

PRA GROUP INC (PRAA)

2026 DEF 14A · filed 2026-04-30 · CIK 0001185848

Headline facts

CEO TOTAL PAY

\$4,938,095

Martin Sjolund · 2025 · “ 34% YoY

CEO PAY RATIO ITEM 402(U)

89 to 1

Median employee: \$55,358

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Vikram A. Atal Former President and Chief Executive Officer	\$950,000	\$5,291,591	—	—	\$7,082,591
Martin Sjolund President and Chief Executive Officer	\$746,829	\$3,312,393	—	—	\$4,938,095
LaTisha O. Tarrant General Counsel & Chief Human Resources Officer	\$525,000	\$1,164,147	—	—	\$2,098,147
Rakesh Sehgal Executive Vice President & Chief Financial Officer	\$520,000	\$1,164,147	—	—	\$2,088,147
R. Owen James President, PRA Group Europe	\$496,516	\$1,158,307	—	—	\$2,047,825

CEO pay mix (latest year)

Base salary	18%
Cash incentive	0%
Equity	82%
Other	0%
At-risk	82%

Every fact above, traced back to filing text

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CEO pay ratio = 89 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“CEO Pay Ratio For 2025, our last completed fiscal year: • the annual total compensation of our median employee was \$55,358; • the annualized total compensation of our CEO, Mr. Sjolund, was \$4,938,095; and • the ratio of the annual total compensation of our CEO to our median employee was 89 to 1. In accordance with SEC rules, we selected a median employee for 2025 who has compensation that was similar to the same median employee who was selected for 2024 because our 2024 median employee terminated employment in 2025. We believe there has been no change in our employee compensation arrangements ...”

Median employee compensation = \$55,358

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO Pay Ratio For 2025, our last completed fiscal year: • the annual total compensation of our median employee was \$55,358; • the annualized total compensation of our CEO, Mr. Sjolund, was \$4,938,095; and • the ratio of the annual total compensation of our CEO to our median employee was 89 to 1. In accordance with SEC rules, we selected a median employee for 2025 who has compensation that was similar to the same median employee who”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Role of the Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We do not permit hedging or pledging of Company shares.”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We do not permit hedging or pledging of Company shares.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“executive stock ownership”