

Equality Statement 2022 – PRA Group Norge AS

STATEMENT – PART 1

1.1 STATE OF GENDER EQUALITY

	Group Category *		Count Men	Count Women	Total
	% Men	% Women			
A	100%	0%	3	0	3
B	40%	60%	2	4	6
C	50%	50%	6	6	12
D	67%	33%	4	2	6
E	37%	63%	14	24	38

Explanation of star:

* Should be reported on each year

** Should be reported on every other year (numbers from 2021)

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

1.2 Group Categories*

The Company employs a total of 65 employees of which 56% (36) are women and 44% (29) are men.

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

In assessing the group categories each job/role was mapped against role requirements, competence, complexity and work conditions. One action that was done in 2022 was 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.

Group A- Top Management Group:

- This group has individual salary agreements. The gender is predominant men. Group A is also a part of the Nordic management team, where there is one female representative.

Group B- Management Operation:

- This group has individual salary agreements. Group B is represented in the local management team, who has a 60/40 gender ratio. Comparing to 2021 where this group was 100% woman based, we now have a more equal balance.

Group C- Team Leaders and Senior Specialists:

- This group has individual salary agreements. The gender balance is 50/50 compared to last year gender ratio of 40/60.

Group D- Team Coordinators and Specialists:

- This group has individual salary agreements. Team coordinators are a new role in PRA

Group E- Operations, Collector, Support, Customer Service :

- This group has individual salary agreements. For those who are hourly paid working in customer service has the same starting salary. Women are the predominant gender representing this group.

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 (Weeks)		Part-Time Workers			
						Voluntary		Involuntary	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
33	28	0	0	24	0	8	3	0	0

1.4.1 Temporary employees, actual and involuntary part-time

The Company has no temporary workers and 9 part-time workers, however none of them are involuntary. Six (6) part-time workers are students who are not able to work full-time due to studies. The other three (3) employees are working reduced hours for leave reasons.

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 24 weeks of parental leave in 2022, there were 3 females who took parental leave in 2022. No men took parental leave in 2022. Parental leave uptake does not take into account parental leave taken in previous years linked to 2022 parental leave.

1.4.3 Recruitment

In 2022 PRA Group Norge AS we recruited 14 employees, of which all were males.

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.

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

What do our employees say?

When asked as part of our 2022 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 82% of employees agreeing with this statement.

In 2022, PRA offered fourteen 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
- Diversity basics- taking action, foundation
- Cultivating diversity
- Woman in tech
- Anti-racism
- How to be an ally for diversity and inclusion,
- PRA talks: pronouns and gender identity, celebrate pride, emotional wellbeing,

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.

2.2.1 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:

Policies and procedures: To ensure we have standardized processes to support our D&I work values and ethics. Our Code of Conduct are posted on our European and local intranet, as well as in our e-learning onboarding for all new employees. The code of conduct promote out CARES values, our ethics and mutual respect for one another. The European Recruitment policy states that PRA gives equal opportunities and fairly treatment to all job applicants. Our European menopause policy was launched this year to raise awareness and provide information and support to women dealing with menopause symptoms indirectly or directly. Locally we have created, implemented and communicated the new whistle blowing routine to ensure employees have a safe place to report and how to deal with cases like discrimination, harassment, health and safety issues.

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 2022, PRA offered fourteen 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 • Diversity basics- taking action, foundation Network • Cultivating diversity • Cultivating Differences • Women in Tech • Anti-racism • How to be an ally for diversity and inclusion. As well as several virtual PRA talks where employees get invited to talk and listen to diversity topics like: celebrate pride, emotional wellbeing, pronouns and gender identity. Every year PRA promote an inclusion week where our employees can attend virtually courses and talks. This year`s theme was “time to act: the power of now” – embedding

behaviors now, that will make inclusion an everyday reality, being in the moment and alert to inclusion, exclusion and reminding ourselves of what we can do to actively be more inclusive.

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.

2.2.2 Actions in 2023 to promote gender equality

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

Communication Around Diversity

- In 2023, 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.
- Communicating, informing and ensuring that our outsourced recruiting through agencies are proceeded without biases or barriers to diversity. Also promote to attract the unrepresented gender in roles or departments where there's a clear predominance of one gender.
- 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.

2.3 Evaluation of the work and expectations for the work ahead

There is still work to be done when it comes to gender balance in the business, as well as equalizing pay disparities at the company level. In 2022 we have recruited 14 males in to the company out of a total of 14 appointments. This is a step in the right direction, and active efforts will be continuously made to increase the recruitment of the unrepresented gender in the future.

When it comes to action on communication, our evaluation is that locally D&I activities needs to be better informed and promoted. We have great materials on the intranet and courses on the e-learning platform, but our local teams are still not always aware of our D&I work and what it means to us as a business. During our team meetings and townhall meetings, this should regularly be on the agenda, as well as verbally communicated on European initiative like the PRA talks, Inclusion week, pride month and so on. Due to lack of HR and recourses there has not been regular AMU meetings to develop the four step module, this will be a main focus in the coming year. There has been several meetings and talks with the Woman`s Affinity group, but there`s still room to do more and grow the group. We will initiate to promote the group and its activities on information meetings and on the intranet to increase the number of attendance.

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.