objectives are achieved, we have implemented a tax governance model which is centered around our Group Tax Policy. The Group Tax Policy applies to all Group companies, and focuses on management of corporation tax, which includes all taxes due based on a transactional basis, as well as on the company's taxable result, considering both Transfer Pricing aspects and indirect taxes such as VAT/Sales Tax/GST.

Governance, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

For the Head of Tax to have oversight of other tax-related issues, separate policies exist to identify and address these issues. Moreover, external tax advisors are consulted on a recurring basis in order for the Head of Tax to be apprised of regulatory developments relating to taxes. When appropriate, or if necessary, Elekta collaborates with various tax administrations in order to get a better understanding of their view on a specific tax issue. Moreover, we also engage in lobbying activities for the purpose of achieving greater certainty regarding complicated tax issues that might directly or indirectly affect our business operations.

The tax risk management procedures outlined in our Group Tax Policy are based on a tax risk evaluation process, which includes engaging with Elekta's internal and external stakeholders to analyze their demands and the effect these have on our tax objectives. This enables Elekta to define and apply a tax control framework that identifies our key tax risks, what triggers them, the risk-mitigating activities, and the roles and responsibilities of the individuals affected. We adhere to a robust tax governance framework, which ensures centralized storage of tax returns, with optional reviews performed by external auditors and reported to the Head of Tax. Additionally, all Elekta companies conduct annual compliance reporting, affirming adherence to local reporting standards and punctual submission of tax returns and information. Elekta's Group tax function is also responsible for initiating the monitoring and validation processes through which all Group companies' adherence to the Group Tax Policy is ensured and evaluated. All material issues and key regulatory or operational updates relating to the Group Tax Policy are reported to the Tax Committee and where appropriate the Audit Committee and/or Board of Directors on a continuous and recurring basis. The Head of Tax also provides the Tax Committee with quarterly updates on the Group's tax position.

Our tax-related data

In line with our commitment to transparency, we openly disclose operating results, assets, and tax costs in the countries where we operate. In addition, and in line with the requirement of

GRI 207-4, the table on **▶ page 99** contains financial, economic, and tax-related information for each jurisdiction in which the Elekta operates.

As is depicted in the table on **▶ page 99**, for all jurisdictions there is a difference between the actual Effective Tax Rate and the standard CIT rate for that jurisdiction. For the absolute majority of jurisdictions, the main reason behind this difference is that it is the requirement to treat certain items of income or expenditure on a different timing basis for tax purposes compared to accounting, in these situations, deferred tax has been recognized

in the annual report in accordance with IAS12. Other similar reasons include, that a jurisdiction is allowed to decrease the taxable result by using historical losses incurred. This type of off-setting is implemented in most countries' tax legislation and is commonly applied by all taxpayers.

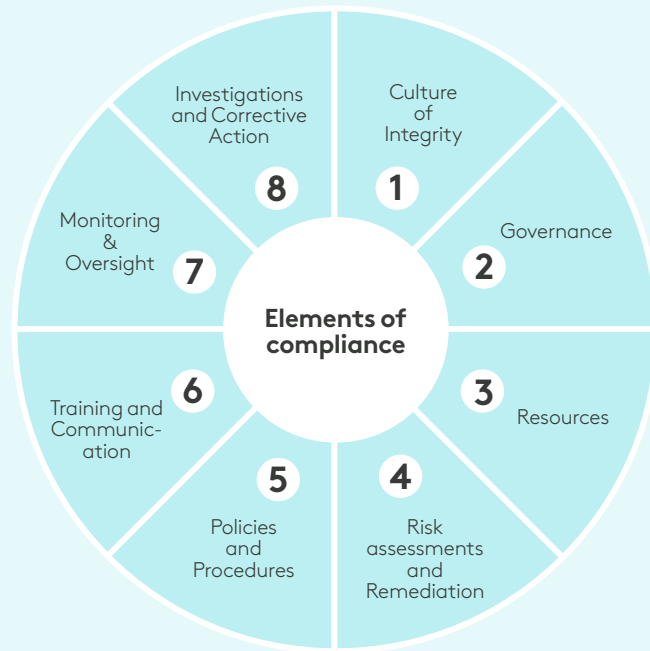
Moreover, in approximately 65% of the countries the difference between Elekta's Effective Tax Rate and the standard CIT rate is positive, i.e. the Effective Tax Rate exceeds the standard CIT rate. In most cases, this is caused by Elekta treating certain costs as non-deductible for tax purposes.



Read about Elekta employees driving our sustainability agenda at elekta.com

Governance, cont.

Elekta's compliance program



1. Culture of Integrity

The responsibility for implementing an effective compliance program ultimately rests with the Board of Directors. At least four times a year, the Global Head of Compliance reports to the Board's Audit Committee on risks, programs, and ongoing issues and investigations. For more information on the Compliance function and its interaction with the Board, see the Corporate Governance report on [page 116](#).

Since the building of a compliance culture starts at the top, the CEO and the entire senior management team are leading by example, and demonstrating through behavior and communication that all employees are expected to act according to the highest ethical standards.

2 and 3. Governance and Resources

The Board of Directors has given the EVP & General Counsel, as the head of the compliance function, autonomy and resources for the day-to-day management of the compliance program that oversees the high-risk legal areas: anti-bribery and corruption; competition law; and trade compliance. These resources include one VP Global Head of Compliance, regional Compliance Officers and two dedicated Global Trade Compliance Officers.

4. Risk assessments and Remediation

Our Compliance program is continuously developed and improved based on findings from systematic risk assessments where high-risk geographies with strategic importance to Elekta are prioritized. The aim of the assessments is to identify any gaps our compliance program might have in a specific region and to implement mitigation measures where needed. The assessments are conducted through interviews with the relevant regional management and include a comprehensive risk identification process that covers the typical risk categories of country-, sector-, transaction-, business opportunity- and business partner risks as well as research into external sources and findings from internal audits.

5. Policies and Procedures

Our Code of Conduct and the Corporate Compliance Policy are cornerstone documents for building and maintaining a culture of compliance. The Code of Conduct is available in 12 languages and is further supported by several policies from the Board of Directors and the President and CEO. The global policy framework is annually reviewed and updated.

The Corporate Compliance Policy provides guidance to employees and business partners, primarily in various interactions with healthcare providers and professionals. Where needed due to a higher identified risk, the policy is supplemented by more detailed local guidelines.

6. Training and Communication

Compliance training is essential in ensuring that our Code of Conduct and other policies are used and adhered to, and we strive to provide continuous training for both employees and business partners. The training is designed to be engaging and uses real-life scenarios that are relevant for day-to-day decision-making.

To provide easily available hands-on guidance on the main corporate policies, training videos on different topics are included in the mandatory Code of Conduct training. New employees are introduced to the Code of Conduct and Compliance requirements during their orientation program.

7. Monitoring & Oversight

The effectiveness of the Compliance program is ensured through continuous monitoring and risk assessments that make sure our policies and procedures are adequate to mitigate potential compliance risks and globally adhered to. Findings from monitoring and risk assessments are used to improve both local and global programs. Internal adherence is ensured through the inclusion of relevant compliance-specific questions in the Internal Controls Framework and systematic monitoring of compliance processes.

8. Investigations and Corrective Action

We aim to create a culture where everyone feels free and safe to raise compliance-related issues. To facilitate anonymous reporting for all stakeholders, internal and external, we have an established global whistleblower process and a reporting tool, the "Elekta Integrity Line", which is available in all applicable languages. All reported cases are checked internally by the Compliance function, the EVP & General Counsel, and regularly reported to the Audit Committee of the Board of Directors. Each case is followed up to the extent feasible, and appropriate remediation measures are taken. Root cause assessments are part of the case management process. The aim is to detect and prevent similar misconduct and to test whether the existing controls were adequately designed to mitigate the risk.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Targets and progress

Targets	Progress 2023/24	Next steps/Target update
Results from risk assessment will be used during 2023/24 to prioritize risk areas.	Risk assessment strategy executed according to plan and further assessment completed to identify topical and regional risks.	Execute on Risk Assessment mitigation plan and adjust Compliance Program where needed to respond to heightened risks areas.
Rollout of new hire on-boarding training, annual refresher training and “customer facing training” (comprehensive compliance training to the commercial organization) planned in 2023/24.	Mandatory compliance training included in new hire on-boarding material and physical trainings provided in Regions with Compliance presence. Updated annual compliance training deployed to all employees (with more than 87 percent completion rate) and customized comprehensive compliance training launched the commercial organization.	Continue to update and deploy annual compliance training to all employees. Deploy a customized compliance training to all external Elekta representatives.
Next steps of the monitoring program to be established in 2023/2024.	Compliance monitoring embedded in third party management through continuous automatic monitoring of Elekta distributors.	Include compliance controls and monitoring in other business processes on a transactional level, including supplier engagement and marketing activities.
Continue to promote a culture of business ethics during 2023/24 by developing the Compliance Ambassador program. The goal is to have ambassadors in all regions.	Compliance Ambassador program launched with Ambassadors in all regions and most countries with Elekta offices. Quarterly meetings held to increase awareness and engage Ambassadors in Compliance activities.	Continue to promote a culture of business ethics through compliance communications by Executive Management on a global and regional level.

Results 2023/24

Elekta has not had any significant instances of noncompliance with laws and regulations during 2023/24. There were no confirmed incidents of corruption, and no legal actions for anti-competitive behavior, anti-trust, and/or monopoly practices. In 2023/24, 21 cases were reported, either through the Integrity Line or a special e-mail address directly to Compliance.

Sustainability report source references

- ¹⁾ Yap et al 2016; Journal of Global Oncology; Global access to radiotherapy: Have we made progress during the past decade?; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5497622/>
- ²⁾ For example Redondo-Sánchez et al 2022; Cancers; Socio-economic inequalities in lung cancer outcomes: an overview of systematic reviews; <https://www.mdpi.com/2072-6694/14/2/398>, and Karanth et al 2019; JNCI Cancer Spectrum; Race, socioeconomic status, and health-care access disparities in ovarian cancer treatment and mortality: systematic review and meta-analysis; <https://academic.oup.com/jncics/article/3/4/pkz084/5584201?login=false>
- ³⁾ Intergovernmental Panel on Climate Change 2023; <https://www.ipcc.ch/report/sixth-assessment-report-cycle/>
- ⁴⁾ Watts et al 2021; The Lancet; The 2020 report of The Lancet Countdown on health and climate change: responding to converging crises; [https://www.thelancet.com/article/S0140-6736\(20\)32290-X/fulltext](https://www.thelancet.com/article/S0140-6736(20)32290-X/fulltext)
- ⁵⁾ GLOBOCAN 2020, <https://gco.iarc.fr/today/home>
- ⁶⁾ Sung et al 2021; CA: A cancer journal for clinicians; Global cancer statistics 2020: GLOBOSCAN estimates of incidence and mortality worldwide for 36 cancers in 185 countries; <https://acsjournals.onlinelibrary.wiley.com/doi/full/10.3322/caac.21660>
- ⁷⁾ Atun et al 2015; Lancet Oncology; Expanding global access to radiotherapy; <https://pubmed.ncbi.nlm.nih.gov/26419354/>
- ⁸⁾ U4 Anti-Corruption Resource Centre 2020; <https://www.u4.no/publications/health-sector-corruption>
- ⁹⁾ For example, Hanf et al 2011; PLOS ONE; Corruption Kills: Estimating the Global Impact of Corruption on Children Deaths; https://www.researchgate.net/publication/51786695_Corruption_Kills_Estimating_the_Global_Impact_of_Corruption_on_Children_Deaths; or Glynn 2022; Front Public Health; Corruption in the health sector: A problem in need of a systems-thinking approach; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9449116/>

GRI content index

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Statement of use

Elekta has reported in accordance with the GRI Standards for the period May 1, 2023 – April 30, 2024.

GRI Standard/Other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 1: FOUNDATION 2021					
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021					
	2-1 Organizational details	21			
	2-2 Entities included in the organization's sustainability reporting	101			
	2-3 Reporting period, frequency and contact point	101			
	2-4 Restatements of information	101			
	2-5 External assurance	101			
	2-6 Activities, value chain and other business relationships	10–11			
	2-7 Employees	87	Non-guaranteed hours employees	Not applicable	The share of these employees is negligible in relation to total employees.
	2-8 Workers who are not employees		Workers who are not employees	Information unavailable/incomplete	Elekta does not have information on other workers than the ones employed by the Group.
	2-9 Governance structure and composition	110–117, 121–124			
	2-10 Nomination and selection of the highest governance body	112			
	2-11 Chair of the highest governance body	121			
	2-12 Role of the highest governance body in overseeing the management of impacts	75, 113–114			
	2-13 Delegation of responsibility for managing impacts	75			
	2-14 Role of the highest governance body in sustainability reporting	75, 113–114			
	2-15 Conflicts of interest	113			
	2-16 Communication of critical concerns	91			
	2-17 Collective knowledge of the highest governance body	75			
	2-18 Evaluation of the performance of the highest governance body	112–113, 117			
	2-19 Remuneration policies	28–29, 115, 126–127			
	2-20 Process to determine remuneration	115, 126–127			
	2-21 Annual total compensation ratio	50–52, 127			
	2-22 Statement on sustainable development strategy	6			
	2-23 Policy commitments	17, 77, 82, 89, 91			
	2-24 Embedding policy commitments	75, 91			
	2-25 Processes to remediate negative impacts	75, 91			
	2-26 Mechanisms for seeking advice and raising concerns	91			
	2-27 Compliance with laws and regulations	91			
	2-28 Membership associations	75			
	2-29 Approach to stakeholder engagement	76			
	2-30 Collective bargaining agreements	85			

GRI content index, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

GRI Standard/Other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	76			
	3-2 List of material topics	76			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 89, 91			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	92			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 89, 91			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	92			
Trade compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	89, 91			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 78			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	80			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	77–80			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	80			
	302-3 Energy intensity	80			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 77			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	80			
	305-2 Energy indirect (Scope 2) GHG emissions	80			
	305-3 Other indirect (Scope 3) GHG emissions	80			
	305-4 GHG emissions intensity	80			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 78			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	80			
	306-2 Management of significant waste-related impacts	80			
	306-3 Waste generated	80			
	306-4 Waste diverted from disposal	80			
	306-5 Waste directed to disposal	80			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 78, 88			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	85–86			
Access to health care					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 82			
Innovation and R&D					
GRI 3: Material Topics 2021	3-3 Management of material topics	12–14, 75, 82			

GRI content index, cont.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

GRI Standard/Other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 75, 83–84			
Company specific disclosure	Employee engagement and eNPS	88			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 75, 83–84			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	84			
	403-2 Hazard identification, risk assessment, and incident investigation	84			
	403-3 Occupational health services	84			
	403-4 Worker participation, consultation, and communication on occupational health and safety	84			
	403-5 Worker training on occupational health and safety	84			
	403-6 Promotion of worker health	84			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	84			
Company specific disclosure	Number of recorded incidents	88			
Company specific disclosure	Number of lost time cases	88			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 83–84			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	83			
	404-3 Percentage of employees receiving regular performance and career development reviews	83			
Diversity and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 83			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	88			
	405-2 Ratio of basic salary and remuneration of women to men	88			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 84			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	88			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 85			
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	85–86			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	85			
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and service	88			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 75, 85			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	88			

EU Taxonomy tables

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023/24

Economic activities (1)	Code(s) (2)	Turnover (3)	Proportion of turnover, 2023/24 (4)	Substantial contribution criteria						Criteria regarding DNSH						Minimum safeguards (17)	Taxonomy aligned proportion of turnover, year 2022/23 (18)	Category enabling activity (19)	Category transition activity (20)
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and eco-systems (16)				
		SEK M	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which enabling		0	0%	0%	0%	0%	0%	0%	0%								0%	E	
Of which transitional		0	0%														0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
Turnover of Taxonomy eligible activities (A.1 + A.2 = A)		0	0%	0%	0%	0%	0%	0%	0%										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)		18,119	100%																
Total (A+B)		18,119	100%																

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
- Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

EU Taxonomy tables, cont.

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023/24

Economic activities (1)	Code(s) (2)	CapEx (3)	Proportion of CapEx, 2023/24 (4)	Substantial contribution criteria						Criteria regarding DNSH						Minimum safeguards (17)	Taxonomy aligned proportion of CapEx, year 2022/23 (18)	Category enabling activity (19)	Category transition activity (20)			
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and eco-systems (16)							
		SEK M	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																						
A.1 Environmentally sustainable activities (Taxonomy-aligned)																						
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	8.6	0.4%	Y	N	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.0%	E			
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.1	0.0%	Y	N	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.0%	E			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		8.7	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%					
Of which enabling		8.7	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	E				
Of which transitional		0.0	0.0%																	0.0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities																						
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL												
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	25.8	1.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.9%					
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	52.2	2.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.6%					
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		78.0	3.2%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							1.4%					
Total (A.1 + A.2 = A)		86.6	3.5%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																						
CapEx of Taxonomy-non-eligible activities (B)		2,370.4	96.5%																			
Total (A+B)		2,457	100%																			

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.4%	3.5%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

EU Taxonomy tables, cont.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023/24

	Code(s) (2)	OpEx (3)	Proportion of OpEx, 2023/24 (4)	Substantial contribution criteria						Criteria regarding DNSH						Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, year 2022/23 (18)	Category enabling activity (19)	Category transition activity (20)	
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and eco-systems (16)					
Economic activities (1)		SEK M	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0.0	0.0%	Y	N	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	8.6	1.4%	Y	N	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		8.6	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	0.0%		
Of which enabling		8.6	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	E	
Of which transitional		0.0	0.0%	0.0%														0.0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	25.8	4.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.4	0.0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		25.81	4.23%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.1%		
OpEx of Taxonomy eligible activities (A.1 + A.2 = A)		34.41	5.64%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.1%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities (B)		575.6	94.4%																	
Total (A+B)		610	100.0%																	

	Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	1.4%	5.6%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Tax

- Business overview 04
- Financial reporting 19**
- Board of Director's report 21
- Consolidated income statement 30
- Consolidated statement of comprehensive income 30
- Consolidated balance sheet 32
- Changes in consolidated equity 34
- Consolidated cash flow statement 35
- Financial statements – Parent Company 36
- Financial notes 38
- Signatures of the Board 70
- Auditor's report 71
- Sustainability notes 75
- Auditor's report 101
- Definitions 102
- Alternative performance measures 103
- Five-year review and key figures 106
- Corporate governance 108

FY2023 (MSEK) ¹⁾ Jurisdiction	Names of the resident entities	Primary activities	Number of employees	Revenue from 3rd party sales	Revenues from intra-group transactions with other tax jurisdictions	Profit/loss before tax	Tangible assets other than cash and cash equivalents	Corporate income tax paid on cash basis	Corporate income tax accrued on profit/loss	Reasons for differences between income tax accrued and statutory tax rate
AT	Elekta GmbH	Sales, Marketing or Distribution	19	139	8	10	6	6	3	Other
AU	Elekta Pty Limited, Nucletron PTY Ltd.	Sales, Marketing or Distribution	73	328	51	30	37	11	12	Deferred taxes
BE	Elekta S.A./N.V.	Sales, Marketing or Distribution	17	145	21	13	16	5	3	Other
BR	Elekta Medical Systems Comércio e Serviços para Radioterapia Ltda.	Sales, Marketing or Distribution	71	97	14	-56	15	12	16	Deferred taxes
CA	Elekta Ltd.	Product Supply Center	91	420	120	-20	51	0	0	Deferred taxes
CH	Elekta GmbH – Tax jurisdiction DE PE	Sales, Marketing or Distribution	9	39	13	4	0.50	0.47	0.49	Other
CN	Elekta Instrument (Shanghai) Ltd, Elekta Beijing Medical Systems Co., Ltd (EBMS), Shanghai Elekta Oncology Systems Co., Ltd, Elekta (China) investment Co.,Ltd., Elekta (Shanghai) Technology Co., Ltd	Sales, Marketing or Distribution and Product Supply Center	718	1,050	1,724	250	475	21	51	Other
CZ	Elekta Services s.r.o	Sales, Marketing or Distribution	10	99	2	20	1	1	-1	Deferred taxes
DE	Elekta GmbH, CMS GmbH	Sales, Marketing or Distribution and Dormant	111	737	44	45	17	16	24	Deferred taxes
DZ	Elekta SARL	Sales, Marketing or Distribution	9	1	11	3	3	0	1	Non-deductible expenses
EG	Elekta Egypt LLC., ELEKTA TRADE LLC, ELEKTA GENERAL TRADING LLC	Sales, Marketing or Distribution and Holding companies	24	34	5	1	1	0	0.19	Other
ES	Elekta Medical SA	Sales, Marketing or Distribution	62	518	25	47	5	15	11	Other
FI	Kaiku Health Oy	Product Supply Center	105	26	89	-32	3	0	0	Deferred taxes
FR	Elekta S.A.S	Sales, Marketing or Distribution	77	438	71	34	23	-4	7	Other
GB	Elekta Limited, Elekta Holdings Limited, New Nucletron UK Ltd.	Product Supply Center, Holding company and Dormant	802	1,230	4,679	-203	890	-55	0.43	Deferred taxes
GR	Elekta Hellas EPE	Sales, Marketing or Distribution	15	73	7	7	3	1	0	Deferred income/expense
HK	Elekta Asia Ltd., Elekta Limited	Sales, Marketing or Distribution and Holding company	46	710	25	24	23	-7	4	Other
HU	Elekta Services s.r.o. – Tax jurisdiction CZ PE	Sales, Marketing or Distribution	4	48	0	1	0	0.09	0.42	Deferred income/expense
ID	PT Elekta Medical Solutions	Sales, Marketing or Distribution	17	0.27	13	1	0.03	0.25	0.32	Non-deductible expenses
IN	Elekta Medical Systems India Private Limited	Sales, Marketing or Distribution	131	145	101	34	153	5	7	Other
IT	Elekta SpA	Sales, Marketing or Distribution	91	769	21	40	68	-4	12	Other
JP	Elekta KK	Sales, Marketing or Distribution	143	898	0.01	34	91	9	15	Deferred taxes
KR	Elekta Limited	Sales, Marketing or Distribution	28	216	53	9	16	-3	2	Other
MX	Elekta Medical S.A. de C.V.	Sales, Marketing or Distribution	43	388	0.22	6	19	15	15	Non-deductible expenses

¹⁾ The table contains country-by-country reporting ("CbCr") financial data for FY2023 for all countries where Elekta was active during the year.

Tax, cont.

- Business overview 04
- **Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - **Sustainability notes 75**
 - Auditor's report 101
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

FY2023 (MSEK) ¹⁾ Jurisdiction	Names of the resident entities	Primary activities	Number of employees	Revenue from 3rd party sales	Revenues from intra-group transactions with other tax jurisdictions	Profit/loss before tax	Tangible assets other than cash and cash equivalents	Corporate income tax paid on cash basis	Corporate income tax accrued on profit/loss	Reasons for differences between income tax accrued and statutory tax rate
NL	Elekta BV, CMS BV, Nucletron BV, Nucletron Operations BV	Sales, Marketing or Distribution and Product Supply Centers	237	342	1,062	247	392	27	34	Incentives and deferred taxes
NZ	Elekta Pty Limited – Tax jurisdiction AU PE	Sales, Marketing or Distribution	9	129	8	11	13	4	5	Deferred taxes
PH	Elekta Philippines, Inc.	Sales, Marketing or Distribution	10	5	5	4	5	0.19	1	Other
PL	Elekta sp. z o.o., Elekta Business Services Sp. z o.o., Nucletron Poland Sp. z o.o.	Sales, Marketing or Distribution, and Administrative services and dormant company	236	242	119	44	9	11	7	Other
PT	RRTS Unipessoal LDA	Sales, Marketing or Distribution	15	38	12	-1	0.18	1	1	Deferred taxes
RO	Elekta Solutions AB – Tax jurisdiction SE PE, ELEKTA MEDICAL SYSTEMS S.R.L.	Sales, Marketing or Distribution	12	52	20	5	5	1	1	Other
RS	Elekta Solutions doo	Sales, Marketing or Distribution	5	7	1	0.35	1	0.03	0.05	Other
RU	Elekta LLC	Sales, Marketing or Distribution	16	13	15	-2	4	0.01	0	Non-deductible expenses
SE	Elekta Instrument AB, Elekta AB, Leksell Institute AB, Global Medical Investments GMI AB, Elekta Solutions AB	Product Supply Center, Management services, Intra-group financing function, holding companies and dormant company	329	2,570	8,137	49	1,965	28	15	Other
SG	Elekta Pte. Ltd	Sales, Marketing or Distribution	34	59	44	4	6	0	0	Deferred taxes
SK	Elekta Services s.r.o. – Tax jurisdiction CZ PE, Elekta s.r.o.	Sales, Marketing or Distribution	1	36	0.03	1	0	0.08	0.03	Other
TR	Elekta Medikal Sistemler Tic. A.S.	Sales, Marketing or Distribution	74	378	32	96	24	5	7	Deferred taxes
US	Elekta Inc., Elekta Holdings US Inc., Precision Therapy International, Inc., Gamma Knife Ventures Inc., GKV San Diego Inc., GKV Investments Inc., GKV Manila, IMPAC Medical Systems, Inc., IMPAC Global Systems, Inc.	Product Supply Center and Holding companies	858	3,930	1,763	831	349	164	246	Other
VN	Elekta Company Limited	Sales, Marketing or Distribution	15	-0.46	8	0.37	0.31	0.20	0.12	Deferred taxes
ZA	Elekta (Pty) Ltd	Sales, Marketing or Distribution	21	125	2	23	9	4	6	Other
Total			4,588	16,474	18,324²⁾	1,613³⁾	4,699³⁾	289	511	-

¹⁾ The table contains country-by-country reporting ("CbCr") financial data for FY2023 for all countries where Elekta was active during the year.

²⁾ The CbCr data presents a deviation from the data included in the annual report for FY23, the reason being that the CbCr data also includes interest payments and foreign exchange effects.

³⁾ The CbCr data presents a deviation from the data included in the annual report for FY23, the reason being that the CbCr data does not include any top side adjustments.

Auditor's report on the statutory sustainability statement

To the general meeting of the shareholders of Elekta AB (publ), corporate identity number 556170-4015.

- Business overview 04
- Financial reporting 19**
 - Board of Director's report 21
 - Consolidated income statement 30
 - Consolidated statement of comprehensive income 30
 - Consolidated balance sheet 32
 - Changes in consolidated equity 34
 - Consolidated cash flow statement 35
 - Financial statements – Parent Company 36
 - Financial notes 38
 - Signatures of the Board 70
 - Auditor's report 71
 - Sustainability notes 75
- Auditor's report 101**
 - Definitions 102
 - Alternative performance measures 103
 - Five-year review and key figures 106
- Corporate governance 108

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory sustainability statement for the year 2023-05-01 – 2024-04-30 on [► pages 17–18 and 75–100](#) and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 *The auditor's opinion regarding the statutory sustainability statement*. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

We believe that the examination has provided us with sufficient basis for our opinions.

Opinion

A statutory sustainability statement has been prepared.

Stockholm, July 5, 2024
Ernst & Young AB

Signature on original auditors' report in Swedish¹⁾

Rickard Andersson
Authorized Public Accountant

About the sustainability report

This sustainability report covers the fiscal year 2023/24 (May 1, 2023 – April 30, 2024). Elekta publishes a sustainability report annually. Last year's report was published on July 7, 2023. Restatements on emissions have been conducted.

The report covers all Elekta's fully-owned subsidiaries. See [► Note 21](#) for details about Elekta's subsidiaries.

This report has been prepared in accordance with GRI Standards 2021.

Questions or comments?

We would like to hear from you. Please email us at Sustainability@elekta.com

Statutory Sustainability Report

This report has been prepared in accordance with the Swedish Annual Accounts Act. Please refer to the table below for page references.

	Pages
Business model	10–11
Environmental matters	17–18, 77–80
Social matters and employees	17–18, 82–88
Human rights	17–18, 85–86
Anti-corruption	17–18, 89, 91
Sustainability risks	25–26
EU taxonomy reporting	81, 96–98
Auditor's report	101

¹⁾ This is a translation of the original auditor's report in Swedish. In the event of any differences between the translation and the original statement in Swedish, the Swedish version shall prevail.