

# Equality Statement 2024

PRA Group Norge AS



At **PRA Group Norge AS**, we are committed to fostering an inclusive and equitable workplace where all employees, regardless of gender, feel valued and respected. This report presents a comprehensive overview of our efforts towards achieving gender equality.

We begin with an analysis of our current workforce demographics. The first statement includes key statistics, supported by graphs, offering an insightful overview of the current state of gender equality within our company.

In the second statement, we highlight how we actively promote gender equality through initiatives, policies and practices aimed at creating equal opportunities for all employees. We are dedicated to ensuring that discrimination is not tolerated and that every team member has the resources and support to thrive in a fair and diverse environment. Furthermore, we outline the specific actions we are taking to eliminate bias and discrimination in the workplace, focusing on continuous improvement and accountability in all areas of employment.

This report has been prepared in accordance with the legal requirements under the Activity and Reporting Obligation (ARP). We work actively to ensure equal pay for equal work and equal opportunities, regardless of gender, and we measure the gender pay gap every year.

*Data in the report is accurate as of 31.12.2024 and represents the reporting period 01.01.2024-31.12.2024.*

# STATEMENT PART ONE

## State of Gender Equality

### Group Categories

In assessing the employee group categories, each position was mapped against role requirements, competence, complexity and work conditions. The company employs a total of 65 permanent employees of which 43% (28) are women and 57% (37) are men. The position levels were categorized, discussed, and agreed with the elected employee representatives and Working Environment Committee (AMU). We aim to check the data annually to ensure accuracy of the placements in each category.

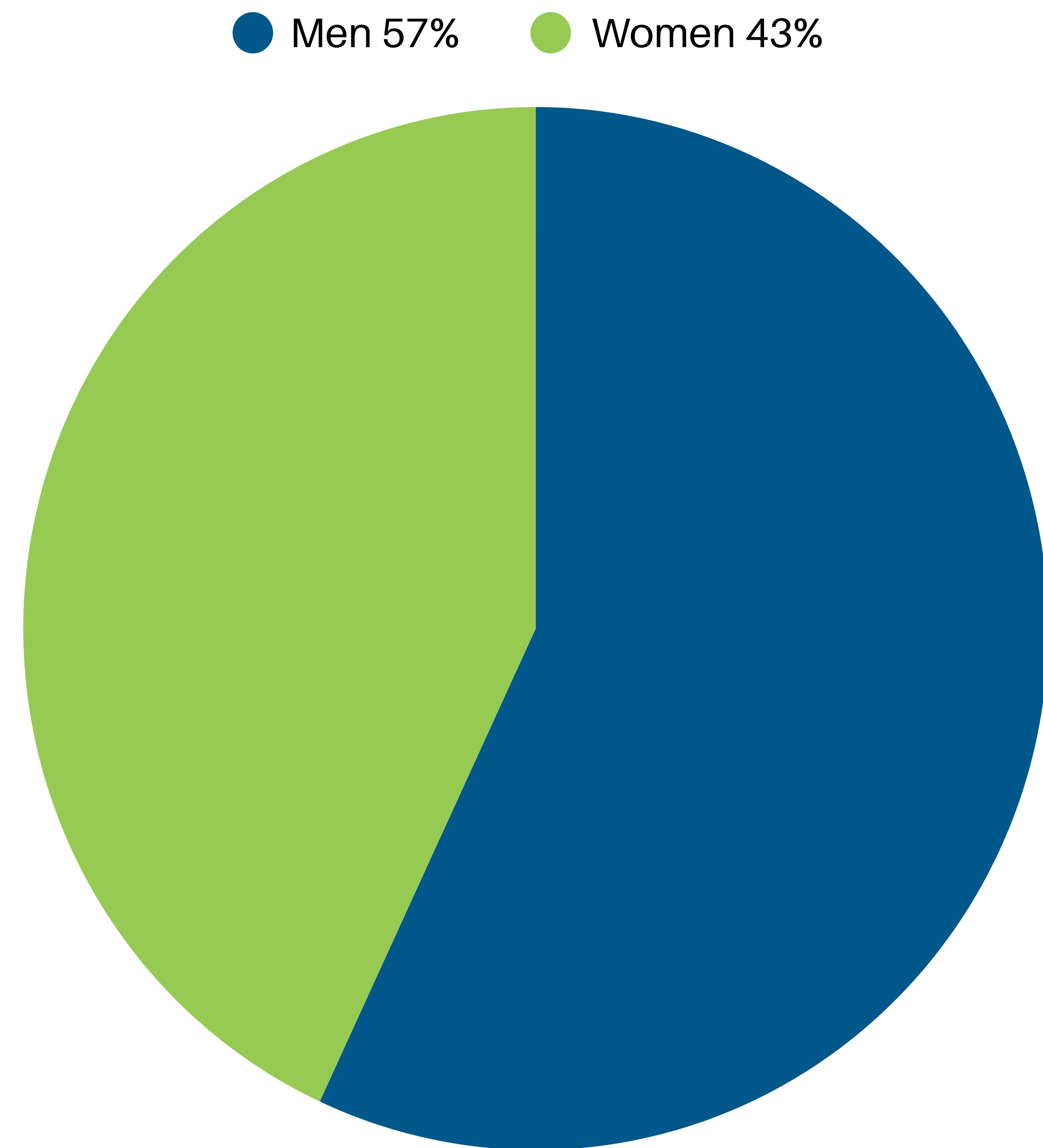
- **Group A** – Management Group
- **Group B** - Team Leaders and Senior Specialists
- **Group C** - Specialists
- **Group D** - Operations, Collectors, Support, and Customer Service

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

Group Category	% Men	% Women	Count Men	Count Women	Total
A	67%	33%	4	2	6
B	62%	38%	5	3	8
C	71%	29%	10	4	14
D	49%	51%	18	19	37

## PRA Group Norge AS Demographics

In 2024, the company employed a total of 65 permanent employees, of which 43% (28) are women and 57% (37) are men.



## **Demographics Continued**

### **Group A - Management Group**

This group has individual salary agreements. The gender balance is predominantly male. Group A is also a part of the Norway management team, represented by 2 females.

### **Group B - Team Leaders and Senior Specialists**

This group has individual salary agreements. Group B is represented in the local management team. In 2024, we maintained a more balanced gender ratio compared to 2022 when this group was 100% female.

### **Group C - Team Coordinators and Specialists**

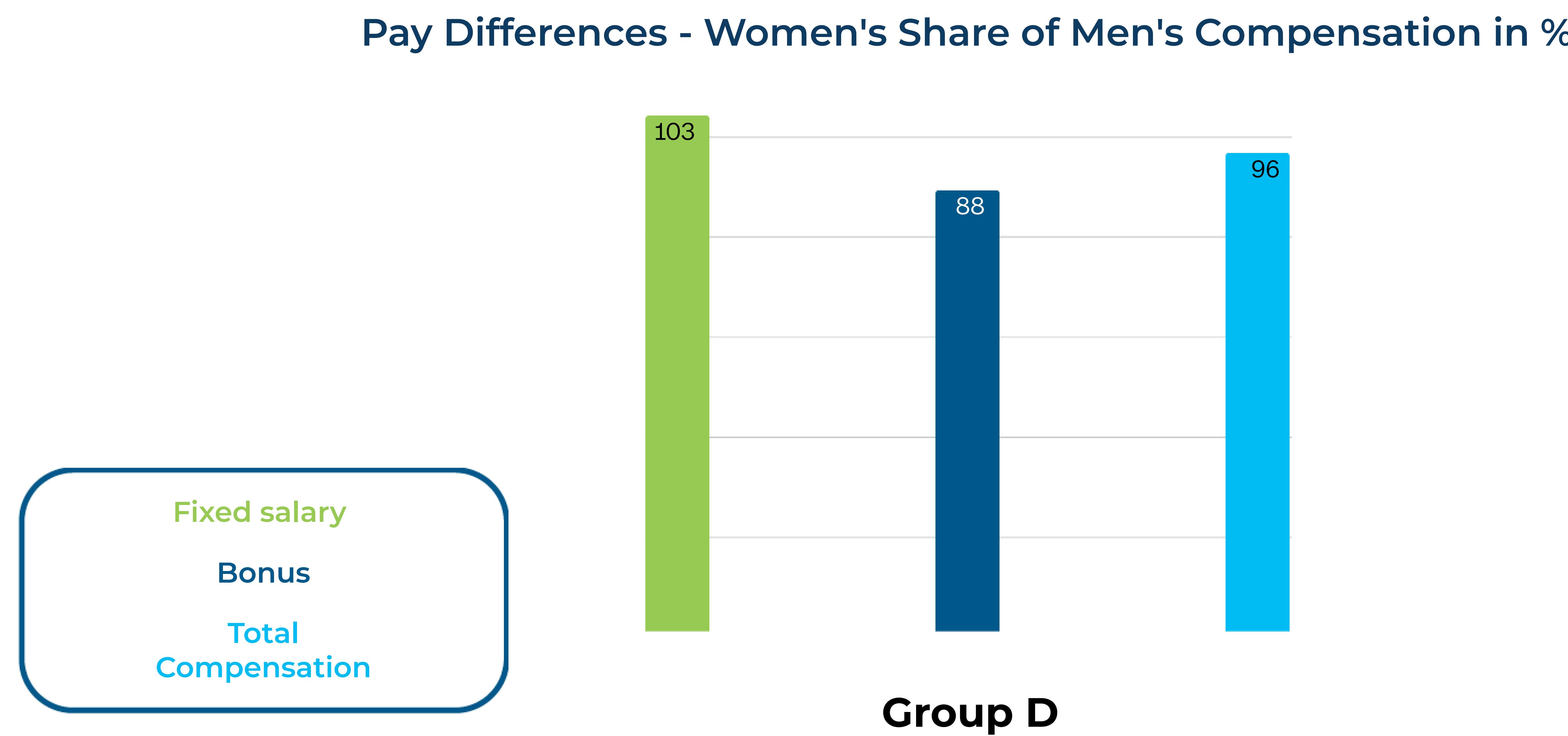
This group has individual salary agreements. The gender balance is predominantly male.

### **Group D - Operations, Collectors, Support, and Customer Service**

This group predominantly has individual salary agreements. For those in customer service who are paid hourly, each has the same starting salary. The gender balance is predominantly female.

## Compensation Comparison

We do not have enough female representation in groups A, B and C to be able to report on pay differences between the genders in these groups. The below graph provides an overview for Group D regarding the current state of gender equality in compensation. While progress continues to be made towards equal opportunities, the analysis indicates a variance in overall compensation, with women earning less than their male counterparts on average. Fixed salaries for women are 103% of their male counterparts, whereas the bonus component is 88%.



## **Compensation Comparison Continued**

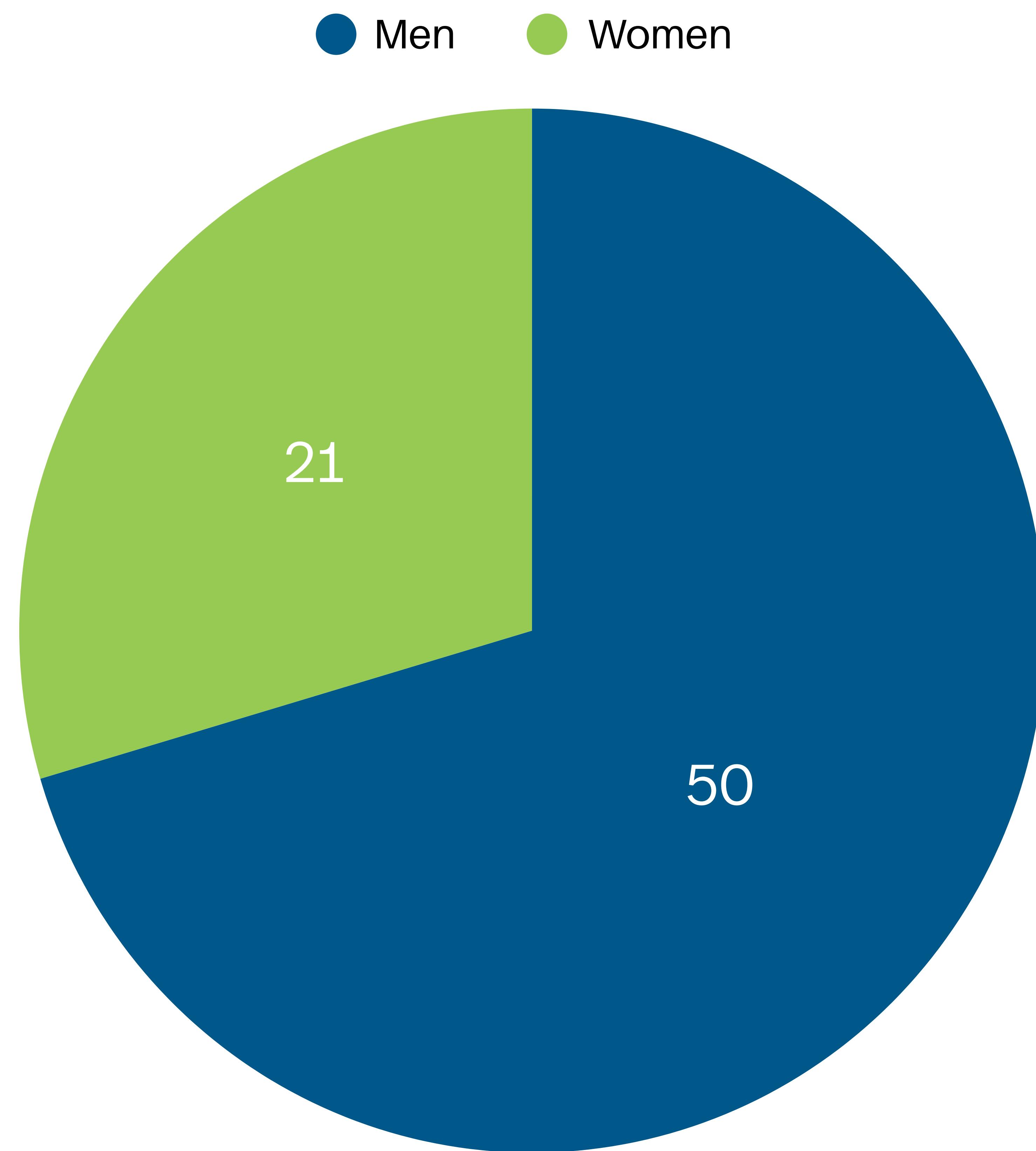
Compared with the previous year, when the corresponding figures were 101% for fixed salary and 90% for bonus, it is noteworthy that the fixed salary differential has increased in women's favor, while the bonus differential has widened. This points to a continuing pattern in which women receive a comparatively higher fixed salary but a lower bonus, resulting in lower overall total compensation.

The data, outlined on the following page, also shows differences in average annual overtime hours, with men more frequently working additional time. This factor may contribute to the observed gap in bonus outcomes. The company is assessing whether a relationship exists between overtime and variable compensation.

Further analysis is ongoing to better understand the underlying drivers of these results. Ensuring fairness across both fixed and variable compensation remains a key priority, and we remain committed to taking action to address these discrepancies.

## Overtime

The below graph provides an overview for Group D in regard to the current state of gender equality and differences in the average number of overtime hours worked per year. There is a notable overtime gap between men and women, with women averaging 21 hours of overtime per year compared to 50 hours for men. Overall, overtime has increased in both groups, with each working an average of three hours more than the previous year. This growing discrepancy in overtime will be a key priority to address in the coming year.



## Temporary Employees, Part-Time Employees and Parental Leave Uptake

Temp. Staff Women	Temp. Staff Men	Parental Leave (avg weeks) Women	Parental Leave (avg weeks) Men	Part-time Women	Part-time Men
1	1	34	38	8	3

### Temporary employees, actual and involuntary part-time

The company has two 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 their studies.

### Parental Leave

Women took an average of 34 weeks of parental leave in 2024, while men took an average of 38 weeks. These figures indicated alignment with Norwegian practices promoting shared parental leave, encouraging both genders to participate in childcare.

### Sickness Absence

Women had a sickness absence average of 7.2% in 2024 while men had an average of 4.3%. The overall sickness absence in the company was 5.6%. We saw a decrease in both groups in overall sickness absence compared to 2023, when men had a sickness absence average of 4.5%, women had an average of 11.4% and the overall sickness absence in the company was 8.3%.

## **Recruitment**

In 2024, PRA Group Norge AS recruited 22 employees, of which 14 were male and 8 were female.

## **Bullying, discrimination and harassment**

PRA Group Norge AS maintains a zero tolerance policy for all forms of bullying, discrimination and harassment. Clear reporting procedures have been established and are available for all employees via the company intranet. Employees are both encouraged and expected to report any concerns or incidents, and may do so without the fear of retaliation.

In 2024 the company did not register any reported cases of bullying, harassment or discrimination.

# STATEMENT PART TWO

## How We Promote Gender Equality and Work Against Discrimination

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

PRA Group is dedicated to upholding the principle of equal opportunities and fair treatment for all employees, striving to foster a more inclusive organization. This commitment is reflected in our efforts to embed our CARES values within our culture, as well as through the implementation of our inclusion programs, policies and initiatives.

### **We Value Inclusion**

The collective sum of our employees' backgrounds, experiences and unique capabilities represents a significant part of our culture and achievement. We work together to foster a sense of belonging and build an environment where everyone is free to be themselves and be their best.

We are aware that being inclusive means addressing pay gaps where they exist at PRA Group.

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

## Employee Feedback and Engagement

As a part of our 2024 global VOICE Survey, when employees were asked whether they agree with the following statement, "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 2024, we offered courses through various learning platforms, aligned to our Inclusion Strategy, including:

- Culture Map
- Strategic Networking
- Women in Leadership (Fail Forward, Radiate Confidence)
- Career Talks
- Building an Inclusive Culture
- Beyond Pride: Year-Round Action
- How to Adopt a Growth Mindset in Five Steps
- Workplace Culture in a Virtual World

To celebrate Women's History Month, we hosted the "Finding Your Voice" event, led by two female board members. This initiative aimed to address psychological safety in the workplace and foster an environment where all employees feel empowered to contribute.

We continued to provide safe and inclusive spaces for employees worldwide to connect and engage through our Employee Resource Groups, including Women's Affinity Network, Black Excellence, Hola and Pride Alliance.

We are delighted to have signed the Menopause Workforce Pledge, a campaign run by Wellbeing of Women. We have also launched our own Menopause Policy to support PRA Group colleagues across Europe.

Even with continued strong engagement scores and a wide range of opportunities for education and empowerment on inclusivity topics, the organization remains committed to doing everything possible to reduce gaps. We recognize, however, that there is limited scope to act in some areas — for example, talent pools available in the external market and the lack of female applicants in certain technical and IT roles.

## Diversity and Gender Equality Initiatives

### Hiring, Developing and Promoting Employees

Our aim is to build diverse and inclusive teams throughout our business by offering opportunities for growth and supporting employees in their development. PRA Group has taken intentional steps to adopt and implement D&I best practices in our talent processes, including 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 standardized processes that support our inclusion commitment, our Code of Conduct is posted on our European and local intranet, as well as included in our e-learning onboarding for all new employees. The Code of Conduct promotes our CARES values, ethics and mutual respect for one another. The European Recruitment Policy states that PRA Group provides equal opportunities and fair treatment to all job applicants.

### Equitable Compensation

PRA Group is committed to ensuring all employees are paid competitively, equitably and in alignment with company and market pay practices. Compensation and Total Rewards for our employees are based on objective factors, regardless of gender or ethnicity. The Total Rewards Program is reviewed regularly, ensuring alignment with PRA Group's 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.

## Actions For 2025

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

### Communication

We will actively promote diversity and gender equality through internal communications and forums, and place greater emphasis on empowering and growing the Women's Affinity Group. Increasing the visibility of our gender equality and nondiscrimination work, both internally and externally, remains a priority.

We will continue working closely with AMU to strengthen equality and prevent discrimination in our workplace as we follow the four step module:

1. **Investigate:** Look for any risks of discrimination or barrier to equality
2. **Analyze:** To understand the causes behind any risk we find
3. **Implement:** Take practical measures to counteract discrimination and promote equality
4. **Evaluate:** Review what has been done to make sure our efforts are effective

### Equal Pay

We will continue to map gender distribution and compensation, addressing any unexplained differences as they arise.

## Recruitment

Our Human Resources (HR) function will focus on enhancing and promoting diversity and inclusion within recruitment practices with an emphasis on opportunities and uncovering potential barriers. In this context, we will also consider our job advertisements and assess how these appear with regard to promoting diversity and inclusion, including any factors other than gender.

To strengthen fair and inclusive recruitment practices, HR team members will complete a certified course, Det Norske Veritas (DNV), with a strong focus on the unconscious bias in hiring processes. The learning from this training will be shared with managers and integrated into recruitment routines. The goal is to ensure that all candidates are assessed on their competencies, experiences and potential, thereby supporting fair, transparent and knowledge based hiring decisions.

We will continue to support flexible working arrangements, including hybrid, when hiring external candidates.

We will continue to proactively seek gender-balanced candidate pools, particularly in IT, Data & Analytics and leadership roles.

Outsourced recruitment will be monitored to ensure it is free from bias and encourages applications from underrepresented genders.

## Evaluation and Next Steps

While progress has been made, particularly in recruiting women — who accounted for eight of the 22 new hires in 2024, a 13% increase from the previous year — there is still work to be done to achieve gender balance and eliminate pay disparities. Local diversity and inclusion activities can be better communicated and promoted, and these topics should be regularly included in team and townhall meetings. Although resource constraints have limited the frequency of AMU meetings, this will be a focus in the coming year. We also plan to further promote and expand the Women's Affinity Employee Resource Group. Annual employee engagement surveys indicate that most employees believe in equal opportunities, and we remain committed to continuous improvement.

PRA Group Norge AS remains steadfast in its dedication to gender equality and inclusion. We will continue to build on our achievements, address ongoing challenges and ensure a fair, supportive and empowering environment for all employees.



# One Company, One Team, Worldwide

