

2025 inclusion, diversity, and equity alliance

Gender pay gap report United Kingdom 2025



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Around the world, infrastructure professionals rely on software from Bentley Systems 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.

Bentley Systems (UK) Ltd. (Bentley) is committed to our culture of belonging and inclusion, where all our United Kingdom (UK) colleagues have equitable opportunities to do their best work and contribute to our success. As part of this commitment, we are publishing our 2025 UK Gender Pay Gap Report in alignment with the UK Government criteria.

Our gender pay gap is primarily driven by the distribution of men and women across different roles and levels within the organisation. As shown in our quartile data, women are underrepresented in the highest pay quartile and more represented in the lower pay quartile. This distribution has a direct impact on our overall gender pay gap.

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

Our progress

In 2025, Bentley continued to build on its progress in advancing pay fairness and transparency across the organisation. Bentley has continued to make steady progress in reducing gender disparities across pay and bonus outcomes.

Since 2022, both the mean and median pay gaps have reduced significantly, with the mean pay gap improving to 9.9% in 2025 and the median pay gap reducing to 11.5%, reflecting a more balanced pay distribution across the organisation. The most notable improvement has been in the bonus pay gap, where the mean bonus gap reduced from 50.2% in 2024 to 25.9% in 2025, alongside maintaining the median bonus gap. Female representation has also strengthened within several pay quartiles, particularly in the lower and middle quartiles, while representation in the highest pay quartile has remained comparatively strong at 38%. In addition, bonus participation for women increased significantly in 2025 to 69.6%.

While these trends demonstrate meaningful progress and the positive impact of initiatives focused on equitable hiring, development, promotion, and reward practices, areas of focus remain around increasing female representation within upper-middle and senior pay quartiles and continuing to reduce bonus disparities over time.

Overall, we believe our focused initiatives on unbiased hiring, fair promotion processes, and mentorship are key contributors to the positive trends we are seeing in our pay gap data. These programs are designed to directly address the structural causes of the gap, and the recent improvements in representation and pay equity affirm our commitment to this strategy. We continue to make progress by collaborating closely with our colleagues to support further innovation and help drive business objectives which translate into successful business outcomes.

Our commitment

Gender pay gap reporting brings more transparency to workplace gender equality. To ensure equitable opportunities, we have implemented several strategies to help attract and retain our female colleagues, including the following:

- Bentley's talent acquisition strategy continues to leverage best practices to attract, engage, and hire top talent who will accelerate Bentley's success. Reducing the risk of bias in recruitment processes continues to be an area of focus. We utilise a gender decoder for our job adverts, and we host engagement meeting discussions between talent acquisition and hiring managers to cover inclusion topics, such as encouraging a range of perspectives in interview panels.
- We conduct regular pay reviews to support fair and consistent pay practices.
- We deploy strategies to attract and retain qualified candidates with each open position to meet the needs of our global workforce.
- We continue to invest in and support our people, develop our talent, and enhance our training, mentoring, and awareness initiatives around unconscious biases and how they can impact the talent acquisition process.
- We aim for fair, merit-based promotions. We hold performance and key talent calibration sessions to make sure we get diverse opinions and highlight different kinds of contributions. We educate managers to help reduce bias when evaluating performance by understanding the various types of impact someone can make, such as improving a process or creating an inclusive environment.
- Bentley offer a global mentoring program which connects colleagues with experienced internal mentors to support their growth and development. This initiative fosters networking and helps professionals at all stages of their careers to enhance their skills and advance through mentorship, strategic networking, and educational sessions focused on career development.



- We have several family-friendly policies and initiatives in place which go beyond the statutory minimum, including enhanced paid parental leave for our colleagues in the UK from day one of employment. We plan to continue our commitments to gender pay parity, analysis, and benefits to ensure our colleagues' wellbeing.
- Bentley's workforce plan is built on a solid foundation of trust, empowering colleagues and their managers to make responsible and effective choices about the right balance between working from the office and remotely. This plan does not require colleagues to come into the office at any specific frequency. Rather, it allows colleagues the flexibility to make these choices with their manager to achieve business success and maintain a high level of productivity and engagement. This allows Bentley colleagues across the globe to contribute to Bentley's success in a meaningful way while enhancing belonging and work-life balance.
- We provide tools, policies, and manager guides to support colleague wellbeing, mental health, and resilience. We have dedicated, specially trained wellbeing support clinicians via our fully funded health care offering to provide global wellbeing and mental health support, management consultations, grief support, and crisis response. We also have colleague mental health champions who advocate for mental health.

Looking to the future

We are confident that we have the right culture in place to support the growth and development of our full colleague population. We are also confident that we are driving long-term change in the right direction, through persistent focus and by challenging embedded ways of working. Now, we need to increase our progress, and we expect our leaders at all levels to support the advancement of our commitments wholeheartedly. In 2026 and beyond, we will continue to formalize our goals and targets to drive change whilst continuing to create an inclusive environment for all.

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

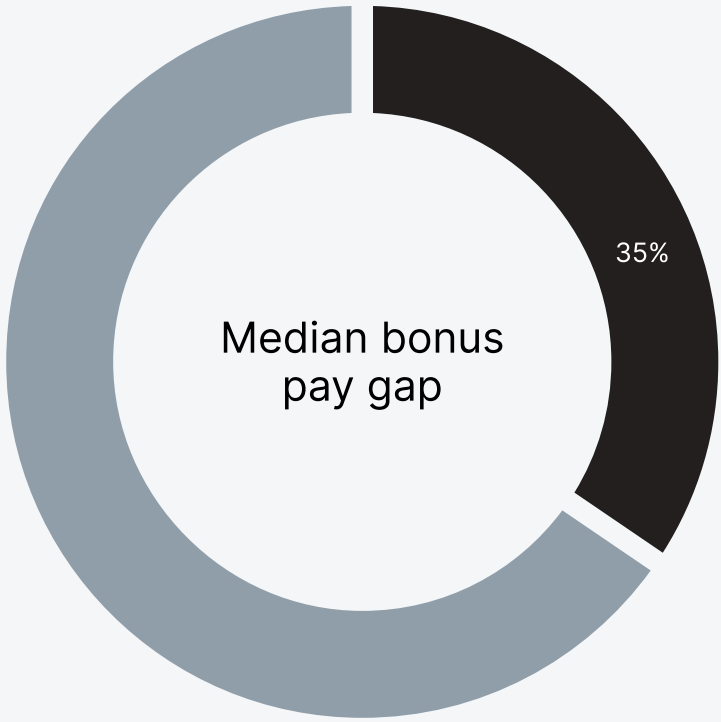
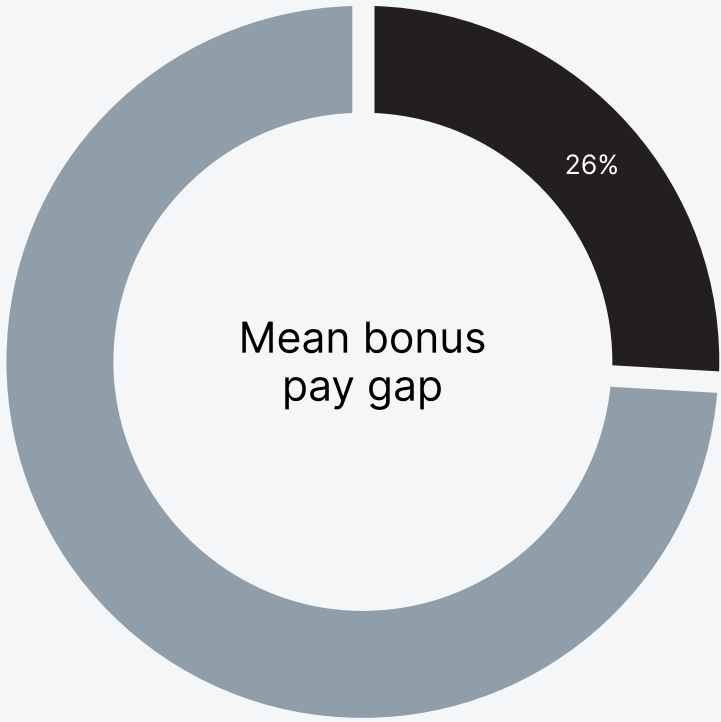
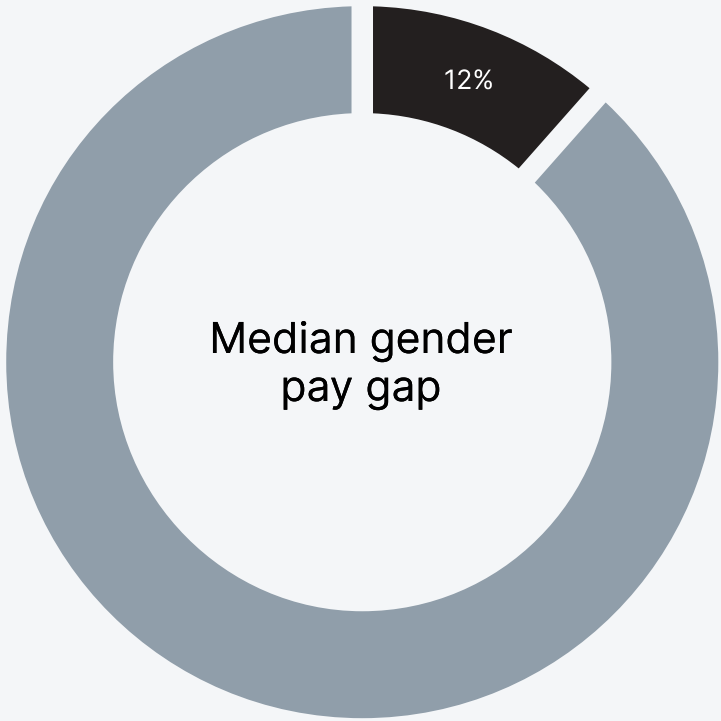
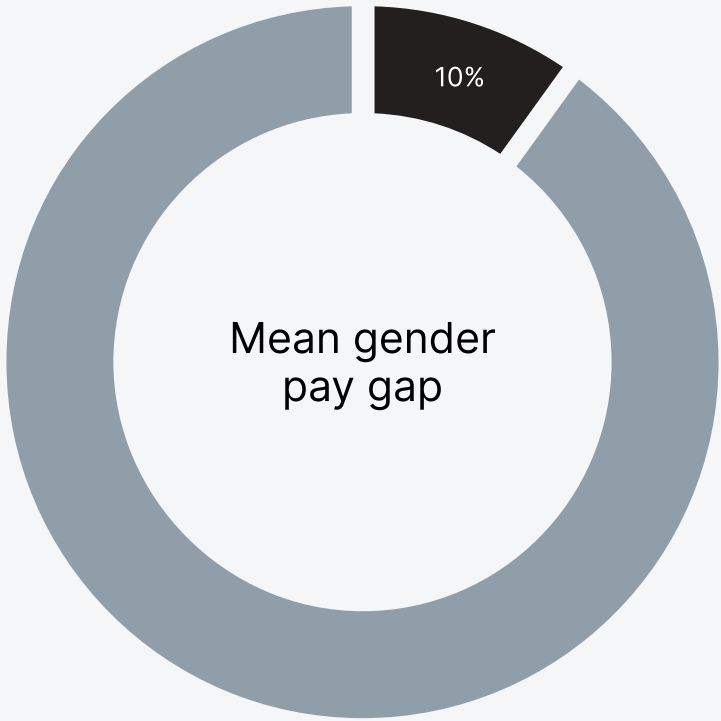
Confirmation

We confirm that the information contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

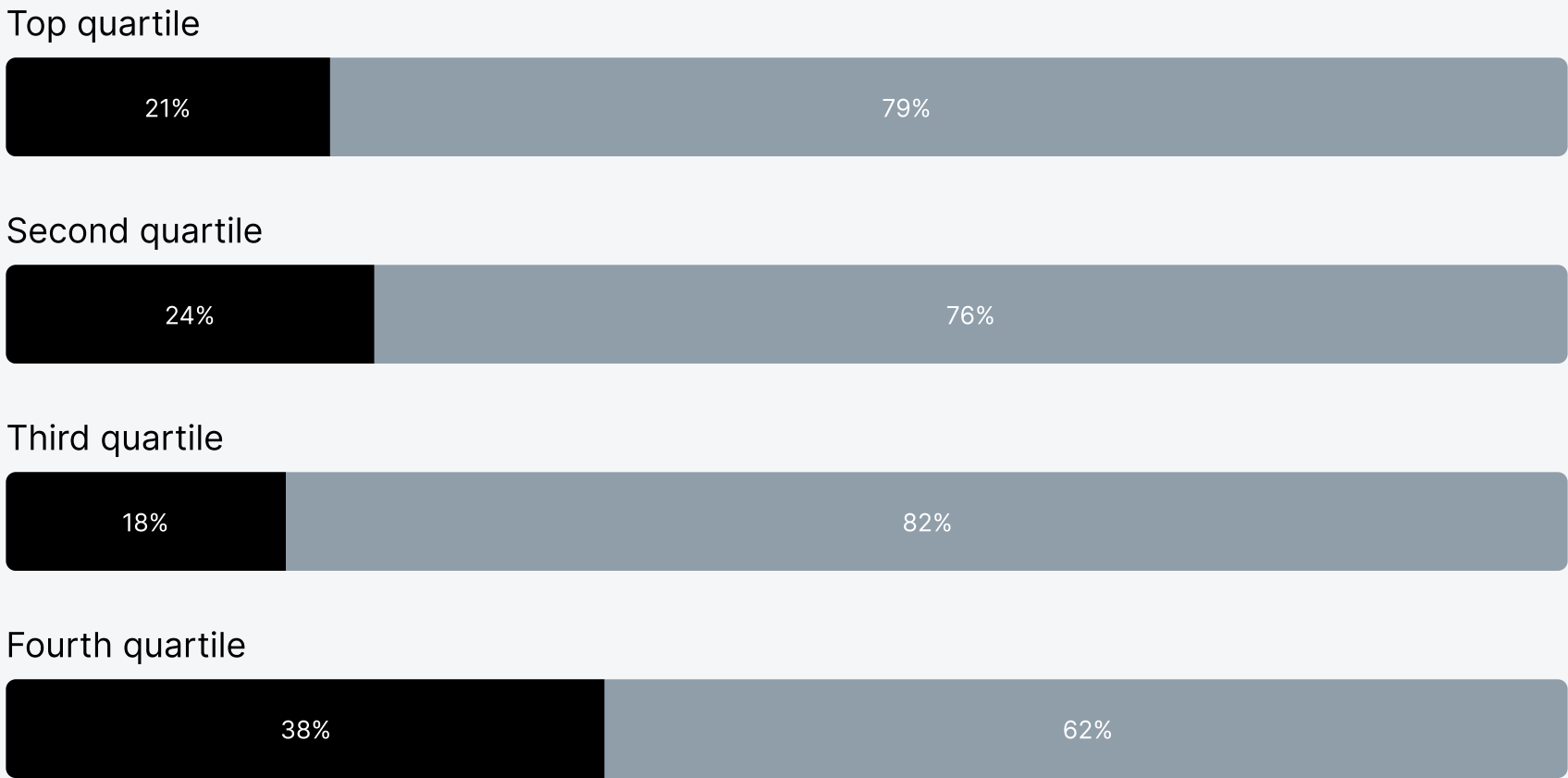
Key metrics 2025

Female Male

- The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- The hourly pay rate is the base salary in April 2025.
- The bonus figure includes any commission, bonuses or awards that were made in the year up to and including April 2025.



Employee breakdown by quartile



% of employees with bonus

