



Gender pay

Reporting year 2025



Our gender pay gap

At Atradius, we remain committed to creating an inclusive workplace where men and women have equal opportunities to develop and grow. This year, we are pleased to report a positive reduction in our gender pay gap, reflecting the impact of our continued focus on balanced representation across the organisation.

Over the past year, we have strengthened our approach to employee development by enhancing Personal Development Plans and aligning them directly with our unit and country level training plans. This integrated approach ensures that individual development needs feed directly into our talent management and succession planning processes, helping us build strong and gender balanced talent pipelines. We continue to monitor our gender pay gap in real time, enabling us to assess and identify where further action may be required.

Creating a diverse, supportive and inclusive workplace remains central to our values, and we are encouraged by the positive steps taken this year as we work toward long term gender equality across our organisation.



Stuart Ramsden
Regional Director UK & Ireland



Pay and bonus gap

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of role or seniority. The overall mean and median gender pay gap is based on hourly rates of pay as of April 2025 and bonuses paid to men and women for performances delivered during 2024.

| Difference between men and women | Mean | Median | Compared to year prior |
|----------------------------------|--------|--------|------------------------|
| Hourly pay | 13.05% | 4.00% | Lower gap |
| Bonus/Commission paid | 25.21% | 5.08% | Higher gap |



87%
of female employees received commission or a bonus payment in 2024
▲ Higher
Compared to last year

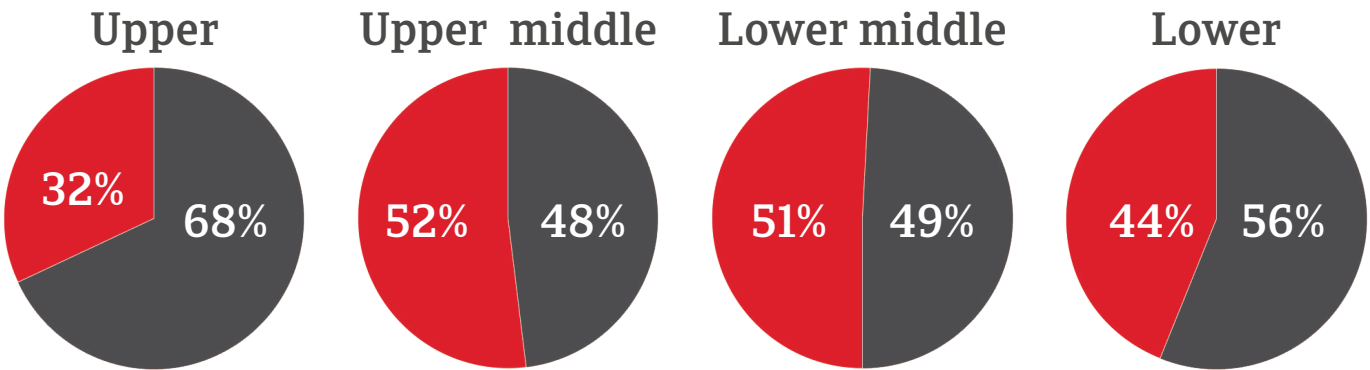


84%
of male employees received commission or a bonus payment in 2024
▼ Lower
Compared to last year

Pay quartiles

The pay quartiles represent employees hourly rate ranked from highest to lowest and are evenly split into quartiles.

Percentage of men and women in each pay quartile*



■ Women
■ Men



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