

Gender Equality Statement 2021 – PRA Group Norge AS

STATEMENT – PART 1

1.1 STATE OF GENDER EQUALITY

	Level		Count Men	Count Women	Total	Pay Differences - Women's Share of Men's Salary in %			
	% Men	% Women				Total Cash Benefit	Fixed Salary	Incentives	Overtime
A	0%	100%	0	1	1	N/A	N/A	N/A	N/A
B	0%	100%	0	4	4	N/A	N/A	N/A	N/A
C	40%	60%	2	3	5	N/A	N/A	N/A	N/A
D	100%	0%	4	0	4	N/A	N/A	N/A	N/A
E	30%	70%	9	21	30	99.4%	102.4%	100.9%	65%

Distribution of Women and Men by Position Levels and Salary Differences Between Genders

1.2 Group Categories

The Company employs a total of 49 employees of which 59% (29) are women and 41% (20) are men.

The position levels were categorised, discussed and agreed with the elected employee representatives and AMU.

As there are not enough representation of each gender in group categories A, B, C, and D we are unable to publish gender pay differences across these group categories.

In assessing the group categories each job/role was mapped against role requirements, competence, complexity and work conditions. One action for 2022 will be to quality assure the data for placement in the various categories and make a more detailed assessment with regard to the comparison of work of equal value and how this affects the groupings of various roles.

1.3 Salary Difference Results

We have very little difference in fixed pay and total cash, however there is an overtime gap between the genders within group E. Out of the 30 employees in this group only 21 worked and earned overtime in 2021. Out of those 21 only 5 are men which could skew the averages.

This discrepancy in overtime will be an area of focus for our diversity initiatives for the coming year.

1.4 Temporary employees, part-time employees and parental leave uptake

Gender Split		Temporary Staff		Parental Leave Uptake		Part Time Workers			
						Actual Part-Time Work		Involuntary Part-Time Work	
Number of women	Number of men	Temporary Staff Women	Temporary Staff Men	Women Parental Leave uptake (average number of weeks)	Men Parental Leave uptake (average number of weeks)	Part-Time Women	Part-Time Men	Involuntary Part-Time Women	Involuntary Part-Time Men
29	20	0	4	14	n/a	7	4	0	0

1.4.1 Temporary employees, actual and involuntary part-time

The Company has 4 temporary workers and 11 part-time workers, however none of them are involuntary. The part-time workers are students who are not able to work full-time due to studies.

1.4.2 Details on parental leave, sickness absence and recruitment

When it comes to taking parental leave, women have taken out an average of 14 weeks of parental leave in 2021, however there was only 1 female who took parental leave in 2021. No men took parental leave in 2021. Parental leave uptake does not take into account parental leave taken in previous years linked to 2021 parental leave.

1.4.3 Recruitment

In 2021 PRA Group Norge AS we recruited 12 employees, of which 5 were female and 7 male.

STATEMENT PART 2 - HOW WE PROMOTE GENDER EQUALITY AND WORK AGAINST DISCRIMINATION

2.1 Principles, procedures and standards to ensure gender equality and non-discrimination

PRA Group is committed to the principle of equal opportunities and equal treatment for all employees and PRA continues to make progress in becoming a more inclusive organisation. Beginning as an outgrowth of our foundational CARES values, diversity, equity and inclusion (“DEI”) programs, policies and related activities have evolved into an enterprise commitment. We have a full-time Diversity and Inclusion Leader who oversees our comprehensive D&I global strategy and related programs across the organisation. We have also adopted the following DEI Commitment Statement:

“At PRA Group, we value our employees’ diverse experiences, perspectives, and abilities. We continue to foster a sense of belonging by working together to build an equitable and inclusive culture— where you are free to be yourself and be your best.”

We are aware that being more diverse and inclusive also means addressing pay gaps where they exist at PRA.

PRA Group Norge AS pays employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). We carry out regular pay and benefit reviews to ensure this takes place. The organisation is, therefore, confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

2.3. How we work to identify the risk of discrimination and prevent gender inequality

What do our employees say?

When asked as part of our 2021 Voice Survey, “PRA Group is an inclusive environment and people with different backgrounds have equal opportunities to develop and are treated fairly within PRA”, our results remain high with 83% of employees agreeing with this statement.

In 2021, PRA offered nine courses both in person and virtual that align with our D&I strategy, including the following:

- Unconscious Bias
- Embracing Change
- Closing the Confidence Gap
- Valuing Differences
- Leveraging Diversity
- Women in Leadership: Radiate Confidence
- Women in Leadership: Superpower Your Network
- Embracing Change Women in Leadership:
- Declare Your Brand

Even with continued great engagement scores, and a range of opportunities for education and empowerment on D&I topics, the organisation is not complacent and it is committed to doing everything that it can to reduce any gaps.

2.3.1 Initiatives taken to promote diversity and gender equality

Hiring, developing and promoting employees: Our aim is to build diverse and inclusive teams throughout our business by offering people opportunities for growth and supporting them in their development. PRA has taken intentional steps towards adopting and implementing D&I best practices in our talent processes of recruitment, engagement, development, and total rewards. In addition, PRA Group requires all people managers to complete an “Art of Behavioral Interviewing” course to avoid biases in the interview process. All newly hired and promoted managers are automatically enrolled as part of their onboarding

Measurement and reporting: To inform our action plans we track and disclose key performance indicators on diversity and inclusion through our first Diversity and Engagement Survey and employee demographic reporting. We believe having this benchmark will allow us to measure our future progress on our D&I journey.

To accurately capture the employee experience, we measured six key themes related to inclusion: Growth & Development, Leadership,

Authentic Self, Work Environment, Recommendation of PRA, My Manager. As a company that CARES, we value transparency and accountability and released our inaugural and interactive “DEI Survey Report” disclosing our survey results and strategy so that leaders and employees would have view on opportunities to prioritize and strengths to preserve.

Advancing equity in society: Our aim is to advance diversity, equity and inclusion in society more broadly, tackling drivers of systemic disparities, through business initiatives and philanthropic resources. To achieve the multi-dimensional workforce we desire, we embrace diversity and inclusion not only with our employees, but across all levels of our business from suppliers to community partners. Opportunities from our Corporate Social Responsibility partnerships underscore our commitment to advancing diversity and inclusion both internally and within our communities.

Diversity Development: PRA offers a range of opportunities for education and empowerment on D&I topics. In 2021, PRA offered nine courses, both in person and virtual that align with our D&I strategy, including the following: • Unconscious Bias • Embracing Change • Closing the Confidence Gap • Valuing Differences • Leveraging Diversity • Women in Leadership: Radiate Confidence • Women in Leadership: Superpower Your Network • Declare Your Brand

Equitable Compensation: PRA Group is committed to ensuring teammates are paid competitively, equitably, and in alignment with market pay practices and company practices. Compensation and Total Rewards for our employees are based on objective factors, regardless of gender or ethnicity. The Total Rewards Programs are reviewed regularly, ensuring alignment with PRA Group's Core Values and strategic priority of fostering a high performing workforce. Our performance management process is designed to recognize and reward performance, contributions, and results in a true pay for performance application.

PRA Group regularly monitors its compensation processes and practices.

2.3.2 We have identified the following barriers to gender equality

- There is a need to be even more clear in our internal communication about the work being done around diversity and gender equality
- There is generally a gender balance in the business, but with predominance of women especially across the frontline divisions.
- We have not had any men take up parental leave, however this could be due to the fact that fewer male employees had children in 2021 compared to female employees. Category E is predominantly a younger population which could explain no uptake of parental leave.

2.3.3 Actions in 2022 to promote gender equality

In the coming year, the organisation is committed to the following activities:

Communication Around Diversity

- In 2022, special efforts will be made to establish an annual roadmap for the gender equality work, where the four-step model will be developed further. The elected employee representatives and AMU will be involved in this work and participate in discussions about which forums are most appropriate for discussions and work ahead.
- Active promotion of diversity and gender equality measures in articles on intranet, as well as focusing on these areas in the roll-out of new strategy.
- Expanding our Women's Affinity group at PRA Group to empower, develop, connect, and support women within PRA Group Norge AS
- Increased focus on the visibility of our gender equality and non-discrimination work both internally and externally

Recruitment

- Our HR function will focus on increasing and promoting diversity within our recruitment practices with an emphasis on opportunities and uncover potential barriers to diversity. In this context, we will also consider our job advertisements and assess how these appear with regard to promoting diversity, including any other factors other than gender.
- Continuing to support flexible arrangements, including hybrid, when hiring external candidates
- Continuing to proactively source gender balanced candidate pools for recruiting e.g. managers/senior leaders.
- Creating and implementing action plans following our global D&I survey. European targets introduced to increase e.g. female managers and senior leaders across all lines of business.

Equal Pay

- We regularly map the status of gender distribution in the company, as well as mapping of conditions and compensation for maintaining equal pay.
- We will review areas where there are unexplained wage differences between women and men, and assess necessary measures in this context.

2.4 Results of the work and expectations for the work ahead

There is still a way to go when it comes to gender balance in the business, as well as equalising pay disparities at the company level.

The annual employee engagement surveys indicates that the vast majority of employees believe that everyone has the same opportunities in the company, regardless of gender, nationality, age, physical health, personal background or other grounds for discrimination. This is very positive however, there is potential for further improvements, which the Company will follow up on as part of the action plans following the employee engagement surveys.