



2024 Inclusion, Diversity, and Equity Alliance

Gender Pay Gap Report United Kingdom 2024

Bentley®

United Kingdom Gender Pay Gap

About Bentley

Bentley Systems (Nasdaq: BSY) is the infrastructure engineering software company. We provide innovative software to advance the world's infrastructure - sustaining both the global economy and environment. Our industry-leading software solutions are used by professionals, and organizations of every size, for the design, construction, and operations of roads and bridges, rail and transit, water and wastewater, public works and utilities, buildings and campuses, mining, and industrial facilities.

Our offerings, powered by the iTwin® Platform for infrastructure digital twins, include MicroStation® and Bentley Open™ applications for modelling and simulation, Seequent's software for geoprofessionals, and Bentley Infrastructure Cloud™ encompassing ProjectWise® for project delivery, SYNCHRO™ for construction management, and AssetWise® for asset operations. Bentley Systems' 5,200 colleagues generate annual revenues of more than \$1 billion in 194 countries.

www.bentley.com

Summary

Bentley Systems (UK) Ltd. (Bentley) is committed to our culture of belonging and inclusion, where all of our United Kingdom colleagues have equitable opportunities to do their best work and contribute to our success. As part of this commitment, we are publishing our 2024 United Kingdom (UK) Gender Pay Gap Report in alignment with the UK Government criteria.

This report outlines the breadth and depth of our work in closing our existing pay gaps, creating opportunities, and providing an environment where all colleagues have the opportunity to contribute and succeed. The diversity of our workforce continues to grow and by attracting and training top global talent and fostering an inclusive work environment where our global colleagues can thrive, and leverage their skills, talents, experiences, and perspectives to deliver sustained outcomes for our users

Our Progress

- Mean pay gap: remained flat year over year.
- Median pay gap: reduced from 15.1% to 14.2%.
- Mean & median bonus gap: saw significant improvement from 58.3% to 50.2% and 64.3% to 41.7%, respectively.

We continue to make progress by collaborating closely with our colleagues to support further innovation and help drive business objectives which translate into successful business outcomes.

Our Commitment

Gender Pay Gap reporting brings more transparency to workplace gender equality. To ensure equitable opportunities we have implemented several strategies to help attract and retain female employees, including, but not limited to, the following:

- Bentley's Talent Acquisition strategy continues to leverage best practices to attract, engage, and hire top talent who will accelerate Bentley's success. Removing bias from the recruitment process continues to be an area of focus. We utilise a gender decoder for our job adverts, as well as host engagement meeting discussions between talent acquisition and hiring managers to cover inclusion. Topics, such as ensuring we have a diverse interview panel.
- As part of our commitment to belong and inclusion and valuing a diverse workforce, we deploy strategies to identify qualified diverse candidates with each open position.
- We have continued to invest in and support our people, develop our talent, and enhance our training, mentoring and awareness initiatives around unconscious biases and how they can impact the talent acquisition process.
- We aim for fair, merit-based promotions. We hold performance and key talent calibration sessions to make sure we get diverse opinions and highlight various kinds of contributions. We educate managers to help reduce bias when evaluating performance by understanding the diverse types of impact someone can make, such as improving a process or creating an inclusive environment.
- We also continue to run our Bentley Network of Women (NOW) program focused on supporting women at Bentley to develop their skills and advance their careers through mentorship, networking, and live sessions, featuring senior colleagues at Bentley as well as external speakers and subject matter experts on topics that aid their career development and to provide networking opportunities.
- We have a number of family-friendly policies and initiatives in place which go beyond the statutory minimum, including enhanced paid parental leave to our colleagues in the United Kingdom from day one of employment. We plan to continue our commitments to gender pay parity and analysis and benefits to ensure our colleagues' wellbeing.
- Bentley's Infrastructure Empowerment Workforce Plan (IEWP) is built on a solid foundation of trust, empowering colleagues and their managers to make responsible and effective choices about the right balance between working from the office and remotely. This plan does not require colleagues to come into the office at any specific frequency. Rather, it allows colleagues the flexibility to make these choices with their manager to achieve business success and maintain a high level of productivity and engagement. IEWP allows Bentley colleagues across the globe to contribute to Bentley Systems' success in a meaningful way while enhancing belonging and work-life balance.

Looking to the Future

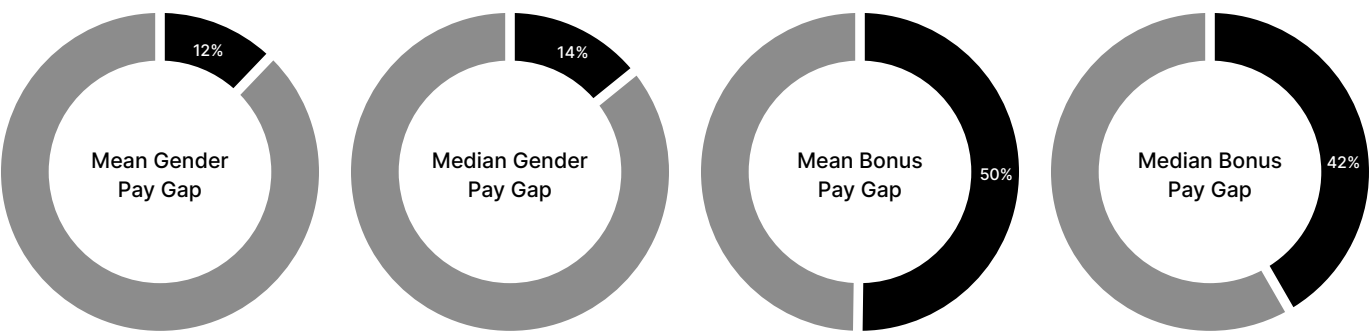
We are confident that we have the right culture in place to support the growth and development of our full colleague population. We are also confident that we are driving long-term change in the right direction, through persistent focus and by challenging embedded ways of working. Now, we need to increase our progress, and we expect our leaders at all levels to support the advancement of our commitments wholeheartedly. In 2025 and beyond, we will continue to formalize our goals and targets to drive change whilst continuing to create an inclusive environment for all.

Read more about our commitment at: www.bentley.com/company/diversity-equity-inclusion

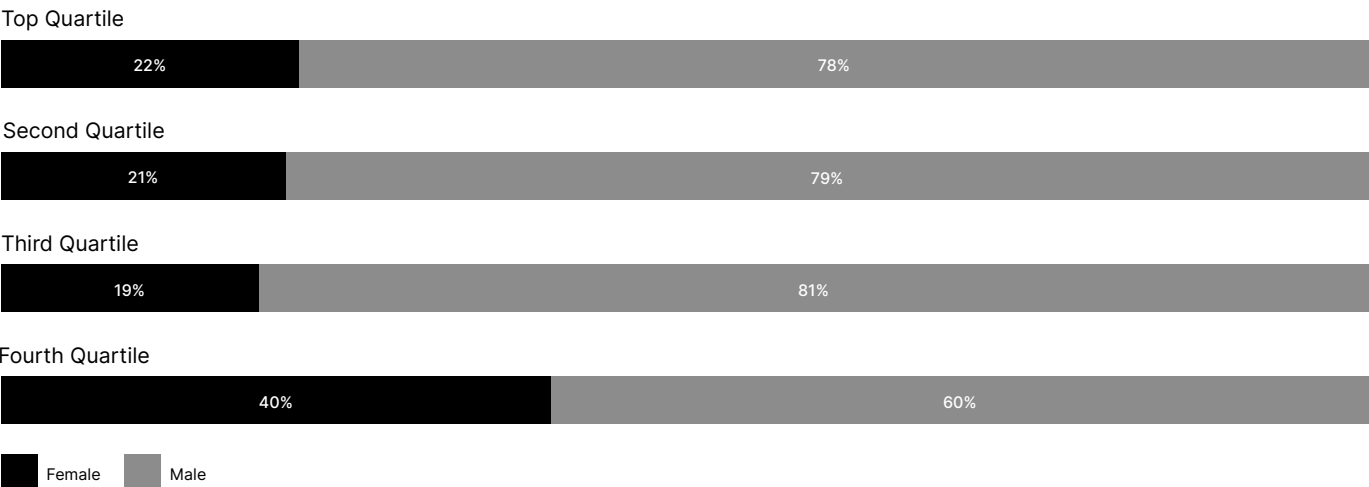
Confirmation

We confirm that Bentley has prepared its 2024 Gender Pay Gap results in line with mandatory requirements.

Key metrics 2024



Employee Breakdown by Quartile



% of Employee with Bonus



- The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- The hourly pay rate is the base salary in April 2024
- The bonus figure includes any commission, bonuses or awards that were made in the year up to and including April 2024.

