

2022 Inclusion, Diversity, and Equity Alliance

April 2022 Bentley Systems UK Gender Pay Gap



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At Bentley Systems, our commitment to diversity, equity, and inclusion is what makes us successful. As part of this commitment, we are publishing our UK Gender Pay gap reports, in alignment with the UK government criteria. While the 2022 report has some areas of improvement, this report will shine a light, helping us set gender pay goals for 2023 and beyond.

In general, there was a higher proportion of males than females in the higher pay quartiles. Additionally, a higher percentage of males received a bonus than females. Bentley Systems has moved away from a bonus model for several types of roles.

Gender pay gap reporting has brought transparency to workplace gender equality issues that need addressing, and we are making progress. To ensure equitable opportunities we have implemented several strategies to help attract and retain female employees, including the following:

- Bentley Systems' Talent Acquisition strategy leverages best practices to attract, engage, and hire diverse top talent who will accelerate Bentley's success.
- As part of our commitment to diversity, equity, and inclusion ("DEI"), we deploy strategies to identify diverse candidates with each open position, take measures to keep our Talent Acquisition process free of bias. And, in the United States, we intentionally partner and advertise jobs with organizations focused on women, veterans, people of color, people with disabilities, and LGBTQ+ populations.
- Our Bentley Network of Women (NOW) program is a career development 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.
- We provide enhanced paid parental leave to of 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.

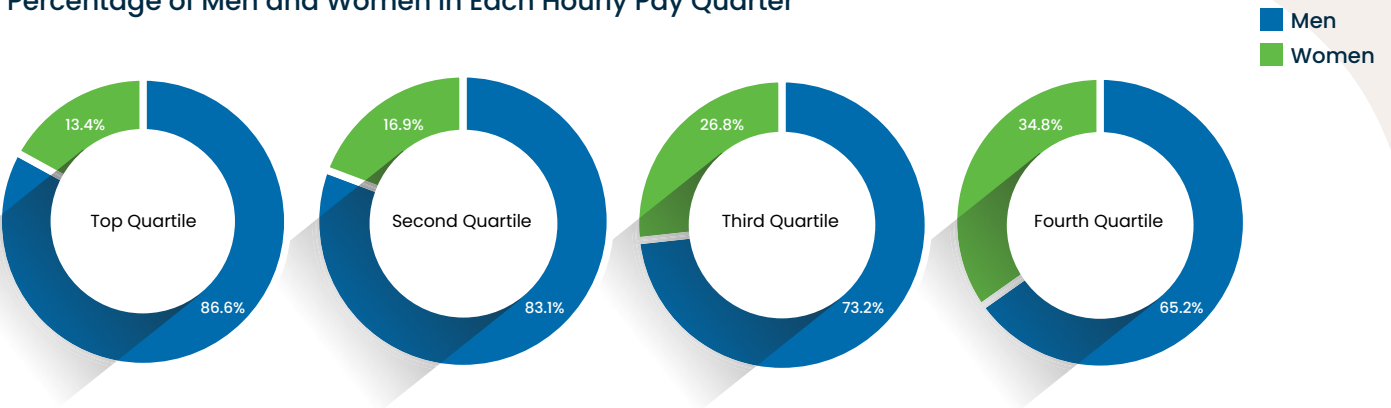
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April 2022 Bentley Systems UK Gender Pay Gap Data

Difference Between Men and Women

	Mean (2022)	Median (2022)
Pay Gap	21.1%	22.4%
Bonus Gap	58.6%	63.9%

Percentage of Men and Women in Each Hourly Pay Quarter



Percentage of Men and Women Receiving a Bonus

