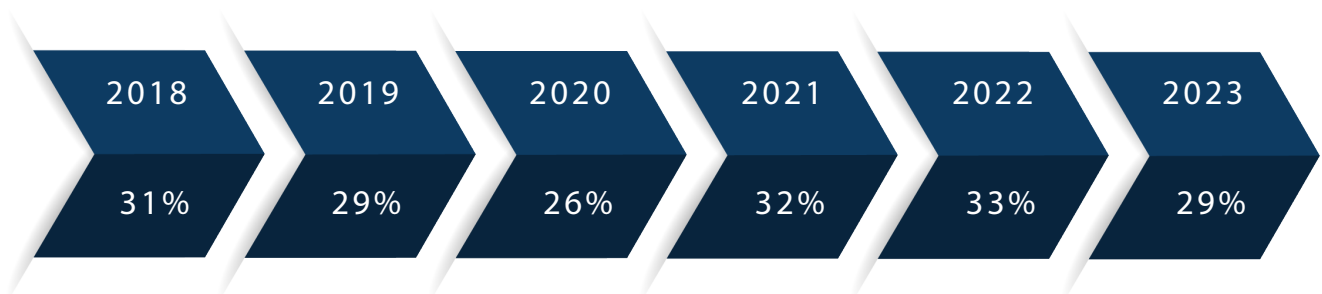




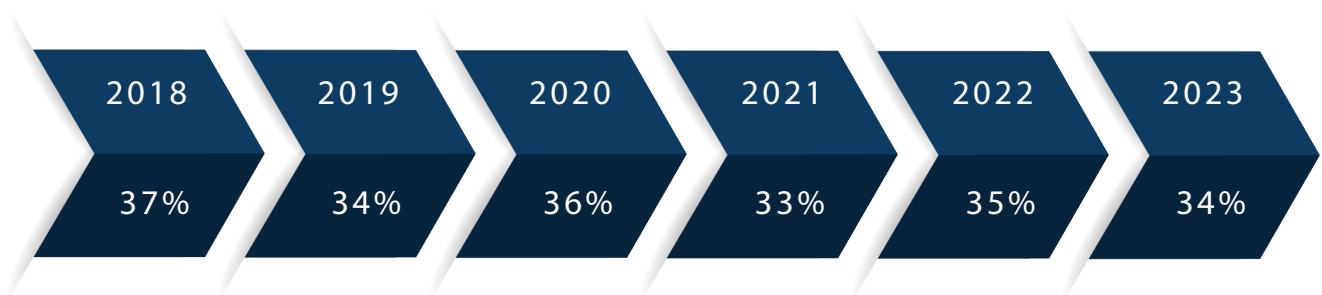
# Gender Pay Gap Report 2023

For 2023, our median gender pay gap saw a four percentage point decrease from 33% in 2022 to 29% in 2023. Additionally, the average (mean) gender pay gap decreased by one percentage point, moving from 35% in 2022 to 34% in 2023. This shift resulted from more females transitioning from the lower to the upper middle quartile. Also, there was a new senior role where the successful candidate was a male, however the overall impact was balanced by increased female recruitment in middle management/specialist positions, contributing to the reduced median and mean gender pay gaps compared to 2022.

## PRA Group (UK) Limited Median Gender Pay Gap



## PRA Group (UK) Limited Mean Gender Pay Gap



## Percentage of Employees Receiving a Bonus

It is noteworthy that an equal percentage of male and female employees, standing at 89%, received bonuses. However, the bonus mean pay gap remains at 71%. We maintain consistent eligibility rules based on the assigned bonus plan for employees. A significant improvement is observed in the bonus median pay gap, decreasing from 47% to 24%. This positive shift is attributed to a rise in the number of female employees receiving a bonus and an increase in the proportion of males not receiving a bonus.

2023 BONUS  
MEDIAN PAY GAP

24%

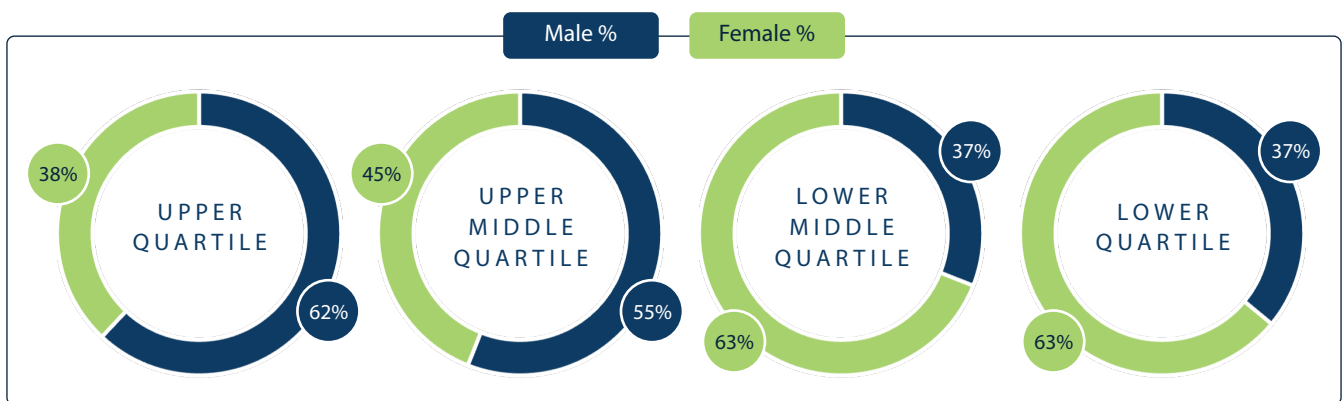
2023 BONUS  
MEAN PAY GAP

71%

Median Gender Pay Gap	Mean Gender Pay Gap	Median Bonus Pay Gap	Mean Bonus Pay Gap	Women Receiving A Bonus	Men Receiving A Bonus
29%	34%	24%	71%	89%	89%

### Pay Quartiles by Gender

Our workforce is categorised into four equal-sized groups based on hourly pay rates. Over the period from 06/04/2022, to 05/04/2023, the organisation hired 82 roles, with 63% in frontline positions, of which 63% were female. Notably, there is stability in the percentage of female employees in the upper quartile, and we observed a one percentage point increase in female representation in the upper middle quartile compared to our 2022 report.



PRA Group is committed to the principle of equal opportunities and equal treatment for all employees, and we continue to make progress in becoming a more inclusive organisation. Beginning as an outgrowth of our foundational CARES values, the diversity, equity and inclusion (DE&I) programmes, policies, and related activities have evolved into an enterprise commitment. We have a global diversity and inclusion leader who oversees our comprehensive DE&I strategy and related programmes across the organisation. We have also adopted the following DE&I 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 Group.

PRA Group (UK) Limited is committed to equal pay for the same or equivalent work, irrespective of gender or any other protected characteristic. Routine pay and benefit reviews

are conducted to guarantee fairness. The gender pay gap within PRA Group is not a consequence of differential pay for men and women in similar roles; instead it stems from the underrepresentation of women in senior positions and the associated salaries. This pattern extends to the gender bonus pay gap, while women remain prominently represented in our frontline services.

There has been a marginal decrease in both the mean and median gender pay gaps. While there has been an increase in the representation of females in the upper middle quartile, it is evident that further efforts are required in this aspect, as illustrated in the pay quartiles by gender.

## We Are A Menopause Friendly Employer

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.

## What Do Our Employees Say?

As part of our 2023 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 87% of employees agreeing.

In 2023, PRA Group offered various courses, both in person and virtual, that align with our DE&I strategy, including the following:

- Unconscious Bias - awareness in action
- Managing a Multigenerational Team
- Leveraging Diversity
- Inclusion Take Action
- Become an Inclusion Ally
- Mental Agility for Meaningful Engagement
- How to Adopt a Growth Mindset in Five Steps
- Understand Intersectionality
- PRA Talks
- Workplace Culture

Even with continued great engagement scores and a range of opportunities for education and empowerment on DE&I topics, the organisation is not complacent, and it is committed to doing everything that it can to reduce the gap by encouraging our internal and external talent pools to apply for the next stage in their careers, or by recognising potential for opportunities in other fields of our business.

## Coming Year Actions

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

- Continuing to support part-time work and flexible arrangements, including hybrid, when hiring external candidates.
- Expanding our active, successful Women's Affinity group at PRA Group (UK) Limited, to empower, develop, connect, and support women within PRA Group Europe.
- Continuing to proactively source gender balanced candidate pools for recruiting managers.
- Ensuring a balanced talent and succession process across all lines of the business, through our talent forum.
- Creating and implementing action plans following our global VOICE survey.

## Declaration

We confirm that PRA Group (UK) Limited's gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Tim Kirk, UK Country Operations Director