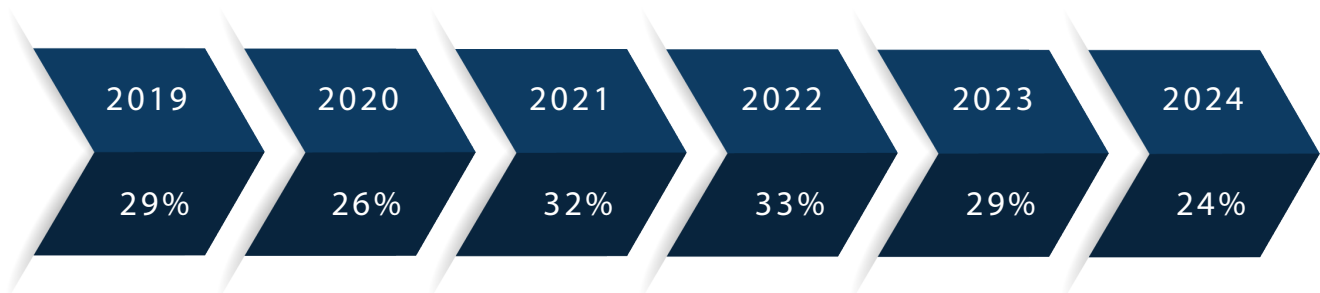




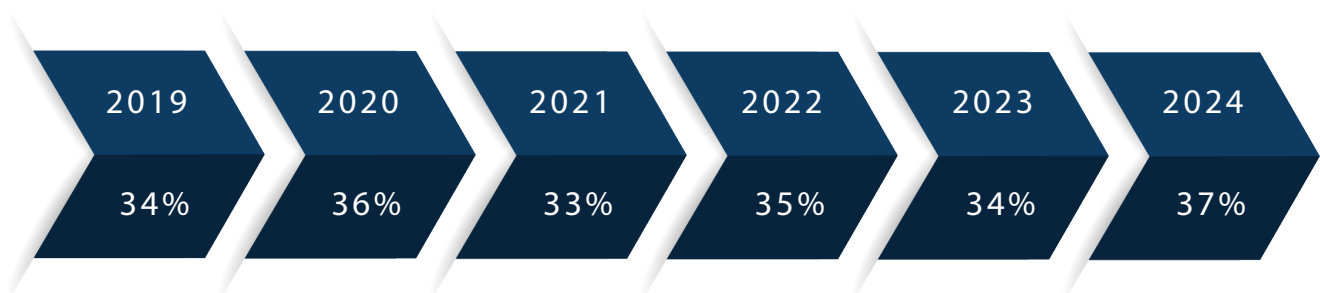
# Gender Pay Gap Report 2024

For 2024, the median gender pay gap showed a significant improvement, decreasing by five percentage points from 29% in 2023 to 24%. However, the mean gender pay gap increased by three percentage points, rising from 34% in 2023 to 37% in 2024. These changes were primarily influenced by three males hires into senior roles and an increase in male representation within the upper quartile. On a positive note, we observed steady progress in female career advancement, with 11 women moving from the lower middle to the upper middle quartile and eight women progressing from the lower to the lower middle quartile.

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



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



## Percentage of Employees Receiving a Bonus

The proportion of male employees receiving a bonus is 84%, compared to 81% of female employees. The mean bonus pay gap increased from 71% to 73%, while the median bonus pay gap increased from 24% to 34%. This shift is primarily due to a higher proportion of females in frontline roles and an overall increase in the number of employees not receiving a bonus. These bonuses are performance based incentive payments, with eligibility determined by the assigned bonus plan for each employee. In 2023, a one-off bonus was awarded to all qualifying frontline employees; however, as this bonus was not paid in 2024, it reduced the overall bonus payments for frontline employees in the reported period.

2024 BONUS  
MEDIAN PAY GAP

34%

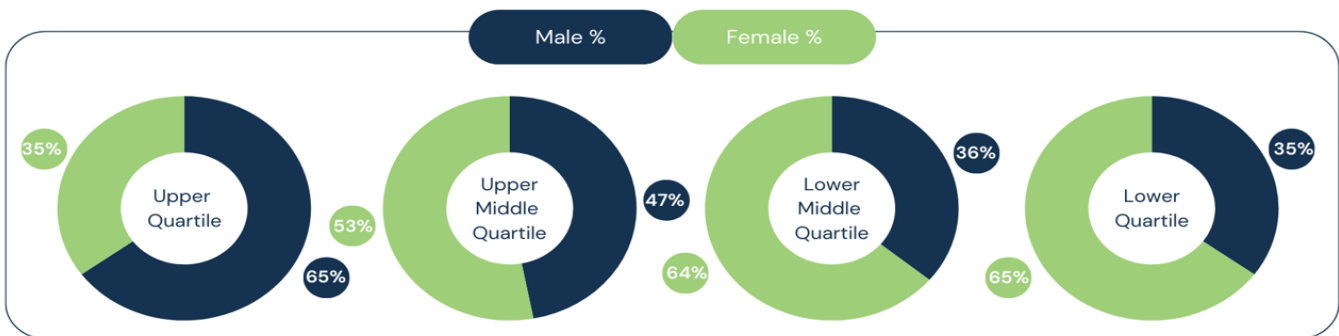
2024 BONUS  
MEAN PAY GAP

73%

Median Gender Pay Gap	Mean Gender Pay Gap	Median Bonus Pay Gap	Mean Bonus Pay Gap	Women Receiving A Bonus	Men Receiving A Bonus
24%	37%	34%	73%	81%	84%

### Pay Quartiles by Gender

Our workforce is categorised into four equal-sized groups based on hourly pay rates. Over the period from 06/04/2023, to 05/04/2024, the organisation hired 94 roles, 79% were frontline positions, with 59% of these roles held by women. While there has been a decrease in the percentage of female employees in the upper quartile, it is encouraging to note an overall increase in headcount. Additionally, there has been an eight percentage point increase in the representation of female employees in the upper middle quartile compared to the 2023 report.



PRA Group is dedicated to upholding the principle of equal opportunities and fair treatment for all employees, striving to foster a more inclusive organisation. This commitment is reflected in our efforts to embed our CARES values within our culture, as well as through the implementation of our Diversity, Equity and Inclusion (DE&I) programmes, policies, and initiatives.

#### 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.”

### Our Employee Opinions Matter

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 88% of employees agreeing.

PRA Group (UK) Limited is committed to equal pay for the same or equivalent work, irrespective of gender or any other protected characteristic. Annual 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 an increase in the mean gender pay gap but a decrease in the median gender pay gap. The largest quartile growth is the number of females in the upper middle quartile, but there is still more to do in this area. This is shown in the pay quartiles by gender as illustrated.

## Actions Taken

- We are proud to be a menopause friendly employer, having signed the Menopause Workforce Pledge and launched our Menopause Policy to support employees across Europe.
- In 2024, we offered courses through various learning platforms, aligned to our DE&I Strategy, with employees across the UK participating in 310 sessions during our Global Development Bootcamp month:
  - 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
  - PRA Talks
- We held a sponsored event “Finding Your Voice” to acknowledge Women’s History Month, led by two of PRA’s female board members, aimed at changing the narrative around women experiencing lower levels of psychological safety in the workplace and creating an environment where everyone feels the freedom to add to the conversation.
- We continued to provide safe and inclusive spaces for employees worldwide to connect and engage through our Employee Resource Groups, including Black Excellence, Hola and Pride Alliance.
- We launched our NeurodiversiTEA Network, which supports neurodiverse individuals by offering resources, advocacy and a sense of community for those who identify as neurodiverse or have friends and family members who do.
- We launched a “Close to the Work” initiative and organised several events throughout the year, fostering an open, inclusive culture and collaborating effectively to achieve shared goals.

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 gender pay gap. We acknowledge that challenges and limitations exist in some areas, such as the available talent pools in the external market and the underrepresentation of female applicants for certain roles. While these factors may constrain progress, we are dedicated to taking every possible action within our control to address and close the gap.

## Coming Year Actions

We recognise that we have work to do on closing our Gender Pay Gap and we remain committed to making progress. 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.
- Continuing to proactively source gender balanced candidate pools for recruiting managers.
- Reviewing our time off and family leave policies to ensure they are comprehensive and inclusive.
- 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