

2023 Inclusion, Diversity, and Equity Alliance

2023 Bentley Systems U.K. Gender Pay Gap



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About Bentley Systems

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 modeling 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' commitment to diversity, equity, and inclusion (DEI) in the U.K. contributes to our success. As part of this commitment, we are publishing our 2023 U.K. Gender Pay gap report, in alignment with the U.K. 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 we value the voices of our people. The diversity of our workforce continues to grow and by building an inclusive working environment where all our people can thrive, we can leverage their different skills, experiences, and perspectives to deliver sustained outcomes for our users.

Our Progress

- ♦ A significant improvement in pay gap (21% to 12%):
 - ♦ The percent of female top earners has risen:
 - ♦ 14% of the top 50 earners are female (cf 10% in 2022).
 - ♦ 12% of earners above £100k are female (cf 9.8% in 2022).
 - ♦ For comparison, 19% of colleagues are female.
 - ♦ The quartiles data shows improvement in females in the 1st and 2nd quartiles.
- ♦ Whilst our bonus pay gap is still above 58%, the percentage of men versus women receiving a bonus has come much closer together – at 6% apart – an improvement compared to last year.

We are pleased to be making progress, but we know we need to stay focused. Over the past year, we have worked on this agenda more collaboratively with our colleagues who are helping to shape our work and contribute to our progress, and this is clearly paying dividends and will continue in the future.

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 the following:

- ♦ Bentley Systems' 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 DEI, 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, merited-based promotions. We hold performance and key talent calibration sessions to make sure we get diverse opinions and highlight different kinds of contributions. We educate managers to help reduce bias when evaluating performance by understanding the various 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 Systems 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 Empowered 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 Systems 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 a diverse 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 speed up our progress and we expect our leaders at all levels to support the advancement of our DEI commitments wholeheartedly.

In 2024 and beyond, we will continue to formalise our goals and targets in order to drive change, whilst continuing with our work on culture and creating an inclusive environment for all.

More on [Bentley Systems' Inclusion, Diversity and Equity Alliance](#)

Confirmation

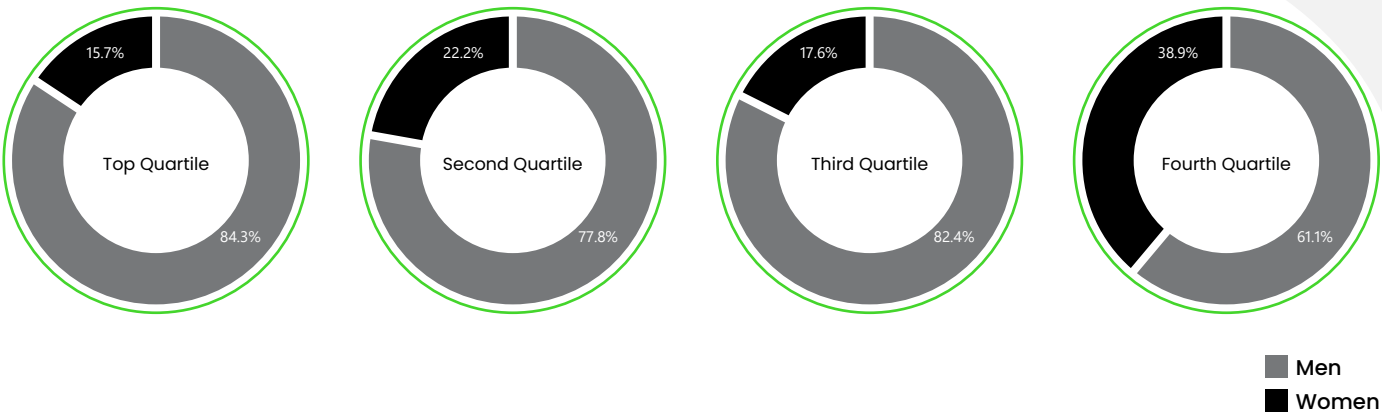
We confirm that Bentley Systems has prepared its 2023 Gender Pay Gap results in line with mandatory requirements.

April 2023 Bentley Systems U.K. Gender Pay Gap Data

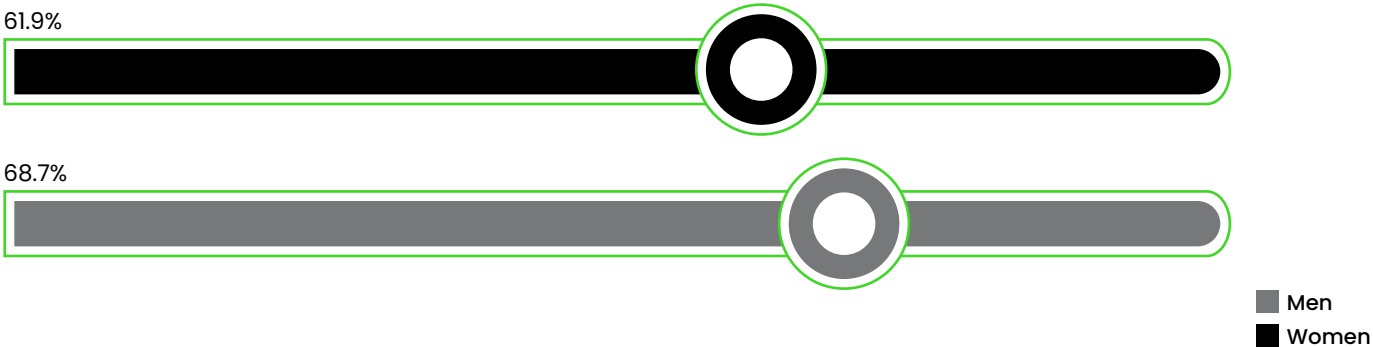
Difference Between Men and Women

	Mean (2023)	Median (2023)
Pay Gap	12.0%	15.1%
Bonus Gap	58.3%	64.3%

Percentage of Men and Women in Each Hourly Pay Quarter



Percentage of Men and Women Receiving a 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 2023 plus any commission or bonuses paid in April 2023 after any deductions.
* The bonus figure includes any commission, bonuses or awards that were made in the year up to and including April 2023