Impact Report 2024

Bentley®

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    Year in Infrastructure 2024 conference

2   Right: Ecoduct bridge crossing
    for wildlife in the Netherlands

Message from the CEO

The most energizing thing about leading a global infrastructure engineering software company is also the most daunting. At Bentley, we make tools to support people who are working to solve some of the world's most consequential challenges. And few loom larger than delivering infrastructure assets whose vital contributions to economic growth—such as clean water, reliable energy, and efficient transportation—have equally sweeping impacts on the natural environment that sustains us all.

So, at a recent gathering of prominent infrastructure professionals who came together from around the world to discuss environmental sustainability and artificial intelligence, one of the most striking comments voiced was an arresting estimate that we took as a call to action. Some 90% of infrastructure projects undertaken today, this leading practitioner observed, do not assess their own embodied carbon impact. And the reason given was simple. It is not that infrastructure engineers fail to recognize the environmental repercussions of their projects. It is that firms just too often lack the resources—the time, people, and expertise—to navigate those trade-offs (and opportunities!) the way that they would like to.

That challenge lies at the intersection of two ambitions that have motivated us at Bentley for 40 years: equipping engineers and owner-operators with the tools that enable them to do more with less, and prioritizing the kind of long-term thinking that is demanded by infrastructure assets intended to last for generations. So, in 2024, Bentley took several exciting steps forward to empower the people tasked with designing, building, and operating the essential infrastructure assets whose sustainability and resilience will profoundly shape our future.

In September, we acquired Cesium®, a foundational open platform for creating powerful 3D geospatial applications. This amplifies Bentley's ability to provide owner-operators and engineering services providers with the most intuitive way to search for, query, and visualize information about infrastructure networks and assets. In October, we announced a strategic partnership with Google to integrate the high-quality geospatial content found in Google Maps—along with Google's AI, analytics, and cloud technologies—into Bentley's digital twin platform. This partnership will enable engineers to design and manage infrastructure in its real-world context and at scale to address today's most urgent challenges—from mitigating climate risk to maintaining aging infrastructure. These developments build on the capabilities that we have been honing since our 2021 acquisition of Seequent®, which enriched our product portfolio by adding the world-leading software for subsurface earth modeling, analysis, and collaboration.

By integrating these capabilities into our iTwin® Platform, Bentley now supports open data ecosystems that weave together 3D geospatial information with engineering, subsurface, IoT, reality, and enterprise data to create digital twins with astonishing user experiences that scale from vast infrastructure networks to the millimeter-accurate details of individual assets—viewed from land, sky, and sea, from outer space to deep below the Earth's surface. It is the latest advance in a strategic plan that recognizes a reality long known to the professionals we serve: it is not enough to focus on infrastructure assets in isolation. Our software must reflect the fundamental truth that the Earth itself is the canvas, and that infrastructure

resilience and sustainability depend on understanding the built and natural environment in every dimension.

That is why we are particularly proud of a signature advancement that we introduced this year. Our new Carbon Analysis capability enables infrastructure designers and decision-makers to visualize embodied carbon during different phases of a project and instantaneously weigh the impacts of different options. In other words, what used to take six months of specialized labor now takes more like six minutes of compute time—producing analytical insights that are poised to grow even more powerful and valuable thanks to coming advancements in AI. And as we deliberated over how to price this new tool, what swayed us most was a sense of urgency and responsibility, which is why we decided to offer it within our iTwin Experience product at no additional cost.

Bentley's Asset Analytics portfolio addresses a related dynamic. Around the world, the demand for better, more resilient infrastructure is surging—whether it is to expand and smarten energy grids, modernize transportation networks, or retrofit existing structures to meet sustainable development goals. Yet we cannot
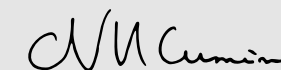
simply build our way out of these challenges. More than 95% of the infrastructure that will be in use in 2030 already exists today. So, the focus of sustainable development must shift to adapting and optimizing the infrastructure that is already in place, ensuring that it is resilient, efficient, and capable of meeting the demands of tomorrow. That is why we made our AI-powered Asset Analytics a focal point in 2024. We believe that helping owner-operators unlock real-time insights and time-saving automation strategies to optimize asset performance and operational workflows will bolster economic and environmental sustainability alike.

For all the understandable anxiety that is provoked by issues like climate change and energy security, at Bentley, we are galvanized by a growing sense of optimism. The digitization and optimization of critical infrastructure assets represent a generational opportunity to improve the way the world works.

These are the convictions that unite our business strategy with the educational and philanthropic priorities that we pursue to bolster it. Bentley's education outreach initiatives, which span the globe and range from K-12 programs to university-level

partnerships, aim to grow the pipeline of infrastructure engineers by introducing young people to purpose-driven work and cutting-edge software that will inspire them. Likewise, our corporate giving agenda hews to four mission-driven impact areas: STEM initiatives, community aid, infrastructure endeavors, and disaster relief. This report contains inspiring stories that exemplify the abiding theme of Bentley's 40-year history—that our company achieves its most profound impacts by empowering our users to do the most good.

The present moment demands that we combine our ingenuity with a clear-eyed purpose to advance the world's infrastructure for better quality of life. And though the challenges may seem daunting, we believe that the opportunities are greater still. At Bentley, we are energized by the prospect of helping to create a better, cleaner future where everyone can flourish.

Nicholas Cumins
Chief Executive Officer
Bentley

Message from the CSEO

These days, sustainable development isn't just a buzzword. It's essential for anyone working in infrastructure. Climate change and other social and environmental challenges are straining the power grids, water systems, and transportation networks that are crucial to global prosperity, including a better quality of life for all. And frankly, sustainable infrastructure goes beyond making things greener and more eco-friendly. It's really about balancing the economic, environmental, and social outcomes of infrastructure projects whose lifespans and legacies can last 100 years or more. And Bentley's core mission is to equip the people who design, build, renovate, operate, and benefit from those assets with tools that help them strike the optimal balance in the most comprehensive and transparent manner—because truly resilient infrastructure depends on weighing the perspectives and priorities of everyone who has a stake in its success.

Engineers have always known that big projects entail big trade-offs among competing priorities, just like they've always known how to look at a two-dimensional diagram and intuitively envision the corresponding three-dimensional reality. That's why, for 40 years, Bentley's farthest-reaching social and environmental impacts have been through its "handprint"—the improvements, efficiencies, and advancements created by our users and made possible by our continually evolving software.

What's different now is the vast field of opportunity opened up by infrastructure digital twins in combination with artificial intelligence. This is a game-changing dynamic for design engineers, builders, and asset operators. But just as importantly, it addresses what has long been the thorniest challenge associated with public works at all scales, from massive power-transmission initiatives to local traffic planning measures: the ability to clarify and communicate the trade-offs involved, visually and intuitively, to the entire spectrum of stakeholders—from high-level policy makers to the local communities that they ultimately serve.

Our iTwin Platform exemplifies the power of being able to characterize, quantify, and visualize the varied components and complex interactions within and across large-scale infrastructure systems—even entire cities. It enables lifecycle assessments and environmental footprint analyses, ensuring projects are delivered with sustainably positive social impact. It can leverage inexpensive sensors and AI techniques to help water utilities detect routine but costly underground leaks, and it can enable city managers to conduct virtual stress tests of how everything from highways to hydropower plants will respond to 1,000-year rain events.

With new carbon accounting regulations, transparency is increasingly essential. To help infrastructure professionals meet those requirements, we've been excited this year to implement a new capability called Carbon Analysis. Carbon Analysis generates a color-coded visualization of all the materials and lifecycle assessment information contained within an iTwin, allowing designers to adjust their selections based on raw material providers and project specifics—and enabling decision-makers to visualize the embodied carbon footprint during different phases of the project. This streamlined process, which takes just minutes and responds instantly to changes, makes generating accurate carbon assessments much easier and faster.

Why does this matter? Because the truth is that all infrastructure projects—whether they are new construction, renovation, or resilience adaptation—need to balance the economic, environmental, and social outcomes for society with transparency and buy-in from all stakeholders. The economic outcomes are usually front and center with cost, schedule, and quality as the measures. Environmental outcomes include carbon impact, circularity, green/blue infrastructure, air quality, water impact, and more. Finally, the social dimension aims to distribute benefits and sacrifices equitably, delivering a better life for citizens overall.

Balancing all these outcomes is complex. Infrastructure is comprised of systems of systems. It is not possible for one person to understand and communicate all the trade-offs. Yet a digital twin can contain all the information necessary to convey the choices at hand and allow the iteration of different options. For example, if we replace a type of cement that has a lower embodied-carbon rating, what is the impact to cost, schedule, and aesthetics? Historically, many infrastructure projects only considered the economic outcomes, ignoring the environmental and social impacts—often because they were hard to characterize, especially to non-specialists. But visualization tools support how designers and engineers communicate the relevant trade-offs to other stakeholders who may not be as good at reading Excel spreadsheets and tables. As they say, a picture is worth a thousand words.

For infrastructure engineers, our Carbon Analysis capabilities are a labor-saving and productivity-enhancing boon in their own right. But the fact that

Bentley provides it for free as just one more capability in our ever-expanding iTwin Experience software points to its deeper significance: this is just the latest way that we are helping all stakeholders understand and balance the many economic, environmental, and social implications that their projects will have. Every group's priorities will look a little different depending on their location, budgetary constraints, regulatory requirements, societal values, and even aesthetic preferences. I'm inspired by Bentley's commitment and growing capacity to help stakeholders of all kinds find the balance that's right for them. Because at the end of the day, the thing that most reliably sustains resilient infrastructure is social cooperation.

This report largely focuses on Bentley's achievements in shrinking our own environmental footprint and developing our workforce for the benefit of our shareholders. Yet as Bentley's chief sustainability and education officer, I am especially proud of our handprint. Every year, all over the world, our software helps to make infrastructure assets of all kinds more sustainable and resilient. Global prosperity depends on it.

Chris Bradshaw
Chief Sustainability and Education Officer
Bentley

About Bentley

Around the world, infrastructure professionals rely on Bentley software to help them design, build, and operate better and more resilient infrastructure for transportation, water, energy, cities, and more. Founded in 1984 by engineers for engineers, Bentley is the partner of choice for engineering firms and owner-operators worldwide, with software that spans engineering disciplines, industry sectors, and all phases of the infrastructure lifecycle. Through our digital twin solutions, we help infrastructure professionals unlock the value of their data to transform project delivery and asset performance.

Purpose

To advance the world's infrastructure for better quality of life.

Mission

We empower people to design, build, and operate better and more resilient infrastructure through the adoption of our intelligent digital twin solutions.

Values

Passionate

Responsible

Innovative

Connected

Motivated

5,200+
colleagues

194
countries with infrastructure projects

$1B+
annual revenue

Bentley at 40

Bentley celebrated its 40th anniversary in 2024, which marked a momentous transition in the life of the company. Four years after the family-owned business carried out its initial public offering in September 2020, longtime CEO Greg Bentley retired. He took up the role of executive chair of the Board of Directors—on which his brothers Keith, Barry, and Ray continue to serve—completing a carefully planned succession process that culminated in the promotion of Chief Operating Officer Nicholas Cumins to CEO. Leading an executive team that boasts deep public-company experience, Cumins draws upon the technical and commercial expertise of some 5,200 colleagues in 45 countries—a diverse, passionate, and motivated group united by a commitment to advance infrastructure for better quality of life.

Top: Bentley office celebrations in UAE, Pune, Lithuania

Middle: Dailan, Christchurch, Reading

Lower: Huntsville, Quebec, Hoofddorp

Looking ahead

As a software company whose mission centers on infrastructure engineering, Bentley has an especially keen appreciation for the ways digital tools impact the physical world. Our users design, build, and operate the power grids, water systems, transportation networks, and other critical assets that underlie economic prosperity and environmental well-being throughout the world. Our company's success depends on equipping our users with software as robust and comprehensive as their solutions need to be.

That is why we are so excited about the paradigm-changing opportunities presented by infrastructure digital twins in combination with artificial intelligence. Having been focused on advancing infrastructure for 40 years, since the dawn of computer-aided design, we believe that the most transformative advances lie directly ahead of us. With software that empowers engineers and owner-operators to understand the built and natural environment in every dimension— gleaning unprecedented insights that will bolster sustainability, efficiency, and resilience in an era of complex challenges and energizing opportunities— Bentley is proud to support this essential work.
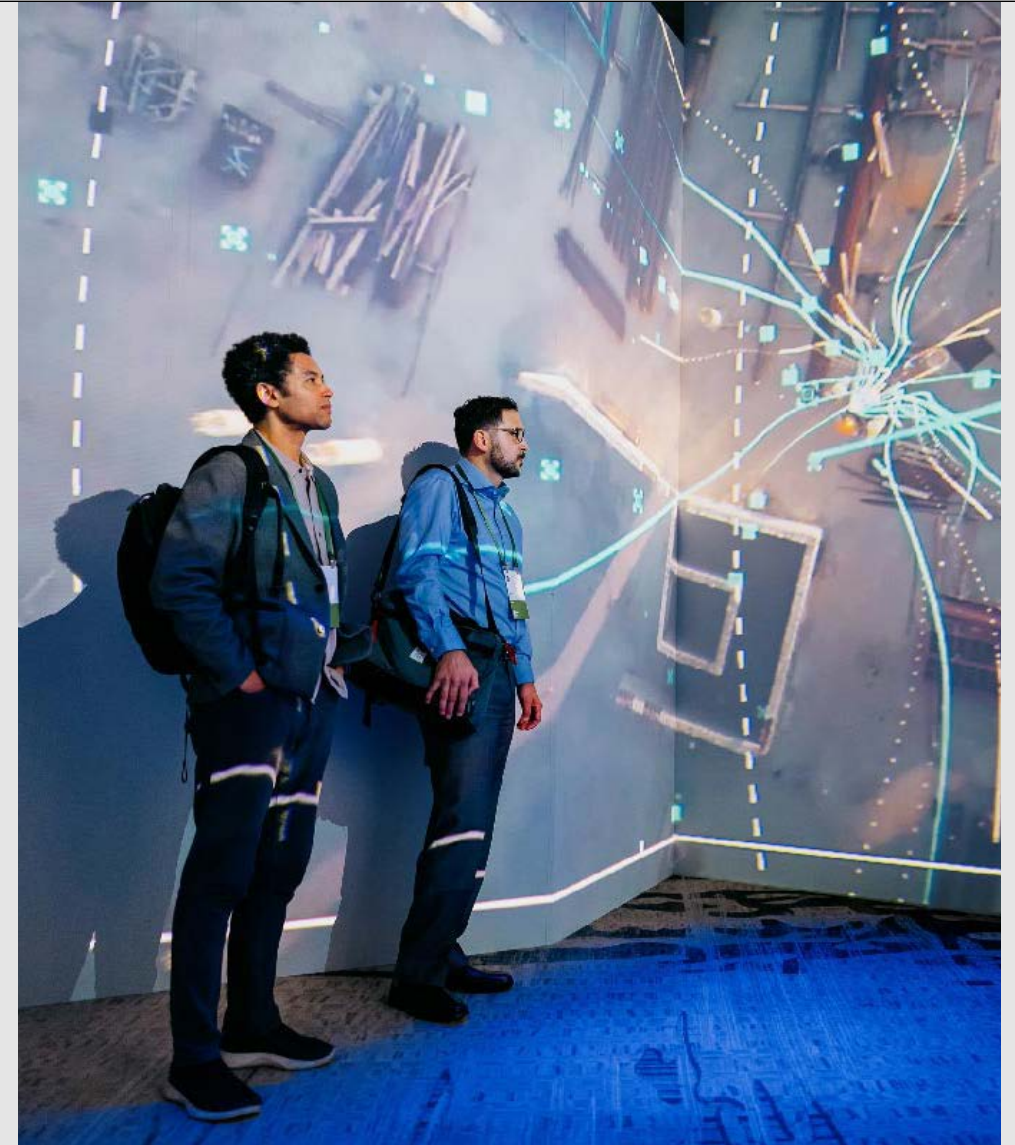
iLab experience at the Year in Infrastructure 2024 conference

About this report

Bentley's third annual Impact Report sets out our priorities and highlights progress and key activities for the calendar year ending December 31, 2024. We align with and report on the priorities identified in our first materiality assessment. This report ensures that our commitments to being a responsible company through our products, with our colleagues, in our communities, and across our business focus on the issues and matters that are most important to our stakeholders and create the greatest impact.

Our 2024 Impact Report elaborates on the achievements and progress that we have made in environmental, social, and governance matters, while providing occasional glimpses of how Bentley's handprint continues to advance infrastructure for the benefit of all.
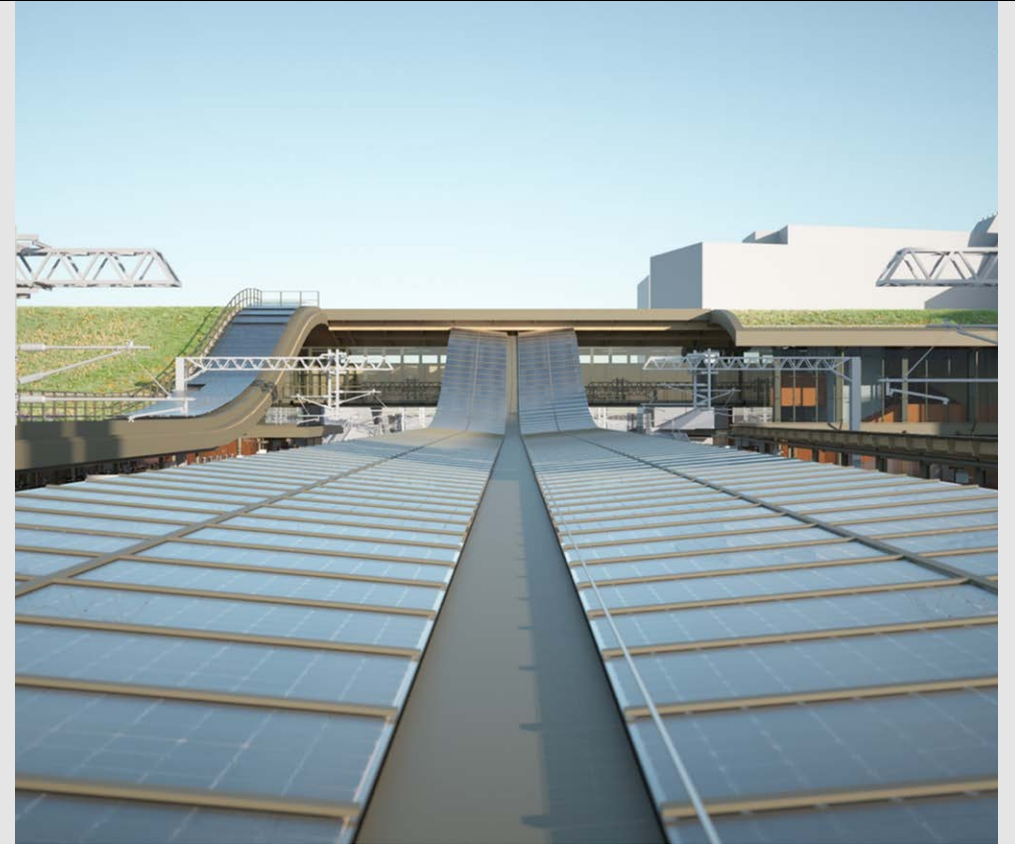
Founders' Honors recipient Arcadis designed the new South Cambridge train station in the United Kingdom

Our impact strategy

At Bentley, our greatest opportunity for impact is through the products and services we provide that empower our users to achieve their sustainability goals. Our global colleagues are our greatest asset, and our impact is fueled by their passion and motivation. We have a responsibility to support the success and well-being of our colleagues. We also are driven to support the communities where we work and operate, through our Bentley Education and Bentley Giving programs. We are committed to helping prepare the next generation of infrastructure professionals to realize our vision of a better and more resilient future. Bentley's impact strategy is rooted in our passion for advancing infrastructure for better quality of life. The four pillars of this strategy include:

Handprint

The ways in which we empower people to design, build, and operate better and more resilient infrastructure.

Environment

The actions that we are taking to minimize environmental impacts across the business by closely managing, monitoring, and improving our operations.

Social

The programs and processes that foster an inclusive culture where our colleagues can do the best work of their careers and support their communities, as well as the ways that we are helping to grow the pipeline of infrastructure engineers through education, recruitment, and community engagement.
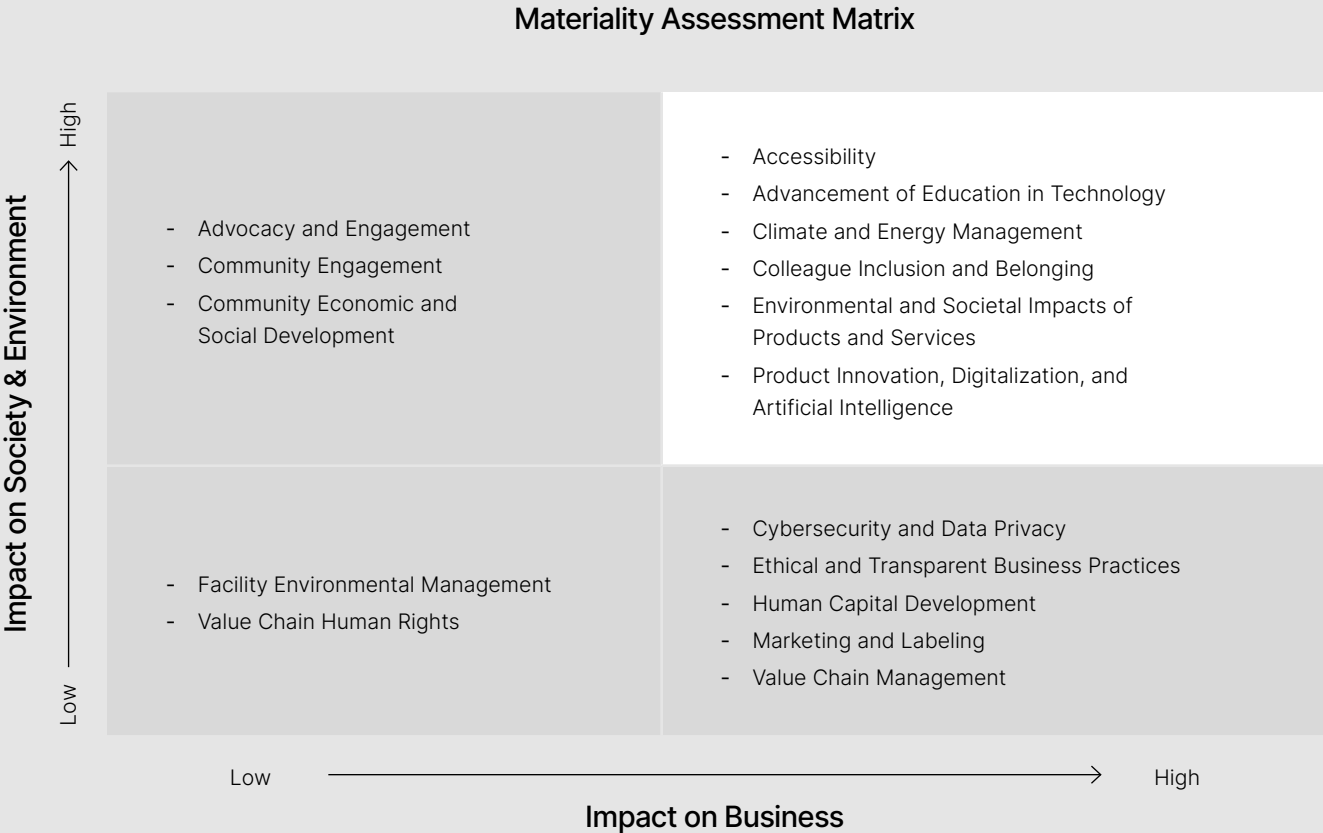
Governance

Our approach to effective governance is to ensure the highest level of accountability and compliance rigor.

2024 priorities and highlights

At Bentley, we seek to align our sustainability efforts with the principles of double materiality. Through this lens, we consider the perspectives of both our business priorities and our stakeholders to identify the topics of greatest risk and opportunity for our sustainability strategy.

In 2021, we conducted our first materiality assessment, which laid the foundation for our inaugural reporting. In 2024, we revisited and updated our materiality analysis to reflect evolving priorities and changes over time. We identified potential topics to assess through a robust review of peer reporting, regulatory requirements, and voluntary sustainability reporting frameworks. Engaging with leaders at Bentley who oversee functional areas of sustainability, we formally assessed these topics through one-on-one interviews and scored these topics along dimensions of impact, risk, likelihood, and magnitude. Leaders' regular engagement with external stakeholders via meetings, questionnaires, and other channels allowed us to incorporate their perspectives as well.

Materiality Assessment Matrix

Impact on Society & Environment (vertical axis: Low to High)

High:
- Advocacy and Engagement
- Community Engagement
- Community Economic and Social Development

- Accessibility
- Advancement of Education in Technology
- Climate and Energy Management
- Colleague Inclusion and Belonging
- Environmental and Societal Impacts of Products and Services
- Product Innovation, Digitalization, and Artificial Intelligence

Low:
- Facility Environmental Management
- Value Chain Human Rights

- Cybersecurity and Data Privacy
- Ethical and Transparent Business Practices
- Human Capital Development
- Marketing and Labeling
- Value Chain Management

Impact on Business (horizontal axis: Low to High)

The simplified results of this assessment are shown above. The outcomes remain largely consistent with the results of our initial assessment. Two topics, "Accessibility" and "Advancement of Education in Technology," were newly identified as highly impactful to both our business and to society and the environment. The doubly material topics identified in this assessment will be our primary focus in future reporting and strategy. We commit to regularly refreshing these assessments to ensure our reporting and strategy align with stakeholder interests.

Environment

Empower our users through our software to design, build, and operate *sustainable and resilient* infrastructure.

Invest in ecosystem partnerships and initiatives to maximize our impact for a sustainable future.

Continually improve the sustainability of our operations, including *achieving our near-term climate targets* aided by building a culture of sustainability inside the company.

Highlights

13%
year-over-year reduction in consumption of non-renewable energy.

15%
year-over-year reduction in our emissions intensity.

Carbon Analysis
made available in iTwin.

100%
renewable energy supply for our Exton headquarters.

Social

Foster an inclusive workplace that empowers all colleagues to do the *best work* of their careers.

Promote *colleague engagement* with new tools and global initiatives.

Engage in our communities and education initiatives to foster opportunities for *current and future generations* of infrastructure professionals.

Highlights

87%
of colleagues said they would recommend Bentley as a place to work.

46%
Our flexible work options —home-based, hybrid, and office-based—helped raise our applications per position by 46%.

850
The number of colleagues designating STEM grants grew by more than 850, adding more than USD 200,000 to catalyze a wide variety of community-based and non-profit initiatives.

Governance

Highlights

Drive high *corporate responsibility and compliance standards* to limit risk and build stakeholder trust.

Lead on *privacy and data protection* practices to minimize risk and protect our users, our business, and our colleagues.

Structure our corporate governance to *support business priorities and empower our colleagues.*

99%+
of colleagues completed annual compliance training.

"Prime" status
attained in ISS Corporate Ratings.

0
reportable data breaches or enforcement and investigatory actions by users and/or regulatory authorities.

Environment

Bentley's commitment to environmental sustainability is anchored by two core principles: 1) managing the impact of our own business operations, and 2) empowering our users to design and operate sustainable infrastructure assets.

The foundations of our approach, outlined in our Environmental Policy, are to reduce the environmental risks associated with our business and to enhance the opportunities for positive environmental impact in our products.

As a software development company, our baseline environmental impact is relatively low compared to industries involved in resource extraction, processing, or manufacturing. Nonetheless, we are committed to making a significant difference. Despite our relatively modest environmental footprint, we have set ambitious goals to drive sustainability.

In late 2023, our near-term science-based emissions reduction targets were validated by the Science Based Targets initiative (SBTi), reflecting our dedication to credible and impactful climate action. We have already made substantial progress towards these targets. Through many measures, we are working to reduce carbon emissions across our operations, advance a strong climate strategy, and fortify the culture of sustainability within our global teams.

8 Bishopsgate, home to Bentley's U.K. headquarters – the tallest EPC "A" rated building in London with construction planning coordinated using Bentley software

2024 accomplishments

World's Most
Sustainable
Companies

as recognized by TIME

America's
Climate Leaders

as recognized by USA Today

On track to meet
our science-based
climate targets

Carbon Analysis
made available
in iTwin

Empowering sustainable infrastructure

Our users are stepping up to solve the world's greatest sustainability challenges, and empowering this work will always be our greatest opportunity to contribute to a better world. In previous years, our impact reporting included case studies showcasing truly outstanding projects. Those stories are now housed in Bentley Sustainability Stories. We encourage our readers to learn more about how Bentley is advancing infrastructure solutions to core sustainability challenges across Energy Transition and Security, Healthy Cities, Land and Water Resources, and Climate Action. Through the Founders' Honors, we recognize a small number of exemplary projects, individuals, and organizations that inspire Bentley in our purpose of advancing the world's infrastructure—sustaining both the global economy and the environment—for better quality of life.

Bentley was also proud to participate in the 2024 UN Climate Change Conference (COP29), joining with governments, businesses, and civil society organizations to discuss critical infrastructure-related climate issues, such as data-driven climate finance, overcoming barriers to digital transformation in infrastructure, and accelerating the uptake of infrastructure digital twins to maximize innovation and collaboration in addressing local and global challenges posed by climate change.

Founders' Honor recipient Monir Precision Monitoring developed a solution to monitor displacement of a rail commuter line and shoring of the excavation during construction of a condominium in Toronto, Ontario, Canada

Expanding our sustainability portfolio

Our enduring commitment is to develop and support the most comprehensive portfolio of integrated software offerings across professional disciplines, project and asset lifecycles, infrastructure sectors, and geographies.

Digital technology will play a key role in both mitigating and adapting to climate change. With the help of digital twins, we can dramatically accelerate decarbonization now while reducing costs, even in hard-to-abate sectors like construction, water, electrical utilities, and transportation. Digital twins can help project teams visualize and analyze data, enable better-informed decisions for reducing waste, and lower carbon emissions in the construction and operation of infrastructure. We expanded our sustainability portfolio through research and development, acquisition, and strategic partnerships.

In 2024, we unveiled new Carbon Analysis capabilities within iTwin Experience to assess and reduce carbon impacts for more sustainable infrastructure. This new capability enables engineers to simplify carbon reporting, easily visualize embodied carbon, and rapidly explore alternatives for better designs.

CSEO Chris Bradshaw speaking at the Year in Infrastructure 2024 conference

"Carbon assessments should be standard practice for all infrastructure projects, but calculating embodied carbon and creating reports isn't easy. Using Bentley's new Carbon Analysis capabilities helps transform the tedious task of carbon reporting into a smooth, automated process—providing infrastructure professionals with greater visibility into carbon impacts and helping them design sustainable infrastructure faster and more easily."

Chris Bradshaw
Chief Sustainability and Education Officer

In September 2024, we announced our acquisition of Cesium, the foundational open platform for creating powerful 3D geospatial applications. The combination of Cesium plus iTwin offers developers the most comprehensive digital platform for the built and natural environment.

In 2024, we also announced a strategic partnership with Google to integrate Google's high-quality geospatial content with our infrastructure engineering software and digital twin platform to improve the way that infrastructure is designed, built, and operated. The partnership complements our recent acquisition of Cesium, which created the 3D Tiles® open standard used by Google.

Through the partnership, Bentley software users and developers can use Google Maps Platform's geospatial content, including Google's stunning Photorealistic 3D Tiles, for real-world geospatial context and immersive 3D experiences in their digital workflows.

By leveraging the engineering data created and managed in our software alongside Google's geospatial data, AI, analytics, and cloud technologies, engineers can design and manage infrastructure in context and at scale to address today's most urgent challenges, from mitigating climate risk to maintaining aging infrastructure.

"By combining Google's extensive *geospatial content and cloud capabilities* with Bentley's *infrastructure engineering software and digital twin platform*, infrastructure professionals can improve their work and ensure that projects and assets are created and operated with greater resilience and sustainability. This partnership demonstrates how *open standards*, such as 3D Tiles, can help infrastructure professionals evolve their practices by leveraging the power of geospatial context."

Nicholas Cumins
CEO

Climate action

Bentley's Environmental Policy is data-driven and prioritizes a linked pair of primary goals: achieving comprehensive compliance with regulatory mandates and maximizing the ability of decision-makers to manage our impacts. In 2024, we continued to act on our climate strategy, improving the way that we measure and report our climate impact by transitioning from a once-annual process to a "Climate Dashboard." The Climate Dashboard will enable deeper, more frequent analysis, empowering Bentley leadership to react quickly and plan more confidently.

In anticipation of upcoming regulations, we implemented an audit-ready data trail, methodology documentation, and enhanced location-level reporting that helps us meet jurisdiction-specific reporting requirements. Other improvements create opportunities to enhance the reliability of the underlying data. These include using anomaly analysis to automate the detection of faulty data, rolling out a feature that facilitates supplier engagement by gathering supplier-specific emissions data, and using a gap-filling tool to help make evidence-based estimates for unavailable data.

Science-based greenhouse gas (GHG) emissions reduction targets

In August 2023, we received validation of our near-term targets from the SBTi. The validation of our commitments represents our dedication to aligning with climate science and our recognition of our responsibility to combat the risks posed by climate change. These targets represent our formal commitments to minimizing our own contribution to climate change.

Our SBTi-validated near-term commitment

Bentley commits to reducing the absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2019 base year. Bentley also commits to reducing scope 3 GHG emissions from purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting by 55% per one U.S. dollar of value added within the same timeframe.

Scope 1:

Accounts for the emissions arising directly from our operations, such as those associated with our vehicle fleet, refrigerants, and fuel used on-site for heating.

Scope 2:

Covers the emissions associated with our purchase of energy.

Scope 3:

Includes the indirect emissions of our business associated with our value chain or suppliers, such as those created by our cloud services, technology hardware, business travel, and external events.

Operationalizing our goals

Scopes 1 and 2

Scopes 1 and 2 account for the direct and indirect emissions associated with what we own or control. Addressing scope 1 and 2 emissions requires rethinking the basics of our business. Our initiatives to tackle these sources of emissions include:

- Transitioning to renewable energy wherever possible
- Empowering colleagues to work from home and reduce presence in offices
- Prioritizing energy efficiency in our offices
- Reducing the number and size of our offices
- Improving the fuel efficiency of our fleet
- Promoting a culture of sustainability

Scope 3

Scope 3 emissions account for emissions outside what we own or control, but that we are indirectly responsible for. They are also known as "value chain emissions," and come from a wide variety of sources upstream and downstream along our value chain. The major sources of Bentley's scope 3 emissions are the goods and services that we consume, particularly cloud services, the assets that we purchase, such as computers and furniture, the travel that we engage in for business, and the commuting by our colleagues to and from work.
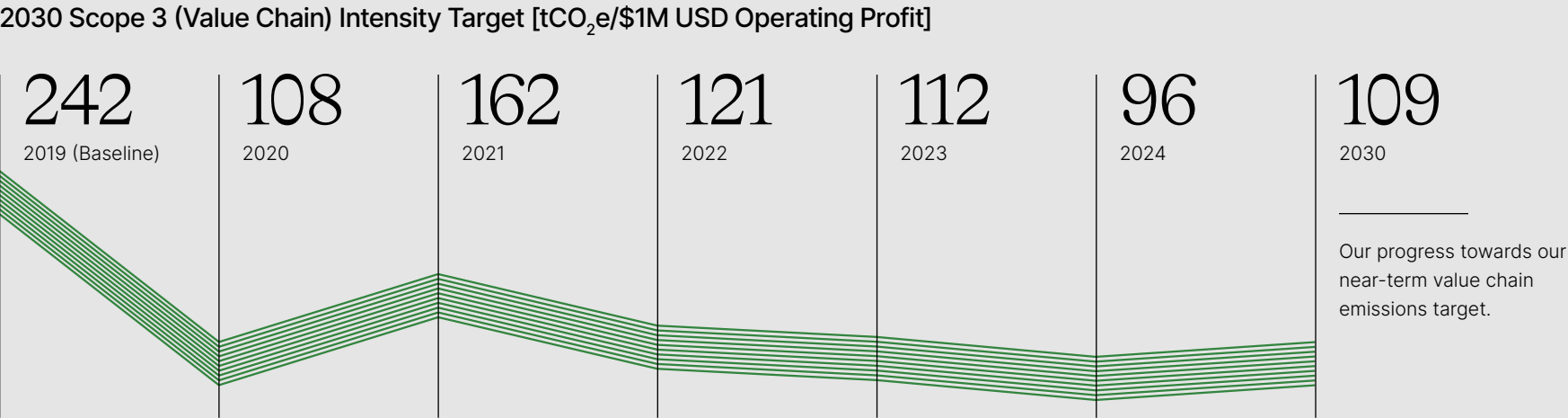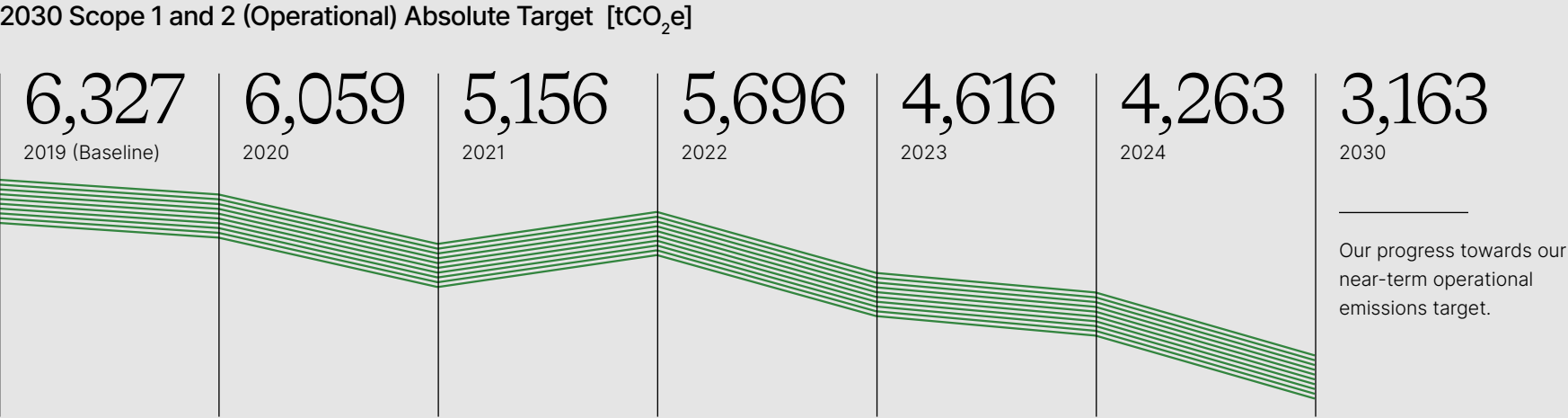
Managing our scope 3 emissions requires understanding how we can work with our partners and suppliers to be more efficient. Our initiatives to tackle these emissions include:

- Working with sustainable suppliers for our highest impact purchases
- Empowering colleagues to work from home and reduce commuting
- Limiting travel and encouraging alternative travel options
- Working to source supplies locally and cutting down on shipping

We do not own or operate the data centers providing our cloud services, which currently represent a significant portion of our value chain emissions. Working with partners in our value chain is critical to addressing this emissions source. Microsoft, our largest provider of cloud services, already has strong commitments and significant progress in transitioning their data centers toward renewable energy and water positivity. Our strategy will be to continue to engage with all our suppliers to set similar goals and commitments and to collaborate on climate initiatives.

Another major scope 3 component is business travel. In 2024, we completed implementation of a new travel platform that enhances monitoring and management of business travel-related emissions. This platform allows us to track travel-related emissions in real time and view these emissions against an annual carbon target. This builds on the success of our "Travel with Purpose" policy—first introduced in 2021—which urges colleagues to be intentional with their travel and consider why they are traveling and whether the goal of the travel could be accomplished remotely. We continue to explore opportunities to reduce travel-related emissions through additional technologies, such as sustainable aviation fuel.

Continuing to collaborate with suppliers is a key part of our strategy to manage scope 3 emissions. Through hiring, we have expanded our in-house capacity to focus on obtaining more granular data for supplier-related emissions. Increasing the quality of our supplier-related emissions data is a major lever to identify opportunities to reduce supply chain emissions.

2030 Scope 1 and 2 (Operational) Absolute Target [tCO$_2$e]

6,327	6,059	5,156	5,696	4,616	4,263	3,163
2019 (Baseline)	2020	2021	2022	2023	2024	2030

Our progress towards our near-term operational emissions target.

2030 Scope 3 (Value Chain) Intensity Target [tCO$_2$e/$1M USD Operating Profit]

242	108	162	121	112	96	109
2019 (Baseline)	2020	2021	2022	2023	2024	2030

Our progress towards our near-term value chain emissions target.

Environmental management

As part of our Environmental Policy, we commit to measure and report on our climate impact and undertake strategies to manage our climate impacts over time. In 2024, we continued to build on our climate reporting program, adopting new technology to assess our GHG emissions. The adoption of this new platform empowers us to assess our emissions more regularly than our previous annual cadence, providing timely insights and visibility to our key decision-makers.

Bentley colleagues around the world continually seek opportunities to innovate and reduce the environmental impact of our operations. Through initiatives like our Global Electronic Recycling Program, we work to limit waste and use resources efficiently. In 2024, Bentley recycled 69,952 pounds of electronics. By maximizing recycling e-waste, we are also reducing our material footprint and ecosystem impact. Our 2024 e-waste recycling effort equates to 51,726 pounds of carbon pollution prevented.

Bentley's emissions breakdown (tCO$_2$e)

Scope and Source	2019 (Baseline year)	2022	2023	2024
Scope 1	1,980	2,188	1,665*	1,604
S1: mobile combustion	847	959	853	769
S1: stationary combustion	1,104	1,167	767*	793
S1: fugitive emissions	29	62	45	41
Scope 2 (location-based)	4,347	3,508	2,604*	2,704
Scope 2 (market-based)	4,347	3,508	2,951*	2,659
Scope 3	35,969	26,599	28,435*	30,395
S3: C1 purchased goods and services	13,353	14,738	15,196	16,454
S3: C2 capital goods	1,601	1,213	2,105	1,191
S3: C3 fuel- and energy-related activities	1,942	1,462	1,063*	1,054
S3: C4 upstream transportation and distribution	426	420	369	306
S3: C5 waste generated in operations	430	302	297	207
S3: C6 business travel	13,451	7,747	8,531	10,350
S3: C7 employee commuting	4,719	671	682	553
S3: C13 downstream leased assets	0	0	188	248
S3: C15 investments	48	46	3	32

* Restatements to 2023 emissions figures. While preparing our 2024 CDP disclosure, we identified a calculation error in some electricity and fuel consumption estimations (used only for sites where actual data was unavailable). Correcting this error has led to an increase in our Scope 1, 2 and Scope 3 Category 3 emissions, however we remain on track to achieving our Scope 1 & 2 and Scope 3 science-based targets. We are restating these numbers at this time to ensure alignment between our independently reported figures in our 2023 Impact Report and 2024 CDP disclosure.

Scope 3 Category 13 is a newly included category in the 2023 inventory due to several offices being subleased to other tenants throughout the year. This category is not relevant to Bentley in prior years as no offices were subleased in these years.

Rightsizing our real estate footprint

Bentley colleagues around the world have a penchant for combining efficiency with sustainability, and those values coincide to a significant effect in our office operations. In 2024, we pressed forward with a process that was accelerated by the pandemic, which disrupted business as usual in approximately 140 office locations on five continents. As the world pivoted to remote work, "a lot of those offices became antiquated within a couple of years," observes Paul Jappe, Bentley's global director of real estate. Since then, Bentley has shrunk its footprint to about 90 offices—even as our workforce has grown substantially since March 2020.

Approximately 90% of colleagues work either remotely or in a hybrid situation in accordance with our Infrastructure Empowered Workforce Plan (IEWP), and we have implemented the Liquid Space platform to facilitate face-to-face collaboration when needed or desired. In 2024, for instance, we shuttered offices in Fort Lauderdale, San Diego, Tallahassee, and Connecticut— while continuing to provide local colleagues with access to classic office amenities. "People aren't going in five days a week," explains Jappe, "so we have an office-on-demand program. If you need an office or a conference room for a day—or an hour—you can book it in the app. So, we can work together, taking advantage of existing co-working facilities."

Colleagues meet in the Exton office and connect with remote colleagues

"From a real estate perspective, the guiding principle is common sense. If we're looking to lease space in a building, for instance, does it have a second-generation space that fits our program that we can remodel, as opposed to demolish and start over? If so, it can be an opportunity to use less material but also save money. We work with moving companies that partner with local churches and organizations to find new homes for our furniture, so we can benefit the community rather than it ending up in a landfill."

Paul Jappe
Global Director of Real Estate

Traveling with purpose

"The outcome of a trip shouldn't just be an expense report," says Jaap Veneman, Bentley's vice president of global technology resource allocation. "It should be an evaluation of what you achieved. Who did you hire? What did you learn? How did you further our business?" That's the attitude that lies behind Bentley's "Travel with Purpose" policy. When our colleagues consider going on the road, we ask them to bear three considerations in mind: the impact on our profitability, the impact on themselves, and the impact on the planet. In other words, we want every trip to serve a clear business purpose, to grow and strengthen relationships and partnerships, and to minimize the carbon emitted in pursuit of those goals.

In 2024, we also fully implemented a new booking platform through Navan Business Travel, which gives us real-time visibility into our travel-related emissions, clearly communicates carbon emissions of travel options to our colleagues, and automatically suggests train travel options where possible. Our first full year using Navan emphasized the platform's ability to nudge users with its information-rich interface, and also furnished baseline data that can inform future initiatives focusing on the company's use of air and train travel, as well as rental cars and hotels.

The Tech Summit, an in-person training event that brought together hundreds of colleagues

Building a culture of sustainability

At the heart of Bentley's business lies our colleagues and the culture of our global workforce.

Empowering colleagues and encouraging a culture of sustainability underpins our environmental footprint strategy. To promote this culture, we offer two Bentley-specific courses on sustainability through our online learning provider: "Sustainability 101" and "Sustainability 201." These courses focus on helping our colleagues to:

- Identify core sustainability challenges, including clean energy transition, climate change mitigation and adoption, healthy cities, and land and water resources.

- Understand Bentley's role in addressing today's most pressing sustainability challenges.

- Connect core environmental themes and challenges.

- Adopt and promote behavior change in the workplace and at home.

- Develop and propose ideas for a more sustainable workplace.

Sustainability ambassadors

While advancing sustainable infrastructure remains our top strategic priority for the next decade, our users, stakeholders, and colleagues must join us on this journey. That is why we created a network of Bentley sustainability ambassadors composed of colleagues from around the world who work together towards two primary goals:

- Advocate for a culture of sustainability by informing, inspiring, engaging, and supporting sustainability action by colleagues and corporate initiatives.

- Evangelize Bentley's greatest impact, our handprint and promote a consistent, cohesive message by participating in events, activities, initiatives, and communications.

During COP29, one of our sustainability ambassadors turned an impromptu challenge into an impactful opportunity. Stopped by a TV crew between appointments, he was asked to convey a message in just 30 seconds—or walk away. Without hesitation, he delivered a concise, compelling statement about Bentley's role in advancing sustainable infrastructure development through innovative engineering software. His message resonated and was featured in a *Caspian Post* article, highlighting Bentley's commitment to climate action.

Exton Garden Gurus

At Bentley, sustainability is also part of our everyday culture. We believe in making a difference through both big initiatives and small, meaningful actions. We encourage colleagues to pursue their passions, and we support their positive impacts. We find that when our colleagues lead these programs, it creates a deeper connection with our communities. Their personal dedication makes the impact more lasting and valuable.

One great example of this everyday culture of sustainability is our Exton Campus Garden Gurus. This year, 17 of our colleagues volunteered to build, plant, and harvest raised garden beds on our campus. They grew over 600 pounds of fresh produce, which was donated to the Chester County Food Bank. Their hard work not only helps meet local needs, but also promotes sustainable giving. We're proud of these efforts and the positive impact that they have on our community.

Exton Garden Gurus working in the beds behind Bentley's headquarters

600

This year, volunteers grew over 600 pounds of fresh produce, which was donated to the Chester County Food Bank.

Social

Bentley's success depends on, above all else, *our colleagues*.

The ethos instilled by the Bentley brothers remains strong 40 years after our founding, and 2024 brought a leadership transition marked by careful planning and a renewed commitment to the growth mindset that has long fueled our company's culture. Our talent strategy focuses on creating an environment where colleagues can thrive both individually and in collaboration with one another, realizing their full potential while pursuing a collective mission that is deeply rooted in a vision of advancing infrastructure on a global scale to improve the quality of life for everyone.

Among the hallmarks of our purpose-driven culture, no element is more central than respect. At Bentley, this encompasses respect for our colleagues' professional commitment, expertise, and ability to grow. It also extends to respect for their time, their family lives, their health and well-being, their diversity, and their desire to give back to their own communities. To foster a welcoming atmosphere where everyone can thrive and contribute, our social strategy encompasses practices ranging from flexible working arrangements, to pathways for colleague learning and development, to well-being initiatives crafted to bolster both individual mental health and team-level connectedness. At Bentley, we believe that every colleague matters, and that we are at our best when we matter to one another.

2024 accomplishments

87%

of colleagues said they would recommend Bentley as a place to work.

46%

Our flexible work options—home-based, hybrid, and office-based—helped raise our applications per position by 46%.

850

The number of colleagues designating STEM grants grew by more than 850, adding more than USD 200,000 to catalyze a wide variety of community-based and non-profit initiatives.

We supported the Digital Twins for Emergency Response initiative in Dublin, Ireland, enabling better coordination between emergency response teams.

Our culture

Infrastructure Empowered Workforce Plan (IEWP)

Bentley's approach to how and where our colleagues work is rooted in a culture of professionalism, trust, and accountability. In 2023, we formalized the IEWP strategy to provide colleagues with the flexibility to choose the work mode that optimizes their own effectiveness—whether that means working from home, in a Bentley office, or in a hybrid scenario. This approach is also exceptionally well-suited to a global workforce in which many teams span significant geographical distances. Considering that 36% of our colleagues report to a manager who is based in another country, and that many of Bentley's tools are expressly designed to facilitate collaboration by multinational infrastructure engineering groups, we have been on the forefront of effective remote and hybrid work since well before the pandemic. Our experience has reinforced our conviction that meaningful collaboration does not depend on sharing a cubicle wall. In fact, it can be deeper and more fruitful when managers and colleagues are given the appropriate tools.

36%

of our colleagues report to a manager who is based in another country.

Members of leadership with colleagues in the Dublin office

IEWP: Recruitment booster

The geographical and workplace flexibility offered through our Infrastructure Empowered Workforce Plan (IEWP) has contributed to a sharp increase in applications Bentley has received for open positions.

Three keys of IEWP

- Solid foundation of trust and accountability

- Focus on support and flexibility

- Conviction that meaningful collaboration creates success for all

46.4	63.9	87.8	113.2	133.2	194.6
2019	2020	2021	2022	2023	2024
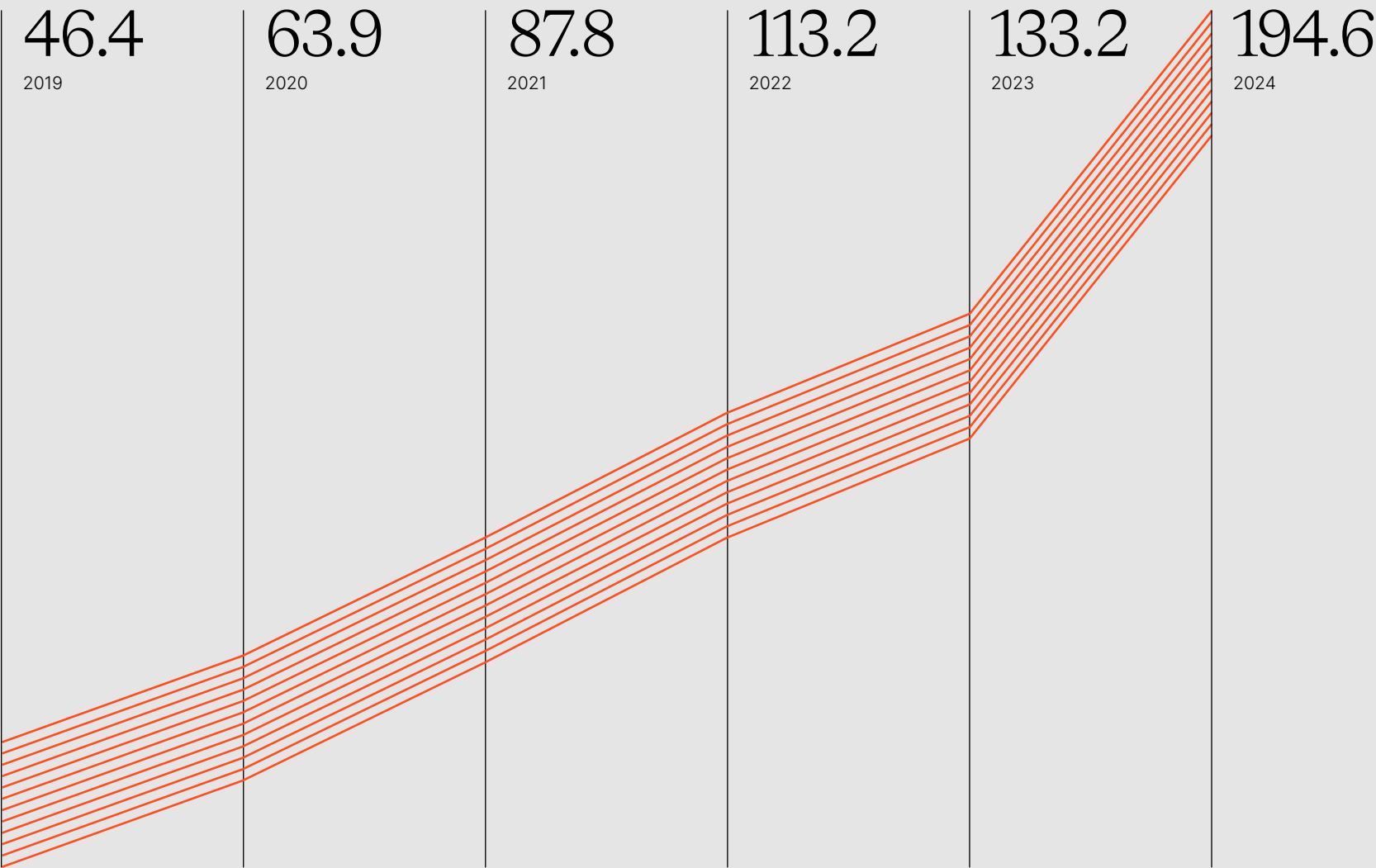
Connectedness and well-being

As part of the IEWP process, we launched a hardware update program to equip colleagues with state-of-the-art technology, regardless of where they were working from. In 2024, we pressed ahead further by rolling out a suite of virtual applications and support designed to address two main aims: fostering individual mental health and well-being and catalyzing meaningful connections both within and across a wide range of Bentley teams and regional clusters.

Headspace, an app that we introduced early in the year that offers meditation and well-being exercises, has been taken advantage of by approximately 30% of our colleagues. We also continued to sponsor the **Mental Health First Aid** program, which equips colleagues with the knowledge, skills, and confidence to provide support and helps connect users with resources both within the company and those offered by localities and countries where colleagues reside. Bentley takes mental health seriously because we know that our colleagues contribute at the highest level when they feel confident and comfortable bringing their whole selves to work.

This year, we also introduced **Lead.bot**, an app that reinvents water-cooler chat for the digital age. For a highly global workforce that combines remote work with meaningful collaboration in person, it's important to create spaces conducive to both informal socializing

and keeping tabs on what's happening in other parts of a company that spans the globe. So far, Lead.bot has randomly paired about 2,000 colleagues who've signed up to participate, breathing a little serendipity into our days while knitting us together more tightly.

Bentley also marked its **40th anniversary** this year with a series of festive gatherings with colleagues around the globe commemorating the company's rich heritage, impact on quality of life, and the contributions of those who were instrumental in our success. From our black-tie soiree near our Pennsylvania headquarters celebrating Greg Bentley's CEO retirement, to lively events hosted by regional hubs, to virtual celebrations, we enjoyed partaking in one of the key ingredients of Bentley's "secret sauce:" the fellowship that flows from pursuing a mission that we believe in.

Colleague learning and development

At Bentley, our colleagues are empowered to own their career development. Whether through on-the-job learning, mentoring and coaching, or formal education, we support colleague opportunities to grow their knowledge base in the flow of work. We provide access to thousands of workshops, videos, instructor-led training classes, and articles to help colleagues develop their skills. Our **Education Assistance Program** offers funding for core undergraduate courses, graduate programs, certifications, licensure, and research papers. We also support colleague involvement in job-related industry groups by reimbursing membership fees and subscriptions. Additionally, we make it easy for colleagues to tap third-party resources like LinkedIn Learning through subscriptions available to our entire workforce.

Hands-only CPR with the American Heart Association

Early career programs

Bentley's early career programs empower those at the start of their careers by providing meaningful opportunities for growth and development. They play a critical role in cultivating the leaders and subject-area experts who will contribute to Bentley's continued success. The programs focus on interns and recent graduates who work across different Bentley departments. The **Graduate Development Program (GDP)** aims to recruit and develop talented professionals in highly specialized functions, such as software engineering. It presents early-career colleagues with opportunities to expand the depth and breadth of their skills by cycling them through four different teams in two years.

Upon graduation from the program, we work with them to find the right team within Bentley, where they can continue generating value and growing professionally. Participants not only get to experience different facets of work at Bentley, but they also connect with their peers at guest lectures, teambuilding events, and graduation ceremonies. Our **Buddy Program**, which we expanded in 2023, plays a complementary role. It connects co-op interns to GDP colleagues to foster a connection between two cohorts at different stages in their early-career trajectory.

Stand and deliver

Bentley partners with a variety of third parties to offer targeted learning focused on functional and technical skills. In 2024, we launched a **pilot program with GrahamComm**, an industry leader in developing communication and presentation skills. GrahamComm provides training to sharpen both in-person and virtual presentation styles. Whether our colleagues are interacting with one another or navigating relationships with our users, Bentley strives to equip them with the tools to be poised, professional, and effective.

LEAD Essentials

Our **Leadership Excellence and Development (LEAD) Essentials** program provides the opportunity for company leaders to partner with counterparts who occupy a cross-functional role at Bentley. Together, they embark on a custom-curated learning pathway that equips them to succeed in current and future challenges. In addition to developing leadership skills, the program also facilitates a "One Bentley" mindset through cross-functional collaboration and alignment. The learning pathways feature skill development content as well as 360-degree feedback, personality assessment, reflection, and action to solidify new capabilities.

"Leadership is fundamental to our success. Leaders shape the *experiences*, *growth*, and *sense of belonging* for their teams, while weaving the very fabric of our culture. By investing in their success, we invest in the future of our colleagues and Bentley alike."

Suzanne Little
Chief Colleague Success Officer

Communities of Practice

In 2024, Bentley launched **Communities of Practice**, a talent incubator program that doubles as a networking platform. Colleagues can sign up in one of five areas: software architecture, artificial intelligence, product management, data, and user experience. Under the guidance of a high-level executive sponsor (such as Chief Technological Officer Julien Moutte), each group has a designated leader who, in turn, receives coaching support from an external consultant. The groups are open to colleagues from across the company, whether they're motivated by specific job functions or simply have an interest in expanding their knowledge base. Together, they read books and journal articles, explore and share best practices, engage in teambuilding exercises like virtual scavenger hunts, and create space and time to learn from their peers in other ways. The new program has proven a popular way to build a sense of community and belonging across a company whose colleagues are spread between 45 countries. So far, each of the subject areas has attracted between 300 and 450 members, and we look forward to further growth in the coming year.

Colleague belonging and inclusion

Bentley is a global company whose colleagues represent kaleidoscopic cultural, social, and linguistic diversity. Our colleagues are based in 45 countries and speak 66 languages. Collectively, their unique and valued perspectives drive our success as an organization. We empower colleagues to be effective in their own careers and collaborative with one another by supporting an environment where everyone feels heard, valued, respected, and welcomed.

Since 2020, members of Bentley's executive management have been key partners in providing access to resources and our leadership team by acting as executive sponsors for our colleague resource groups. Our Inclusion, Diversity, and Equity Alliance (IDEA) program includes colleague-led resource groups that empower their members to join peers from across the business and the globe to foster belonging and inclusion, innovation and engagement. The six groups—IDEA India, OpenAbilities, OpenPride, People of Color in the U.S., Veterans and Military Families at Bentley, and Women at Bentley—provide a safe space for colleagues to engage in open conversation, propose changes, and build a sense of community.

"In 2024, IDEA programming continued to be a critical resource for colleague professional development and engagement. IDEA members also demonstrated their passion for volunteerism and mutual support by using their Impact Day to support mission-driven initiatives in their communities. For the first time in 2024, Bentley awarded IDEA group leaders a stipend and thanked them for their work by offering a donation to a non-profit organization of their choice.

"For me, the people make this organization so special. Their skill and industry expertise are exceptional, and this, combined with team spirit and positive collaboration, is what stands out. I am also grateful for Bentley's Inclusion, Diversity, and Equity Alliance (IDEA); the team is so supportive, and as a neurodivergent woman in a leadership position, I am proud to be one of the many reflections of this that shine through the company showing that Bentley holds true to its commitments."

Gillian Carby
Director, Renewals and Business Development

Leaders from colleague resource groups and members of Corporate Responsibility at IDEA orientation

The **Bentley Network of Women (NOW)** is a global mentorship program designed to support leadership development of women at Bentley. Participants can take advantage of curated developmental content and sessions, one-on-one mentoring, and networking with diverse colleagues. The program aims to bridge gender gaps by providing women with the resources that they need to reach their potential and excel in their own careers.

Colleague performance

Our approach to colleague performance emphasizes meaningful feedback aligned with Bentley's mission, actions, and priorities, so colleagues can do the best work of their career. The performance review follows a simple framework that includes self- and manager assessment on the colleague's past performance and future priorities. Bentley provides managers with just-in-time learning to enable them to fine-tune their approach as shifting circumstances demand. In 2024, more than 90% of our colleagues received developmental investment through this process.

Colleague recognition

At Bentley, we take pride in the achievements of our colleagues, as their growth and successes contribute to our collective success. We are continually looking for ways to recognize and celebrate excellence at every level in our company. In 2024, we expanded a pilot program called **Achievers**, a tool that provides a perpetual engine for peer recognition. Achievers allows colleagues to recognize their peers in the moment for their everyday excellence and for aligning with our mission, actions, and priorities. The platform acts as a social news feed for colleagues to celebrate one another and gives managers a way to reward team members with points that they can redeem for gift cards, electronics, and more. This initiative has now been extended to include the majority of Bentley's colleagues, fostering attitudes and behaviors that build a sense of belonging that aligns with our culture and our purpose.

In a more traditional vein, our **Bentley Founders' Awards** remain a marquee annual event that brings colleagues together to celebrate top performers. In 2024, around 100 colleagues from across the organization received the award, which recognizes their outstanding contributions and extraordinary effort. A productive, reliable, energetic, and innovative workforce is essential to maintaining Bentley's position as a leading provider of software solutions for the world's infrastructure—and our colleagues continue to raise the bar every year.

"As a leader, I find Achievers to be an incredibly effective tool for spotlighting exemplary behavior in a way that is visible to a wide audience of colleagues. Additionally, I greatly value the opportunity that Achievers provides to recognize contributions from colleagues outside my immediate team. This helps foster collaboration and strengthens company culture, and alignment across different teams."

—————

Jasper van der Bruggen
Manager, Product Sales

—————

Organizers thank colleagues for attending the first Tech Summit, a large-scale training event

Colleague engagement

Colleague engagement, other metrics (2024)

Survey question	Global (all colleagues)	U.S.
I am proud to work for Bentley.	85%	85%
I would gladly recommend Bentley as a place to work to people I know and respect.	87%	87%

Colleague engagement (2024)

Region	Engagement score	Coverage*
Global (all colleagues)	80%	88%
U.S.	80%	85%

*Coverage refers to the percentage of colleagues responding to the engagement survey.

Trends in colleague engagement (global)

Year	2021	2022	2023	2024
Engagement score	78%	79%	76%	80%
Change in methodology	Benchmark data*	No	No	No

*A new partner provided different benchmarking data.

87%

I would gladly recommend Bentley as a place to work to people I know and respect.

Bentley's 2024 Annual Colleague Engagement Survey

Highlights from the Annual Colleague Engagement Survey

What do you like most about working at this organization? (Anonymous responses)

"The best part of working here is the *strong sense of the purpose* that drives our work."

"I like that the company's mission is really something that *improves people's lives*."

"Working towards a collective mission that *truly makes a difference*. There are lots of learning opportunities for development as well."

Global benefits program

Our **Total Rewards Package** is a strategic program for attracting and retaining top talent—and it also motivates our existing colleagues to continually strive for success. We are constantly reviewing and assessing our benefits offerings to ensure that we are meeting our colleagues' needs.

Our benefit programs vary by country to reflect local markets and colleague needs. In 2024, we continued the prior year's initiative to offer paid parental leave in the U.K. and Canada and extended our paid parental leave in the U.S. In line with our IEWP flexible work plan, our virtual care offerings now include primary care coverage, as well as dermatology and behavioral health.

Globally, we offer colleagues opportunities to participate in benefits such as our **Employee Stock Purchase Plan** and **Colleague Assistance Programs**, which include confidential counseling and referral services fully paid for by Bentley.

Circuit-training class with the YMCA gym on wheels

Giving back

Bentley's charitable efforts range from corporate-level donations to colleague-driven volunteerism. Conceptually, our philanthropic priorities focus on four mission-driven impact areas: STEM initiatives, community aid, infrastructure endeavors, and natural disaster relief. We seek to pursue each of those commitments with the same energy, inventiveness, and responsiveness that our colleagues bring to all aspects of their work.

Connecting with our communities

Bentley's passion for giving back to our communities stems from the Bentley family, whose long history of philanthropy and volunteering has been a guiding value for our company. Our colleagues are energized by sharing their time, expertise, and money with causes and organizations close to their hearts, and Bentley supports their charitable impulses in a variety of ways. At the company level, a values-driven philosophy guides our efforts to help our communities and reinforce our overarching purpose to improve quality of life by advancing the world's infrastructure.

Donations, matching, and volunteering

Our values-driven approach to grant making, matching, and volunteering seeks to amplify the causes and organizations our colleagues are already working with and maximize impact. Bentley offers one-to-one donation matching for natural disaster relief efforts that our colleagues choose to support. We also give every colleague eight hours of paid time off each year to volunteer wherever they want through our Bentley Impact Day program.

Corporate donations

Our 2024 corporate donations spanned a variety of programs and focus areas, from education to health to community support, all driven by the causes where our colleagues are engaged.

Corporate donation summary—top 5

Focus Area	Strategic Program/Organization Name	Donation Amount (USD)	Impact
STEM	DiscoverE Future City Program	188,000	Presenting sponsor of the national student competition final event in Washington D.C. as well as primary sponsor of many national competitions.
Infrastructure	Engineers Without Borders (EWB) International and local chapters	159,000	Support for EWB International and national chapters to help support engineering projects for a better world.
Community	Chester County Food Bank	126,000	We help combat food insecurity in our community by supporting the Chester County Food Bank and its holistic approach of distributing nutritious foods, as well as promoting wellness, education, and gardening initiatives.
Disaster Relief	Disaster relief to organizations, including Red Cross, Project Hope, and the Baltimore Key Bridge relief fund	96,603	Our donations support communities impacted by natural disasters and other catastrophic events.
Infrastructure	The Water Center at University of Pennsylvania	75,000	Support the Water Center's mission in meeting critical water challenges.

Bentley Impact Day

When a team of United Kingdom colleagues from Bentley and Cohesive assembled in the bumpy back yard of a Gloucestershire home in September 2024, it was with one goal in mind: to bring a smile to the lips of an 11-year-old boy named Jenson. Reliant on a powered wheelchair due to an incurable condition called Duchenne Muscular Dystrophy, Jenson could barely use the family's garden without getting stuck or taking a tumble. So, part of our U.K. contingent used their Bentley Impact Day to volunteer with WellChild, a national charity dedicated to improving the home lives of seriously ill children and their families.

Knowing that Jenson was a huge fan of Formula One racing, the Bentley volunteers worked for two days to create a safe, accessible dream racetrack in the garden. After digging out the lumpy sod, the team laid foundations for the project. They installed a raceway made from recycled rubber matting where model racecars could rev their engines, alongside a large recycled composite deck where the family could share time outdoors. Finishing touches included four F1 Grand Prix-style racing lights to count down while model racecars throttled up their engines. The layout also helped to ease access from Jenson's bedroom to his hydrotherapy tub—the ultimate post-race celebration.

"He was absolutely blown away by the big reveal," his mother told the BBC a few days later. Before the makeover, the garden had been too troublesome for Jenson to enjoy it without supervision. Now, it was a safe and engaging space. "He's been out every single night in the dark and the rain, whizzing down the garden path. It's been pure joy watching him so busy and happy," she said. "He can have complete independence now and it's going to make life so much easier."

Similar stories played out throughout the year as colleagues across the world used their Impact Day in myriad ways. This annual opportunity lets colleagues take a day off from work to volunteer with an organization of their choice. Whether they're swinging hammers for Habitat for Humanity, providing pro bono project management help to non-profits in Queensland, Australia, supervising a group of 19 young people on an 80-kilometer trek through Wales as part of the Gold Duke of Edinburgh's Award Expedition, or volunteering with the Philadelphia Eagles Autism Foundation All Abilities STEM Clinic, Bentley colleagues have the chance to roll up their sleeves and do work that exemplifies our company's purpose: to advance the world's infrastructure for better quality of life.

Colleagues use their Impact Day – clockwise from above: working at a golf tournament benefiting the disabled community; making an accessible, Formula One-style track in a child's backyard with WellChild; building for Habitat for Humanity; helping at the Eagles Autism All-Abilities STEM Clinic; packing meals for educators

STEM grant in Pakistan

Pakistan's Pakpattan District is known for fertile soil, but the Government Insaaf Elementary School for Boys in the village of Behli Dilawar faced a daunting problem: poor drinking water. Some 400 students and their teachers had to slake their thirst from a drum that was filled by a contaminated tap, leading to health problems.

Enter **Bentley's STEM Grant program**, which offers every full-time colleague USD 250 or its local equivalent to donate to a STEM education program of their choosing. In 2024, this program directed just over USD 800,000 to 240 programs around the world. Colleagues often bundle their grants to maximize impact, catalyzing transformative initiatives like the one in Behli Dilawar. There, the STEM Grant program drove the construction of a fully equipped room fitted out for water filtration. A new submersible pump was installed at a depth calculated to ensure optimal levels of total dissolved solids and connected to a proper 500-gallon water storage tank serving two heavy-duty 110-liter electric water coolers/dispensers. The pump and coolers were powered by a new solar system with enough spare capacity to churn classroom fans, minimizing utility bills amidst the country's energy crisis. A secure infrastructure design added a heavy-duty electric

stabilizer to regulate low-voltage energy fluctuations and locking door systems to safeguard the system from theft. And like that, hundreds of local families felt a public health burden metamorphose into a community asset that was built to last.

Bentley's flagship software may stand at the cutting edge of infrastructure design and operation, but our colleagues have an unsurpassed ability to recognize situations where a simpler solution may be the most effective one. The STEM Grant program gives them an opportunity to put that expertise and passion into action, on behalf of worthy causes and communities across the globe.

STEM grant providing a new water filtration room

240

programs around the world funded by Bentley's STEM Grant program in 2024

Growing the pipeline of infrastructure leaders

Bentley's business priorities align with the company's overarching mission: to empower users to design, build, and operate better and more resilient infrastructure. Technological innovations—such as our iTwin Platform for infrastructure digital twins and Bentley Open™ applications for modeling and simulation—offer the potential for dramatic improvements in sustainability, efficiency, and productivity—but these gains are not achievable without a highly skilled workforce to deploy these powerful tools. So, Bentley recognizes a pressing need to increase the capacity and productivity of existing engineers and workers while simultaneously attracting new talent into the industry.

To grow the pipeline of infrastructure leaders, Bentley aims to inspire new generations of young people across the globe to pursue engineering careers. We do this through education, recruitment, and community engagement efforts. We also recognize the need to bring more diversity to the profession so that different perspectives, experiences, and insights are reflected in the projects our software is used to create.

We have long engaged with rising engineers on many fronts, and in 2024, we expanded and deepened our portfolio of collaborative and Bentley-led education and outreach programs. These ranged from supporting competitions like the American Association of State Highway and Transportation Officials STEM National Bridge Design Challenge for middle- and high-school students, to the Skill Olympics 2024 for civil engineering students across the Philippines, to partnerships with universities and transportation departments aimed at bridging the gap between academia and industry.

"We look strategically at what we can do to really make a difference in the workforce. That begins with looking carefully at the basic needs of younger people and ways to inspire them to want careers in infrastructure and engineering. But we also want to influence college students by helping them get hands-on experience with technologies that will prepare them to enter the workforce."

Rachel Rogers
Vice President, Education and Sustainability Outreach

Our objectives

- Grow the number of students and teachers using Bentley software.

- Build partnerships with universities that use Bentley software in curriculum and industry research.

- Provide digital education platforms that offer an exceptional experience for students, teachers, and professors.

- Expand the campus/city digital twin programs to more cities and universities.

- Support the creation of hands-on coursework for ABET accredited engineering, geotechnical, construction, and data collection courses.

- Focus on large international and national student contests and engagements.

Bentley Education programs

Education outreach

Our education programs aim to inspire and prepare future infrastructure professionals for careers in engineering, design, and architecture by providing student and educator learning licenses of popular Bentley applications at no cost through the Bentley Education portal. The programs are designed to create world-class talent equal to the challenge of improving the quality of life for all using Bentley infrastructure engineering software applications and proven educational content. Bentley Education also aims to foster digital skills that are critical for today's students to become tomorrow's leaders in infrastructure growth and resilience worldwide.

Students and colleagues at HopeWorks

Owner-operators, ECs, and Academia program

In 2024 Bentley launched the **Owner-operators, ECs, and Academia program** to help support our industry ecosystem across the U.S. Working with a variety of partners, we identified strategic state Departments of Transportation (DOTs) alongside the academic institutions that support their project research and provide future employees. The five states selected this year were Michigan, Florida, Louisiana, Maryland, and Texas for research, hardware, software, scholarships, and curriculum development.

Our work with Michigan Tech University (MTU) exemplifies this initiative. Bentley's Education Outreach team worked with MTU to develop coursework that supports accredited civil engineering theory courses and hands-on labs featuring software like OpenRoads. MTU will leverage that support to create five key courses ranging from geotechnical engineering and bridge design to construction management. The 2024 fall semester included Introduction to Transportation Design—preparing today's students to tackle the challenges that their state DOT will face in the future.

Bridging college and vocational training

Our Giving team's community outreach work led to exciting new partnerships in 2024, including one that connects students and young professionals on opposite coasts of the U.S. to facilitate hands-on training. This new program taps into the resourceful creativity of Bentley's Education team to leverage university-level software talent to support vocational training for underprivileged young people. We engaged with a University of California at Berkeley student software consulting club called **PlexTech**, whose mission is to equip motivated students with the necessary skills to get an entry-level foothold in the tech sector. With Bentley's support, PlexTech will help develop a curriculum introducing inexperienced students to CAD fundamentals through MicroStation®. Each lesson will include a topic, purpose, and outcome while demonstrating how to use MicroStation software. The first learners will come from **Hopeworks**, a social enterprise based in Camden, New Jersey and Philadelphia's Kensington neighborhood that uses technical training and entrepreneurship to propel young adults into living-wage careers. City agencies have identified a need for workers competent in basic CAD drafting, and Bentley is proud to extend our STEM outreach activities to benefit students at the primary, secondary, and post-secondary levels.

A blossoming vocational partnership in Bentley's backyard

Philadelphia's Lankenau Environmental Science Magnet High School, where 100% of the students are economically disadvantaged yet more than 90% attend college, exemplifies Bentley's multifaceted commitment to bolstering career paths into infrastructure engineering. Our partnership began in 2023, when Lankenau was seeking support to offer the Philadelphia School District's first collegiate dual-enrollment class in geographic information systems (GIS) and mapping. This would give high-schoolers the chance to earn university credit— only there was a major stumbling block. "We didn't have the technology to be able to do the work," says Lankenau principal Jessica McAtamney.

Recognizing Bentley as the "industry partner that was both doing the technology and had the interest through their environmental and sustainability goals that matched our profile," McAtamney reached out to us with a compelling proposal. Bentley donated 18 Dell Inspiron 16 Plus 7620 laptops, whose powerful CPU/GPU combo gave Lankenau what it needed to partner with Harrisburg University to offer the course at no additional cost. But that was only the beginning. Bentley colleagues then helped tailor a curriculum unit on simulating water runoff and developing mitigation

solutions. Energized by the chance to work on an issue that mattered, Lankenau students analyzed landslide risks affecting their own school, calculated the amount of concrete conversion to softscaping that would be needed to address them—and prepared case studies of Philadelphia's Logan Triangle and the 2023 flooding in Afghanistan to highlight the potential urgency.

Our relationship blossomed further in 2024, when Bentley sponsored a Lankenau contingent to attend the Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) national conference and career expo in Chicago—the first time many students had traveled so far from home. "More importantly, Bentley came and developed a curriculum to integrate into our Agriculture, Food and Natural Resources Career and Technical Education (CTE) course," McAtamney says. "They came and spoke to students about what they do, why, and why that industry is important—and then organized a hands-on learning day for them." Meanwhile, Bentley colleagues Joe Neukrug and Dan O'Brien joined the school's Occupational Advisory Committee and hosted students at the Philadelphia office during "Dare to Dream Career Week."

"It is a true partnership, in that they're not just donating money—they're giving time and their people, which is different," says McAtamney. "And now, we're doing the kind of work they're doing, only on a high-school level." As 2024 wound down, Lankenau students were gearing up to mount a Bentley-supported exhibit at the prestigious 2025 Philadelphia Flower Show, on the theme of sustainable "Gardens of Tomorrow."

"The biggest thing for me about Bentley is that they show up," McAtamney says. "They're present. The kids know who they are. For our seniors, there's facial recognition. The way that they're integrating with students is organic and unique, which doesn't happen a lot—especially with a business that big. So, it's pretty cool. At first, I didn't believe that something like that could happen, but it is. And they don't want anything back, except interested kids."

Top: Lankenau Environmental Science Magnet High School students before a national conference and career expo, at their Philadelphia Flower Show display (bottom)

Collaborative partner programs

AASHTO STEM Outreach Solutions is a program overseen by the American Association of State Highway and Transportation Officials to introduce students to the work world of transportation and civil engineering by offering hands-on activities designed for STEM classes. Bentley is proud to support their signature Bridge Challenge competition, in which middle- and high-school students across the United States compete to create balsa wood truss bridges that can carry the largest load relative to their weight. We provide MicroStation software and support to teachers and students to enhance the design process and acquaint a new generation with real-world engineering tools. In the wake of pandemic disruptions that imperiled the continuation of this beloved annual tradition, Bentley also provided a three-year grant via our donor-advised fund to defray student expenses for participating in the competition and attending the national finals. Our support enabled AASHTO to double participation in the national event in 2024, and we hope to see further increases in the next two years.

The **Enactus/iTwin4Good Challenge series**, jointly developed by Bentley and the global entrepreneurship and innovation nonprofit Enactus, launched in 2023 and encourages students to address sustainability challenges using our iTwin Platform for infrastructure digital twins.

A hallmark of this exciting program is the way that it asks university students to meet a global challenge by applying engineering and software creativity to address a specific need within their own communities. It began with a competition in the U.K., where teams from 18 universities used our digital twin technology to develop solutions ranging from a heat map of campus litter to drive the placement of new rubbish bins, to a project using smart sensors and machine learning (ML) algorithms to reduce a campus heating system's energy consumption. A second round of competitions included Ireland and Brazil—paving the way for further expansion in 2024, when we rolled out the competition to Germany and Canada.

This year's contest culminated at the Enactus World Cup in Astana, Kazakhstan, where a Brazilian team took the top prize in the iTwin4Good Challenge for a project inspired by a nationwide electricity blackout that had briefly but frighteningly paralyzed the country's hospitals, water services, and commerce in 2023. To address the intermittent nature of renewable energy sources and other limitations of Brazil's electricity infrastructure, the team developed an innovative solution called TwinGrid for the distribution of electrical energy under different grid loads. "It was inspiring to see the creativity and passion of students from around the globe," observes Aleksandr Frolov, a Kazakhstan-based team lead for Seequent who served as a competition judge. "Bentley sponsored five incredible teams, empowering them to use digital twin technology to address environmental and social challenges."

The **Skill Olympics 2024** was a competition held in partnership with the Construction Manpower Development Foundation and the Philippine Constructors Association. Civil engineering students from more than a dozen top universities across the Philippines engaged in a digital railway and tunnel modeling challenge that emphasized the use of Bentley's OpenRail™ Designer application for the design phase and SYNCHRO™ in the methodology phase of their projects, which culminated in an infrastructure digital twin. This program exemplifies Bentley Education's emphasis on marrying theoretical knowledge with practical know-how in a manner that prepares emerging engineers to hit the ground running when they enter the professional world.

Students celebrating their wins at the Enactus World Cup

Campus digital twins

Recognizing that universities remain the prime source of tomorrow's engineering talent, Bentley has cultivated relationships with higher-education institutions across the globe to advance the infrastructure assets represented by their own physical plants. Our digital twin team works hand-in-hand with academic and city officials to bring iTwin technology to students, empowering them to master the latest technology by applying it to their own campuses. They develop data-connected campus initiatives that showcase the usefulness of infrastructure digital twins in addressing challenges ranging from urban sustainability to extreme-weather resilience.

In Lithuania, which has set ambitious goals for improving the emissions performance of its buildings, Bentley continues to support a project at **Kaunus University of Technology (KTU)** to meet these goals while preparing engineering and architecture students to help digitize the architecture, engineering, and construction (AEC) sector. Now in its fourth year, the project, through KTU's Centre for Smart Cities and Infrastructure, has created a digital twin of the KTU campus using drone technology, processed point clouds and images of the buildings' exteriors and interiors, navigated walk-throughs, analyzed energy performance data, and much more.

Students at Kaunus University of Technology working with a digital twin of the campus

CEO Nicholas Cumins with Dublin first responders

The digital twin's footprint expands beyond the campus and into the adjacent city center. Supported by a Bentley grant, this important academic initiative doubles as catalyst for the country's progress in mitigating carbon emissions.

Bentley's ongoing work with **Dublin City University (DCU)** exemplifies another use case of campus digital twins. As part of its Smart DCU initiative, the institution is utilizing our 3D reality modeling, artificial intelligence, and immersive digital twin applications to facilitate data integration from multiple IoT sensors and monitoring devices. Consistent with the goal of developing intelligent, sustainable urban spaces, Bentley's 2024

grant funding supports an extension of this approach to improve coordination with emergency response teams from Dublin's firefighters, ambulance services, and police. This builds on a prior success of our partnership, through which Bentley helped DCU solidify its status as the world's first designated Autism Friendly University.

Meanwhile, Bentley is supporting a new initiative at the **University of Texas at Austin** to create a digital twin showing energy usage across the Forty Acres campus—from engineering labs, to medical facilities, to sports stadiums, to residence halls. The project allows researchers to analyze how buildings use energy and how the campus would react to different weather

conditions and energy demand assumptions. With the capacity to display and model past, present, and future energy usage, the campus digital twin can provide different scenarios based on climate models and extreme-weather events. As the digital twin grows in scope and sophistication, it will offer opportunities to incorporate water, urban planning, and construction data to amplify its usefulness—both to university administrators aiming to improve efficiency and quality of life, and to students seeking to master cutting-edge digital infrastructure tools to turn today's challenges into tomorrow's opportunities.

Governance

Bentley operates with a strong commitment to effective governance. Our governance structure ensures and reflects the success of our impact strategy, as well as our commitment to accountability and transparent management and reporting. Some actions that we have taken to strengthen governance include establishing accountability at the board level and having dedicated professionals formalize the rigor of our policies and disclosures.

Our actions

We learn and grow every day.

We align with our mission.

We are empowered to do what's right.

We hold ourselves accountable.

2024 accomplishments

99%

Over 99% of colleagues completed annual compliance training.

0

reportable data breaches, or enforcement and investigatory actions by users and/or regulatory authorities.

"Prime" status attained in ISS Corporate Ratings.

Corporate governance

Bentley takes an integrated, formal approach to governance. In 2024, we continued to promote good governance across our organization through regular engagement and new policies. We took steps to strengthen our formal process for enterprise risk management through continual monitoring of risks, controls, and mitigation steps identified in our enterprise-level risk assessment. During that assessment, we engaged with over 30 stakeholders, including board members and executive level leaders, across the organization and systematically identified key risks to the business, using a framework to map the relative likelihood and magnitude of potential business risks.

We continued to develop and follow through on mitigation plans with each of our topic leads to strengthen our business continuity/resiliency measures, as well as have reasonable systems to reduce manageable risks.

We plan to conduct these formal assessments on a regular three-year cadence and to engage with our executive leadership on a regular cadence annually to ensure that we are appropriately managing risks. Please see our 10-K and other SEC filings for additional details about our business risks and risk management procedures.

Board of directors

The Bentley board directs and oversees the management of the business in a manner consistent with the best interests of Bentley and its stockholders. The board is responsible for oversight and serves as the ultimate decision-making body—except for matters reserved for Bentley's stockholders. The board sets high standards for colleagues, officers, and directors, and maintains direct oversight of strategic business risks. Implicit in this philosophy is the importance of good corporate governance. The board selects and oversees the members of senior management who are charged by

the board with conducting the business of Bentley. The board is comprised of three independent directors, the four Bentley brothers who founded the company, and Nicholas Cumins, our chief executive officer.

Board members and company founders Ray, Greg, Barry, and Keith Bentley with family and colleagues at the dedication of the Founders' Knoll at company headquarters

Sustainability Committee

Bentley has established board-level accountability and oversight of its sustainability strategy through our Sustainability Committee, a board committee of independent directors. The committee meets regularly to review and approve the company's sustainability strategy and reporting plans. It also oversees compensation policies and practices, as well as evaluates programs and risks associated with the board's organization, membership, structure, corporate governance, and social responsibility.

Nominating Committee

In furtherance of its commitment to good governance, Bentley has also established a Nominating Committee comprised fully of the independent directors to assist in identifying candidates for election and re-election to our board who have the necessary skills and experience to guide Bentley into the future. The Nominating Committee is charged with identifying individuals who are qualified as candidates to serve on the board, for reasons including vacancies or newly created director seats. The committee has publicly disclosed that it will consider all factors that it considers appropriate when identifying candidates, which may include diversity of background.

Audit Committee

The purpose of the committee is to oversee the company's accounting and financial reporting processes and the audit of the company's financial statements. The primary role of the committee is to oversee the financial reporting and disclosure process.

Executive Management Team

Bentley's Executive Management Team is responsible for the company's overall business strategy and implementation.

Governance documents

A complete list of Bentley's corporate governance documents can be found here, including:

Code of Conduct

Bylaws

Certificate of incorporation

Corporate governance guidelines

Sustainability Committee charter

Nominating Committee charter

Audit Committee charter

CEO Nicholas Cumins and Executive Chair of the Board Greg Bentley at the official opening of the London flagship office

Ethics and compliance

Bentley sets high standards for our colleagues to act with integrity and to comply with all relevant laws and regulations. Our Code of Conduct details our standards and systems for business ethics and compliance, as well as sets the policies and expectations on various topics, including conflicts of interest, corporate opportunities, confidentiality, compliance with laws (including insider trading laws), use of our assets and business conduct, and fair dealing.

In 2024, over 99% of our colleagues completed our annual commitments to compliance and ethics.

Awareness and training

All of Bentley's global colleagues are trained through a robust compliance and ethics program. As part of our annual compliance commitments, our colleagues are required to take online training on key topics covered in our Code of Conduct and Information Security Policy. Throughout the year, we retrain colleagues and provide them with awareness information and publish a Compliance Newsletter on a variety of relevant topics—including conflicts of interest, data security and privacy.

Human rights

Bentley takes a strong stance against human trafficking and all forms of modern slavery. While the inherent technical and professional nature of our business creates a low risk of this occurring in our value chain, we nonetheless maintain strict policies protecting against human rights violations. Our Modern Slavery Act Statement and Conflict Minerals Policy communicate our approach to managing these risks.

Bentley conducts business in countries that may be more vulnerable to human rights abuses than others, and we have a zero-tolerance policy for such abuses. We have processes for communicating this zero-tolerance policy and a framework for upholding the obligations in the Modern Slavery Act. We also support the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work's eight conventions. These conventions uphold workers' rights to organize and collectively bargain, eliminate forced labor, prohibit child labor, and protect workers against discrimination. We promote and protect fair labor practices, including providing or exceeding the minimum wage wherever we do business.

Intellectual property

The success of our business depends more on the quality of our proprietary software solutions, technology, processes, and domain expertise than on copyrights, patents, trademarks, and trade secrets. Bentley relies on a combination of copyrights, patents, trademarks, and trade secrets in the U.S. and other jurisdictions to secure our intellectual property—and we use contractual provisions and non-disclosure agreements to protect it.

Suppliers and business partners

Bentley conducts business with integrity and upholds high standards for business ethics and responsibility—and we expect the same from our suppliers, vendors, and other business partners. Our Supplier Code of Conduct details our commitment to responsible business throughout our supply chain.

All suppliers and their employees or consultants must adhere to this Supplier Code of Conduct while conducting business with and/or on behalf of Bentley. Violations of the Supplier Code of Conduct may result in termination of the supplier relationship with Bentley.

Bentley's Supplier Code of Conduct promotes our commitment to an ethical and responsible supply chain by specifying that Bentley's suppliers abide by applicable laws, regulations, and standards concerning working hours and conditions for all workers. Bentley supports workplace fair practices that promote belonging and inclusion. Bentley suppliers also must abide by the environmental stewardship standards outlined in our Environmental Policy.

Data security

Bentley's data security program is founded on the principle that protecting data is core to our success as a business. We recognize our responsibility to protect colleague, company, account, and user data with which we are entrusted. Bentley has implemented a risk-based security program that uses a combination of process, technology, and security controls, as well as leverages industry best practices, as defined by our various information security frameworks. Bentley has chosen to pursue and maintain several industry-leading security certifications, and our security program is regularly subject to internal and external audits, attestations, and third-party security assessments.

Bentley's self-service Trust Portal provides FAQs, certifications, and documents that offer insights into our security practices. Bentley's Trust Portal allows accounts and users to access self-service information and submit questions directly to our Account Trust team.

"The protection of data is embedded in everything we do here at Bentley. We prioritize fundamental practices along with industry best practices and strive to meet rigorous third-party compliance requirements. In addition, we have increased the method and deployment of our security training, including the use of regular monthly videos and tabletop exercises."

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Tom Cibelli
Chief Information Security Officer

Attestations and certifications

Bentley has elected to pursue and maintain several industry-leading security certifications, including:

Bentley also maintains multiple industry-specific certifications, including the Cyber Defense and Risk accreditation from the U.K. Ministry of Defense, and is working towards FedRAMP authorization for many products and services from the U.S. government.

Application security

Bentley has a Common Vulnerability Exposure (CVE) program that regularly issues security advisories to help our users reduce risks in our desktop products.

Bug Bounty program

Bentley operates a responsible disclosure program, which allows security researchers and/or users with security concerns to engage directly with Bentley's security team.

Responsible use of AI and machine learning (ML)

We must quickly improve the way we design, build, and operate infrastructure to meet surging global demand, support renewable energy goals, and ensure a more sustainable future. New advancements in AI and ML are enabling a strategic approach to sustainable infrastructure. Bentley is committed to using AI and ML responsibly to support our business and users. We have adopted several controls to ensure that best practices are being used in the development and deployment of AI/ML-enabled products and services.

Advocacy of privacy and security

Bentley is an active member of BSA | The Software Alliance and supports their work advocating for public policies that improve privacy and security standards globally.

Governance of privacy and security

Bentley's board has increased its ongoing oversight role over cybersecurity and privacy risks. They receive regular updates from our information technology security team regarding our primary risk areas, directing management to report back at regular intervals regarding such matters.

Training and awareness

Bentley implemented new cybersecurity awareness training throughout 2024 that included video, e-learning, and security bulletins and newsletters on Data Privacy Day in January.

Privacy

Bentley recognizes privacy as a critical business imperative for all stakeholders, including users, accounts, and colleagues. We are committed to safeguarding the data entrusted to us and we design privacy directly into our products, services, culture, and processes. Our global privacy and data protection program is supported by an international team of experts and allows us to keep pace with the rapidly evolving regulatory landscape.

Privacy certification

In 2024, Bentley's privacy and data protection program underwent a rigorous and independent assessment by security and privacy experts; this thorough process resulted in Bentley obtaining its ISO 27701 certification, the international standard for Privacy Information Management System (PIMS).

International data transfers

As a global company, we transfer data across borders to support the delivery of our products and services. Bentley has adopted supplemental measures to safeguard these data flows, which are detailed in the Data Processing Addendum. Further, Bentley has certified to the U.S. Department of Commerce that it adheres to data privacy framework principles providing an additional level of reassurance to data subjects in the European Union (EU), U.K., and Switzerland.

Data localization

In response to user requirements and in compliance with applicable laws, Bentley offers data localization for many of our cloud-based services, empowering accounts and users to decide where their data should be located.

Privacy-related statements

Bentley maintains several privacy-related statements to improve transparency with users, colleagues, and prospective users. They can be accessed through the privacy section of Bentley's Trust Center.

Government relations and infrastructure policy advancement

Bentley advocates and engages with policymakers around the world to promote the advantages and benefits of digital transformation, as well as more valuable data, assets, and project leadership. Our Government Relations and Infrastructure Policy Advancement teams coordinate with key stakeholders from all markets, finance, insurance, industry associations, and executive government departments to transform and advance infrastructure policy. These efforts result in better decisions, faster approvals, more innovative designs, higher efficiency construction methods, and more financially and environmentally viable operations. Our hope is that these practices yield better investments for economic growth and a sustainable environment.

Collaboration is key to our strategy to advance a global community actively working together for a sustainable environment for all.

Digital inroads in U.S. infrastructure

Bentley's comprehensive efforts to advance digital infrastructure initiatives at the state and federal levels continued to bear fruit in 2024. A prime example came thanks to the Advanced Digital Construction Management Systems Program (ADCMS). Bentley was a key advocate in its creation under the 2021 Infrastructure Investment and Jobs Act (IIJA), which provided funding to state DOTs to enhance their technological infrastructure, partly by allowing them to partner with private firms.

That's how the Ohio DOT came to approach Bentley in June 2024, seeking a partner to support long-term delivery goals through our iModel® solution. By enabling multiple parties to share and visualize a wide array of information regardless of its original sources or formats, Bentley's iModel can streamline design, procurement, construction, and asset management. By partnering with Bentley to replace traditional methods like PDFs with a dynamic iModel, the Ohio DOT was able to strengthen its application and ultimately win a grant. We expect more state DOTs to adopt this approach as ADCM systems help to advance the industry toward digital maturity.

Our government relations and policy team has also been active in other areas pertaining to the IIJA. In late 2023, we successfully lobbied the **U.S. Environmental Protection Agency** to clarify that both Clean Water State Revolving Funds (CWSRF) and Drinking Water State Revolving Funds (DWSRF) may be used on digital infrastructure technologies, such as system controls, hydraulic analysis, geographic information systems, and asset management systems. Our advocacy also helped to shape the **FAA Reauthorization Act of 2024**, which set Congressional priorities for the Federal Aviation Administration through 2028. Most significantly, the act made ADCM systems eligible for funds through the Airport Improvement Program. Bentley looks forward to supporting increasingly varied efforts by airport authorities to use federal dollars on digital infrastructure technologies to reduce project costs, accelerate project delivery, and build the resilient, sustainable airports of the future.

European water resilience strategy

In 2024, Bentley came together with 12 other companies to issue a joint statement encouraging the incoming European Commission (EC) to prioritize digitalization in its efforts to create a water-resilient Europe. This appeal responded directly to EC President Ursula von der Leyen's announcement of a forthcoming European Water Resilience Strategy during the 2024-2029 EU political cycle.

Highlighting the importance of water as a resource under pressure from climate change, population growth, and aging infrastructure across Europe's highly fragmented water management ecosystem, the statement advocated steps to advance a **"One Water"** approach to "enhance the link between the green and digital transitions, as well as ensure EU energy security and resilience, strengthen industrial competitiveness, uphold nature restoration and biodiversity, and take the decisive steps needed toward a more sustainable future."

It recommended a five-point action plan encompassing digital twins for drinking water, stormwater, and wastewater monitoring and analysis; data-centric deliverables through existing funding frameworks, such as the Cohesion Fund and the National Climate and Energy Plans; advancing interoperability of data formats across Member States as they develop capacity at the national and local levels; opportunities for university and enterprise collaborations; and transparency initiatives to communicate water-management priorities and accomplishments to consumers. The letter's enthusiastic reception in Brussels spurred the signatories to explore a formal coalition to collaborate with the Commission as the 2024-2029 EU political cycle gets under way.

Transforming Infrastructure Performance (TIP)

Our team engaged more than 400 international industry and governmental leaders in TIP summits offered in Manchester, London, and Toronto to advance knowledge and leadership initiatives in transforming infrastructure performance using data and digital systems.

"Changing the way that infrastructure is procured and delivered to emphasize collaboration between the public and private sectors lies at the heart of industry transformation," says Mark Coates, Bentley's senior international director of infrastructure policy advancement. "The old adage is 'measure twice and cut once.' The new one is 'build it digitally four or five times before you break ground.' That's the difference between a project that's 'shovel-ready' and one that's 'shovel-worthy.' A shovel-ready project may have the initial drawings done—but circumstances and opinions change, and every change has a financial implication. That's the cause of so many budget overruns. But building it first as a digital twin is a way to make a project truly shovel-worthy—because you've thought through not only what you're going to build, but how you're going to do it. And from a sustainability perspective, fewer mistakes often means less carbon."

For the past several years, Bentley's TIP Summits have served as an invaluable "business magnifier and best-practices magnifier," Coates adds. The 2024 editions showcased how this dynamic has progressed from project-to-project case studies to country-to-country infrastructure development standards.

"This is a progression of the maturity of our policy work, which is becoming more sophisticated about knowledge transfer. Bentley is increasingly becoming the glue between all these participants."

Learn more about TIP [here](#).

Geopolitical risk assessment and mitigation

As a global company, Bentley constantly monitors relevant geopolitical risks in each of the markets where we operate to implement adaptive strategies in the face of global events and the environment, ensuring strong business continuity. As part of our risk mitigation and resiliency strategy, we continually monitor, assess, and adapt to these risks as they arise.

Appendix

Forward-looking statements

Principles, frameworks, and indices

Policies and resources

Awards and recognitions

This report includes estimates, projections, and other forward-looking statements within the meaning of federal securities laws. The words "believe," "may," "will," "estimate," "continue," "anticipate," "intend," "expect," and similar expressions are intended to identify forward-looking statements. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. We describe risks and uncertainties that could cause actual results and events to differ materially in our Form 10-K and subsequent Form 10-Q, which are on file with the United States Securities and Exchange Commission. We disclaim any obligation to update the forward-looking statements provided to reflect events that occur or circumstances that exist after the date on which they were made.

At Bentley, we are committed to reporting on relevant and material topics aligned with leading frameworks and methodologies. We believe this is key to providing better reporting outcomes and communication flows for our stakeholders. Our reporting is guided by several frameworks and standards.

- GRI

- SASB Standards

- GHG Protocol

- Science Based Targets

- UN Global Compact

Data Hub

Code of Conduct

Conflict Minerals Policy

Environmental Policy

Equal Employment Opportunity and Affirmative Action Statement of Policy

Responsible Marketing Policy

Statement Against Modern Slavery and Human Trafficking

Statement regarding Section 508 of the Rehabilitation Act

Supplier Code of Conduct

Impact

Sustainability Stories

Tax Policy

Trust Center

America's Greenest Companies 2024 - Newsweek Rankings

Sustainability Project of the Year by Construction Computing Awards

Digital Construction Project of 2024 by Construction Computing Awards

America's Climate Leaders - USA Today & Statista

World's Most Sustainable Companies - TIME & Statista

2024 Civic 50 Greater Philadelphia - The Chamber of Commerce for Greater Philadelphia

Blyncsy Achieves Sustainability Partner Designation in the Google Cloud Partner Advantage Program

Awarded ISS Corporate Rating Prime Status

Environmental data

Emissions inventory (tCO$_2$e)

Scope and Source	2019 (Baseline year)	2022	2023	2024
Scope 1	1,980	2,188	1,665*	1,604
S1: mobile combustion	847	959	853	769
S1: stationary combustion	1,104	1,167	767*	793
S1: fugitive emissions	29	62	45	41
Scope 2 (location-based)	4,347	3,508	2,604*	2,704
Scope 2 (market-based)	4,347	3,508	2,951*	2,659
Scope 3	35,969	26,599	28,435*	30,395
S3: C1 purchased goods and services	13,353	14,738	15,196	16,454
S3: C2 capital goods	1,601	1,213	2,105	1,191
S3: C3 fuel- and energy-related activities	1,942	1,462	1,063*	1,054
S3: C4 upstream transportation and distribution	426	420	369	306
S3: C5 waste generated in operations	430	302	297	207
S3: C6 business travel	13,451	7,747	8,531	10,350
S3: C7 employee commuting	4,719	671	682	553
S3: C13 downstream leased assets	0	0	188	248
S3: C15 investments	48	46	3	32

Energy consumed (MWh)

	2022	2023	2024
Total renewable	0	6*	1,350
Total non-renewable	17,061	12,575*	10,890
Total energy	17,061	12,581*	12,240

Emissions intensity (tCO$_2$e/$M revenue)

	2022	2023	2024
Scope 1	2.0	1.4*	1.2
Scope 2 (location-based)	3.2	2.4*	2.0
Scope 3	24.2	23.1*	22.5

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* Restatements to 2023 emissions figures. While preparing our 2024 CDP disclosure, we identified a calculation error in some electricity and fuel consumption estimations (used only for sites where actual data was unavailable). Correcting this error has led to an increase in our Scope 1, 2 and Scope 3 Category 3 emissions, however we remain on track to achieving our Scope 1 & 2 and Scope 3 science-based targets. We are restating these numbers at this time to ensure alignment between our independently reported figures in our 2023 Impact Report and 2024 CDP disclosure.

Scope 3 Category 13 is a newly included category in the 2023 inventory due to several offices being subleased to other tenants throughout the year. This category is not relevant to Bentley in prior years as no offices were subleased in these years.

Colleague data

Number of colleagues

	FY22	FY23	FY24
Global	5214	5355	5582
U.S.	1396	1410	1471
Americas (Including U.S.)	2034	2090	2216
Asia	1632	1697	1752
EMEA	1548	1568	1614

Global gender diversity (%)

		FY22	FY23	FY24
All colleagues	Male	69.6%	69.2%	68.6%
	Female	30.4%	30.8%	31.4%
	Undisclosed	0%	0%	0%
Leadership*	Male	88.0%	84.1%	84.6%
	Female	12.0%	15.9%	15.4%
	Undisclosed	0%	0%	0%
Management (Non-executive)	Male	75.7%	73.3%	73.8%
	Female	24.3%	26.7%	26.2%
	Undisclosed	0%	0%	0%
Technical staff	Male	75.0%	77.1%	76.9%
	Female	25.0%	22.9%	23.1%
	Undisclosed	0.0%	0.0%	0.0%
Sales staff	Male	64.0%	65.1%	65.2%
	Female	36.0%	34.9%	34.8%
	Undisclosed	0%	0%	0%
All other colleagues	Male	58.0%	57.6%	55.3%
	Female	42.0%	42.4%	44.7%
	Undisclosed	0.0%	0.0%	0.0%
Colleagues hired during reporting period	Male	68.6%	66.9%	66.9%
	Female	31.4%	33.1%	33.1%
	Undisclosed	0%	0%	0%

United States gender diversity (%)

		FY22	FY23	FY24
All colleagues	Male	68.1%	67.7%	67.6%
	Female	31.9%	32.3%	32.4%
	Undisclosed	0%	0%	0%
Leadership*	Male	85.5%	80.9%	82.9%
	Female	14.5%	19.1%	17.1%
	Undisclosed	0%	0%	0%
Management (Non-executive)	Male	69.0%	70.4%	70.9%
	Female	31.0%	29.6%	29.1%
	Undisclosed	0%	0%	0%
Technical staff	Male	80.3%	81.6%	81.6%
	Female	19.7%	18.4%	18.4%
	Undisclosed	0.0%	0.0%	0.0%
Sales staff	Male	61.6%	63.0%	65.0%
	Female	38.4%	37.0%	35.0%
	Undisclosed	0%	0%	0%
All other colleagues	Male	55.0%	52.2%	51.1%
	Female	45.0%	47.8%	48.9%
	Undisclosed	0.0%	0.0%	0.0%
Colleagues hired during reporting period	Male	66.0%	68.7%	65.5%
	Female	34.0%	31.3%	34.5%
	Undisclosed	0%	0%	0%

*   Executive and Senior Level Management

United States racial and ethnic diversity (%)

		FY22	FY23	FY24
All colleagues	Asian	14.3%	15.1%	15.4%
	Black or African American	3.6%	3.8%	4.6%
	Hispanic or Latino	4.4%	4.5%	4.4%
	Native American or Alaska Native	0.2%	0.2%	0.2%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	2.2%	2.3%	2.3%
	White	75.3%	74.1%	73.1%
	Not specified	0.0%	0.0%	0.0%
Leadership*	Asian	5.5%	4.3%	7.3%
	Black or African American	0.0%	0.0%	0.0%
	Hispanic or Latino	0.0%	0.0%	0.0%
	Native American or Alaska Native	0.0%	0.0%	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	1.8%	2.1%	2.4%
	White	92.7%	93.6%	90.2%
	Not specified	0.0%	0.0%	0.0%
Management (Non-executive)	Asian	12.5%	12.1%	13.3%
	Black or African American	1.5%	2.4%	1.4%
	Hispanic or Latino	3.0%	3.0%	3.6%
	Native American or Alaska Native	0.0%	0.0%	0.0%
	Native Hawaiian or Pacific Islander	0.4%	0.0%	0.0%
	Two or more races	1.8%	2.4%	1.8%
	White	80.8%	80.1%	79.9%
	Not specified	0.0%	0.0%	0.0%

		FY22	FY23	FY24
Technical staff	Asian	20.7%	23.4%	23.2%
	Black or African American	3.9%	4.6%	5.4%
	Hispanic or Latino	4.3%	4.8%	4.6%
	Native American or Alaska Native	0.0%	0.0%	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	1.9%	1.8%	1.7%
	White	69.1%	65.4%	65.1%
	Not specified	0.0%	0.0%	0.0%
Sales staff	Asian	6.6%	5.8%	3.9%
	Black or African American	4.6%	3.9%	5.8%
	Hispanic or Latino	6.6%	7.1%	6.3%
	Native American or Alaska Native	0.0%	0.0%	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	3.3%	2.6%	3.4%
	White	78.8%	80.5%	80.6%
	Not specified	0.0%	0.0%	0.0%

		FY22	FY23	FY24
All other colleagues	Asian	12.5%	12.9%	14.5%
	Black or African American	4.6%	4.2%	5.6%
	Hispanic or Latino	5.0%	4.8%	4.1%
	Native American or Alaska Native	0.7%	0.7%	0.6%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	2.4%	2.6%	2.8%
	White	74.8%	74.8%	72.4%
	Not specified	0.0%	0.0%	0.0%
Colleagues hired during reporting period	Asian	16.2%	16.2%	16.4%
	Black or African American	5.3%	5.1%	7.6%
	Hispanic or Latino	6.9%	6.1%	4.0%
	Native American or Alaska Native	0.4%	0.0%	0.4%
	Native Hawaiian or Pacific Islander	0.4%	0.0%	0.0%
	Two or more races	3.2%	3.0%	2.9%
	White	67.6%	69.7%	68.7%
	Not specified	0.0%	0.0%	0.0%

*   Executive and Senior Level Management

Global age diversity (%)

		FY22	FY23	FY24
	Under 30	19.2%	18.2%	17.6%
All colleagues	30 to 50	56.0%	56.8%	58.9%
	Over 50	24.9%	25.1%	23.5%
	Under 30	0.0%	0.0%	0.0%
Leadership*	30 to 50	29.3%	34.8%	38.5%
	Over 50	70.7%	65.2%	61.5%
	Under 30	1.4%	1.6%	0.9%
Management (Non-executive)	30 to 50	61.0%	60.2%	61.3%
	Over 50	37.6%	38.2%	37.8%
	Under 30	30.4%	29.7%	28.4%
Technical staff	30 to 50	52.3%	53.3%	56.2%
	Over 50	17.3%	17.0%	15.5%
	Under 30	18.4%	14.2%	15.0%
Sales staff	30 to 50	58.2%	58.8%	61.3%
	Over 50	23.4%	27.0%	23.7%
	Under 30	12.2%	14.1%	13.2%
All other colleagues	30 to 50	59.7%	59.6%	61.1%
	Over 50	28.1%	26.3%	25.7%
	Under 30	35.1%	36.9%	32.3%
Colleagues hired during reporting period	30 to 50	50.7%	49.0%	57.5%
	Over 50	14.2%	14.1%	10.1%

*   Executive and Senior Level Management

**   Reporting period Jan 1 – Dec 31, 2024

Colleague engagement

Engagement scores

		FY22	FY23	FY24
Global	Engagement score	79%	76%	80%
	Coverage (percent responding)	92%	88%	88%
United States	Engagement score	78%	78%	80%
	Coverage (percent responding)	90%	88%	85%

Colleagues receiving regular performance reviews (%)

		FY22	FY23	FY24
Global	Overall	95.97%	94.83%	98.89%
	Male	96.24%	95.43%	99.04%
	Female	95.33%	93.48%	98.54%
United States	Overall	96.29%	93.54%	98.47%
	Male	96.02%	93.74%	98.66%
	Female	96.88%	93.11%	98.07%

Colleague turnover

Turnover rates (global, by employment level; %)

		FY22	FY23	FY24
All colleagues	Total turnover	13.77%	10.81%	12.77%
	Voluntary turnover	11.62%	7.97%	6.93%
	Involuntary turnover	2.15%	2.84%	5.84%
Leadership*	Total turnover	16.00%	27.54%	27.69%
	Voluntary turnover	13.33%	23.19%	15.38%
	Involuntary turnover	2.67%	4.35%	12.31%
Management (Non-executive)	Total turnover	9.57%	10.60%	12.16%
	Voluntary turnover	6.86%	7.30%	5.85%
	Involuntary turnover	2.72%	3.31%	6.32%
Technical staff	Total turnover	13.16%	10.90%	12.91%
	Voluntary turnover	11.81%	8.40%	8.11%
	Involuntary turnover	1.35%	2.49%	4.80%
Sales staff	Total turnover	23.20%	14.75%	16.69%
	Voluntary turnover	18.60%	9.71%	8.08%
	Involuntary turnover	4.60%	5.04%	8.60%
All other colleagues	Total turnover	13.84%	8.83%	10.46%
	Voluntary turnover	11.60%	6.58%	4.98%
	Involuntary turnover	2.25%	2.25%	5.48%

Turnover rates (by region; %)

		FY22	FY23	FY24
Global - all colleagues	Total turnover	13.77%	10.81%	12.77%
	Voluntary turnover	11.62%	7.97%	6.93%
	Involuntary turnover	2.15%	2.84%	5.84%
United States	Total turnover	14.83%	13.11%	14.55%
	Voluntary turnover	10.53%	8.58%	7.14%
	Involuntary turnover	3.01%	4.54%	7.41%
Americas (including U.S.)	Total turnover	13.52%	11.86%	13.76%
	Voluntary turnover	10.72%	8.03%	6.54%
	Involuntary turnover	2.80%	3.83%	7.22%
Asia	Total turnover	15.56%	10.02%	10.27%
	Voluntary turnover	14.77%	8.31%	6.34%
	Involuntary turnover	0.80%	1.71%	3.94%
EMEA	Total turnover	12.21%	10.27%	14.13%
	Voluntary turnover	9.50%	7.53%	0.81%
	Involuntary turnover	2.71%	2.74%	6.01%

Turnover rates (by gender; %)

		FY22	FY23	FY24
Global - all colleagues - male	Total turnover	13.97%	10.83%	13.24%
	Voluntary turnover	11.49%	7.94%	7.47%
	Involuntary turnover	2.48%	2.89%	5.77%
Global - all colleagues - female	Total turnover	13.32%	10.77%	11.76%
	Voluntary turnover	11.93%	8.05%	5.76%
	Involuntary turnover	1.39%	2.72%	5.99%

*   Executive and Senior Level Management

GRI disclosures

Code	Indicator	Response
2-1	Legal name	Bentley Systems, Incorporated
	Nature of ownership and legal form	Bentley Systems, Incorporated is a publicly traded company headquartered in Exton, Pennsylvania and incorporated in Delaware. Our Class B common stock is traded on the Nasdaq Stock Market LLC under the symbol BSY. There is no established public trading market for our Class A common stock.
	Location of headquarters	Exton, Pennsylvania, United States of America
	Countries of operation	Bentley Offices
2-2	Entities included in the Organization's Sustainability Reporting	Except where specifically noted, the disclosures in this report include Bentley Systems, Incorporated (the ultimate parent company) and our consolidated subsidiaries as detailed in our most recent SEC Form 10-K, Exhibit 21.
	Consolidated subsidiaries	SEC Form 10-K, Exhibit 21
	Differences between the list of entities included in financial reporting and sustainability reporting	No difference.
	Approach used for consolidating reporting	The information disclosed herein, except where specifically stated, is consolidated at the global level in alignment with the financial reporting of Bentley Systems, Incorporated covering the year ending December 31, 2024.
2-3	Reporting period	Except where specifically noted, the disclosures in this report reflect the year ending December 31, 2024.
	Frequency of reporting	Annual, covering fiscal year (January 1 through Dec 31).
2-7	Employees	Colleague data
2-9	Governance structure and composition	Governance documents
2-23	Key policy commitments	UN Global Compact	Bentley Systems, Incorporated
		Legal Overview
		Data Hub
		Trust Center
2-25	Processes to remediate negative impacts	Administration and Disciplinary Action

GRI disclosures continued

Code	Indicator	Response
2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Hotline
2-29	Stakeholder engagement process	2024 priorities and highlights
3-1	Process to determine material topics	2024 priorities and highlights
3-2	List of material topics	2024 priorities and highlights
3-3	Management of material topics	2024 priorities and highlights
205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption, Anti-Bribery, and Improper Payments or Services (Bentley Code)
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Monetary losses due to litigation or fines related to anti-competitive behavior, anti-trust, and monopoly practices: FY22 FY23 FY24 $0 $0 $0
207-1	Approach to tax	Global Tax Policy
305-1	Direct (Scope 1) GHG emissions	Environmental data
305-2	Energy indirect (Scope 2) GHG emissions	Environmental data
305-3	Other indirect (Scope 3) GHG emissions	Environmental data
305-4	GHG emissions intensity	Environmental data
308-1	New suppliers that were screened using environmental criteria	Environmental Policy
401-1	New employee hires and employee turnover	Colleague turnover
401-2	Colleague benefits	Global benefits
404-1	Average hours of training per year per employee	Colleague learning and development
404-2	Programs for upgrading employee skills and transition assistance programs	Colleague learning and development
404-3	Percentage of employees receiving regular performance and career development reviews	Colleague data

GRI disclosures continued

Code	Indicator	Response
405-1	Diversity of governance bodies and employees	Colleague data
406	Non-discrimination	Non-Discrimination, Freedom of Association, and Equal Employment Opportunity (Bentley Code)
407	Collective bargaining	Non-Discrimination, Freedom of Association, and Equal Employment Opportunity (Bentley Code)
408	Child labor	Fair Labor Practices and Human Rights (Bentley Code)
409	Forced or compulsory labor	Human rights
		Fair Labor Practices and Human Rights (Bentley Code)
		Statement Against Modern Slavery and Human Trafficking
414	Supplier social assessment	Suppliers and business partners
		Supplier Code of Conduct
418	Customer privacy	Trust Portal
		Privacy Policy
		Privacy

Monetary losses due to litigation or fines related to customer privacy:

FY22	FY23	FY24
$0	$0	$0

| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | **Reportable data breaches:** |

FY22	FY23	FY24
$0	$0	$0

| 427 | Marketing and labeling | Responsible Marketing Policy |

SASB disclosures

Code	Title	Response
TC-SI-130a.1	Energy use	Environmental data
TC-SI-130a.2	Water use	Our direct water consumption is not currently considered material to our business. As a provider of software and related services that does not own or operate data centers, our water consumption is limited to that of our presence in offices. We do not engage in water withdrawal or consumption on an industrial scale.
TC-SI-130a.3	Environmental discussion	Environmental Policy

Monetary losses due to litigation or fines related to environmental violations:

FY22	FY23	FY24
$0	$0	$0

Code	Title	Response
TC-SI-220a.1	Advertising and privacy discussion	Responsible Marketing Policy
TC-SI-220a.2	Customer information use	Data Processing Addendum
		Privacy Policy
		GDPR Compliance Statement
		Trust Center
		Trust Portal
TC-SI-220a.3	Customer privacy legal losses	

Monetary losses due to litigation or fines related to customer privacy:

FY22	FY23	FY24
$0	$0	$0

Code	Title	Response
TC-SI-220a.4	Requests for customer information	How we handle customer information
TC-SI-220a.5	Data privacy discussion	Privacy

SASB disclosures continued

Code	Title	Response
TC-SI-230a.1	Data breaches	**Reportable data breaches:** FY22 FY23 FY24 $0 $0 $0
TC-SI-230a.2	Data security discussion	Data Security
TC-SI-330a.2	Employee engagement	Colleague engagement
TC-SI-330a.3	Employee representation-gender	Colleague data
TC-SI-330a.3	Employee representation-race/ethnicity	Colleague data
TC-SI-520a.1	Anti-competitive behavior litigation	**Monetary losses due to litigation or fines related to anti-competitive behavior, anti-trust, and monopoly practices:** FY22 FY23 FY24 $0 $0 $0
TC-SI-550a.1	Technology disruptions	Bentley Cloud Services Dashboard Service Level Agreement Common Vulnerability Exposure (CVE)
TC-SI-550a.2	Technology disruptions discussion	Bug Bounty Report Trust Center Trust Portal

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