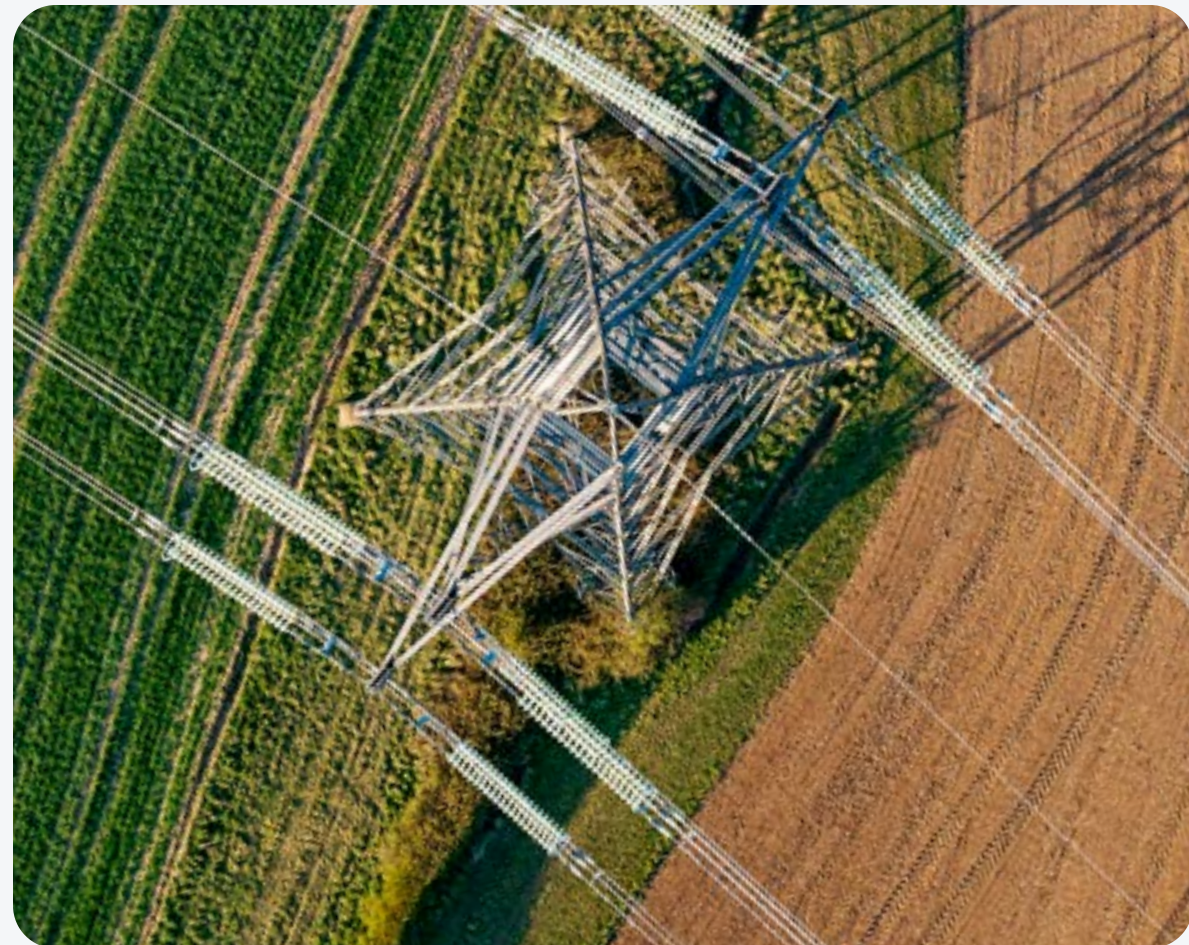


Impact Report

20
25



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Message from the CEO



// Our approach to AI is principled, ensuring it empowers engineers to make faster, better decisions, with recommendations grounded in governed data and sound engineering logic.

Nicholas Cumins
Chief Executive Officer, Bentley Systems

Our world is facing unprecedented demand for better, more resilient infrastructure. The need to secure clean water, reliable energy, and efficient transportation systems amid growing environmental and operational stresses is urgent.

The greatest challenge that we face is not just the sheer scale of this demand, but the limited engineering capacity to deliver it. There simply are not enough engineers in the world to do all the work that needs to be done. We see leading engineering services firms embracing digital delivery to achieve meaningful productivity gains on their projects. While encouraging, these gains are not yet the industry norm. Even if we could scale these best-in-class methods across every project, it would still not be enough to close the immense gap between demand and capacity.

To truly close the gap, we need a step-change in productivity. That step-change is starting to take shape, and it is AI. In 2025, we have seen infrastructure organizations move beyond investing in AI for their business functions and begin exploring its potential for their core engineering work. They recognize, as we do, that AI can be a force multiplier for every infrastructure professional.

Our approach to AI for infrastructure engineering is twofold. First, we are embedding AI capabilities directly into our core Bentley Open™ applications to enhance existing workflows. This includes enabling engineers to interact with sophisticated applications using natural language, automating time-consuming tasks such as the generation of 2D drawings from 3D models, and using AI to rapidly optimize designs such as site layouts.

Second, we are committed to supporting infrastructure organizations in creating their own AI-driven workflows. We are making it easier for their AI to tap into valuable past project data managed in Bentley Infrastructure Cloud™. Historically, valuable design data has been trapped in different file formats and systems. Our platform, powered by iTwin®, structures this data, making it ready to be queried, analyzed, and reused—including by AI.

Furthermore, we are instrumenting our Bentley Open applications to validate and optimize new designs at machine speed in AI-driven workflows. This latter point holds the greatest promise. It unlocks the ability for an AI agent to leverage our deep and broad portfolio of engineering simulation applications, optimizing designs across multiple dimensions—from constructability and durability to lower carbon impact—to deliver not only more efficient, but more effective and higher-quality outcomes.

We recognize the apparent paradox: the global buildout of data centers to power AI is adding even more strain on our existing infrastructure, particularly the electric grid and water networks. But this is not a reason to step back. It is a mandate to apply AI to the problem itself. We must break this paradox by using AI to design our digital future in a way that also optimizes the physical infrastructure that sustains it all.

For more than 40 years, Bentley has focused on empowering the people who design, build, and operate the world's infrastructure. Our approach to AI is principled, ensuring it empowers engineers to make faster, better decisions, with recommendations grounded in governed data and sound engineering logic.

This same sense of responsibility runs through this entire report. It is reflected in our investment in the broader ecosystem—from supporting STEM education to helping grow the workforce the world needs. We are committed to fostering the next generation of infrastructure professionals, who will naturally leverage AI in their work to advance the world's infrastructure for better quality of life.



Nicholas Cumins

Chief Executive Officer, Bentley Systems

Message from the Chief Sustainability and Education and Chief Compliance Officers

Chris Bradshaw, Chief Sustainability and Education Officer, Bentley Systems

Angela Curry, Chief Compliance Officer, Bentley Systems



Throughout the history of infrastructure, every great leap forward, from irrigation to the steam engine, was triggered by a pressing need and answered by human creativity and problem-solving.

Today, these infrastructure challenges that Nicholas cites are larger, more complex, and coming at us faster than ever before. Eight billion people rely on vast, interconnected networks for energy, transportation, water, sanitation, and communication. The engineers tasked with making these systems resilient to everything from natural disasters to sudden shifts in supply or demand can no longer rely on historical models and assumptions. So, it is vital that they are equipped with new capabilities to anticipate, model, and respond to ever-changing circumstances.

This directive gets to the heart of Bentley's handprint. Our most significant contribution is empowering the world's engineers with software that helps them understand how critical infrastructure assets can survive and adapt to severe or shifting environmental conditions, whether they are breaking ground on new projects or extending the life of vital existing ones. In New York City, for example, engineers used Bentley's digital twin technology to streamline the design of 18 floodgates to protect Lower Manhattan from storm surges. With Bentley technology, they were able to model different scenarios to test how the floodgates would hold up under various pressures and impacts.

Yet while digital twins, AI, and the whole panoply of Bentley’s solutions are powerful enablers, they are ultimately just tools. The true driver of resilience is human ingenuity. At Bentley, we embrace a unified “One Bentley” mindset that prizes our colleagues as the innovators who drive continued success and growth. We foster an enriching workplace culture, underscored by our mission, actions, and priorities, in which colleagues can do the best work of their career while making a positive impact by advancing the world’s infrastructure.

We achieve a strong level of performance, engagement, and belonging through focused efforts to build trust and enhance personal and organizational experiences. By supporting our colleagues’ well-being, investing in their professional development, and providing recognition for great work, we empower them to learn and grow every day. 2025 was an exciting year, and we could not be prouder of what we have achieved together. Bentley’s culture of curiosity, learning, and growth has been especially evident in how our colleagues learned from peers, leaders, experts, and mentors about how to incorporate AI into their daily work while advancing these capabilities for our users.

In addition, our colleagues play a key role in our philanthropic and education outreach, offering their time and talents to support STEM education and an inspiring range of community impacts. In 2025, we donated nearly USD \$7 million to academic institutions, STEM education, disaster relief, community initiatives, and support for industry and nonprofit partners. Whether we are mentoring middle-school aspiring engineers or fitting patients with artificial limbs in India, our colleagues are galvanized by the opportunity to give back. We view our Bentley Education and Giving programs not only as a way to foster industry partnerships and cultivate the infrastructure leaders of the future, but also as an energizing extension of our overarching mission as a company.

We are honored to be recognized in 2025 as one of America’s Climate Leaders by *USA Today*; America’s Greenest Companies by *Newsweek*, Plant-A Insights, and GIST Impact; and *TIME* magazine’s World’s Best Companies in Sustainable Growth for our operational impacts and programs.

We embrace these responsibilities for the same reason that we continually refine our products and solutions and celebrate the achievements that our users realize with our software. The simple truth is that infrastructure is not an end in itself; it is the fabric that allows people to live together, prosper, and thrive. The true measure of resilient infrastructure is its contribution to creating resilient communities. That is an integral part of how we judge our own value as a company, and we are proud to share this annual update on the progress we continue to make.



Chris Bradshaw
Chief Sustainability
and Education Officer,
Bentley Systems



Angela Curry
Chief Compliance Officer,
Bentley Systems

About Bentley Systems

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.

Purpose

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

40+ years

in business

42,000

accounts in 189 countries

93%

of top engineering firms use Bentley

\$1.5B

in annual revenue

5,800

colleagues in 45 countries

72%

of top owners choose Bentley

Bentley Systems now

Five years after carrying out its initial public offering in September 2020, Bentley is energized by a combination of forward-looking leadership and deep continuity with our historical sources of strength. In 2024, longtime CEO Greg Bentley retired and took up the role of Executive Chair of the Board of Directors—on which his brothers Keith, Barry, and Ray continue to serve. This completed a carefully planned succession process that culminated in the promotion of former Chief Product Officer and Chief Operating Officer Nicholas Cumins to CEO. 2025 was the first full year with Cumins as CEO, leading an executive team that boasts deep public-company and technology industry experience. In addition, Cumins draws upon the technical and commercial expertise of some 5,800 colleagues in 45 countries—a global, passionate, and motivated group united by a commitment to advance infrastructure for better quality of life.

Bentley's Exton Campus



Looking ahead



As a software company whose mission centers on reshaping how infrastructure systems and critical resources are delivered and optimized, Bentley has a 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 underpin 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 integrating AI with infrastructure digital twins. Having been focused on sustaining infrastructure for over 40 years, since the dawn of computer-aided design, we believe that the most transformative advances lie directly ahead of us. Our software empowers engineers and owner-operators to understand the built and natural environment in every dimension, delivering unprecedented insights that drive sustainability, efficiency, and resilience amid complex challenges and new opportunities. Bentley is proud to support this essential work.

About this report

Bentley's annual Impact Report sets out our priorities and highlights progress and key activities for each calendar year. We align with and report on the priorities identified in our first materiality assessment. This ensures that our commitments to being a responsible company—across our products, colleagues, communities, and operations—focus on what matters most to our stakeholders and deliver the greatest impact.

Our 2025 Impact Report showcases our achievements and progress made in environmental, social, and governance matters, while demonstrating how Bentley's handprint continues to advance infrastructure for all.

Colleagues at Bentley headquarters



Our impact strategy

At Bentley, our greatest opportunity for impact lies in the products and services we provide, empowering users to achieve sustainable development goals and deliver more resilient outcomes. Bentley's impact strategy is rooted in our passion for advancing infrastructure for better quality of life. The four pillars of this strategy include:

Environment

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

Handprint

The ways we empower our users to design, build, and operate sustainable infrastructure and collaborate across enterprises to create a better and more resilient future for all.

Governance

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

Social

The programs and processes that foster an inclusive work culture and support the future of infrastructure engineers through education, recruitment, and community engagement.

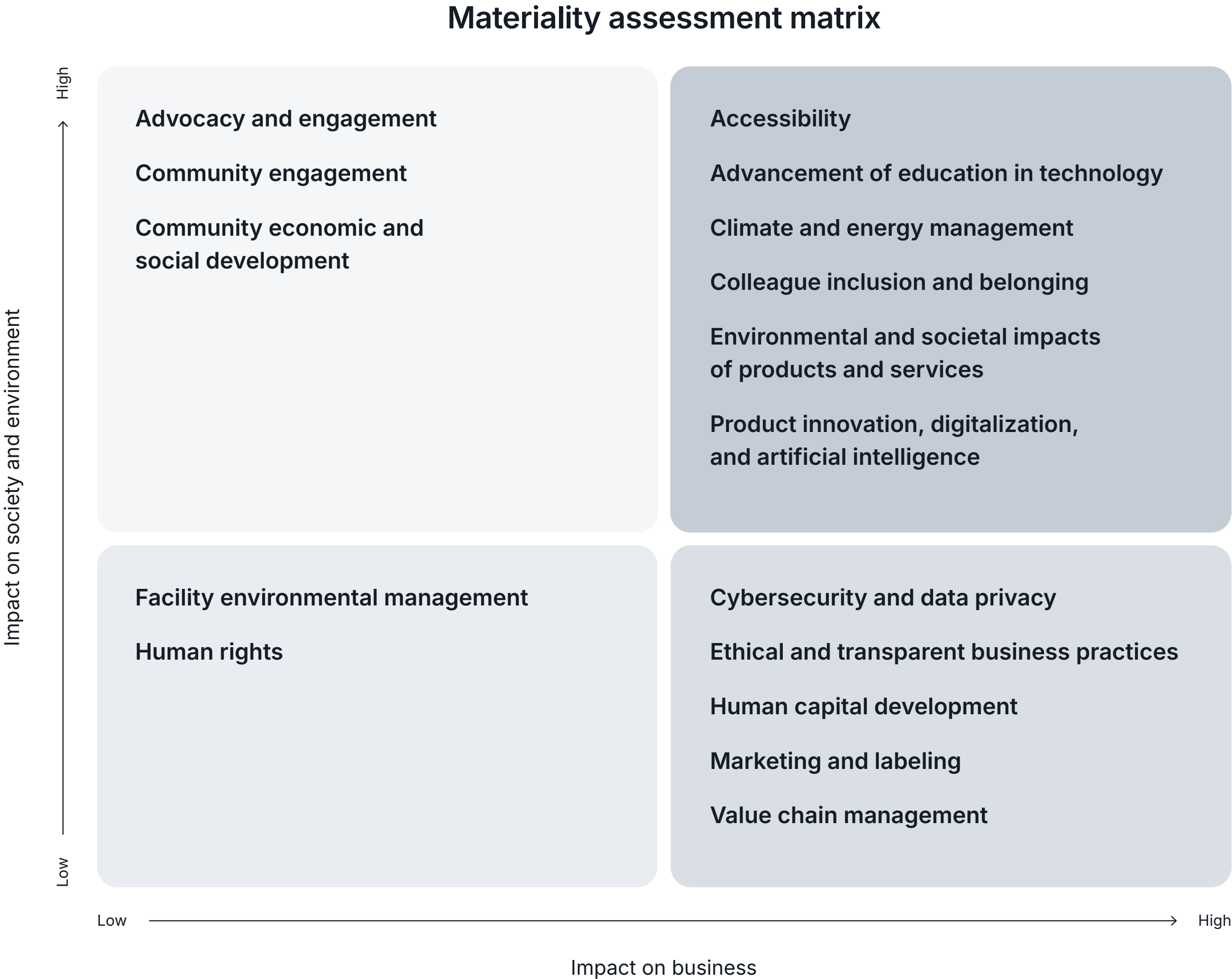


2025 priorities and highlights

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 stakeholders and business priorities 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 impact reporting. In 2024, we 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 them along dimensions of impact, risk, likelihood, and magnitude. Leaders’ regular engagement with external stakeholders via meetings, questionnaires, and other channels allowed us to incorporate external perspectives as well.

The results of the 2024 assessment are shown on the right. The outcomes remain largely consistent with the results of our initial 2021 assessment. Two topics, “accessibility” and “advancement of education in technology,” were newly identified as highly impactful to our business, society, and the environment. The doubly material topics identified in this assessment will inform future strategy and reporting. We commit to regularly refreshing these assessments to align our reporting and strategy with stakeholder interests.



Environment highlights

Empower users through our software to design, build, and operate better, more 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.

* Some FY2025 figures have been updated using Bentley's final CY2025 greenhouse gas inventory. Scope 1 and Scope 2 market-based greenhouse gas emissions were independently assured by LRQA to a limited level of assurance. Related energy consumption, emissions intensity and target-progress figures were recalculated where applicable using the final inventory. Scope 3 emissions were not within the scope of LRQA's limited assurance engagement.

6%

reduced consumption of non-renewable energy.

20%*

reduced Scope 1 and Scope 2 emissions from 2024.

17%

reduced Scope 3 emissions intensity from 2024.

Social highlights

Foster an inclusive workplace of engaged colleagues who are empowered to do the best work of their careers.

Encourage a growth mindset with new tools and global initiatives.

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

89%

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

700
colleagues

continued to grow our AI Community of Practice.

\$7M

given to community outreach and education initiatives.

Governance highlights

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

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

Structure our corporate governance to support impact priorities and empower our colleagues.

99%+

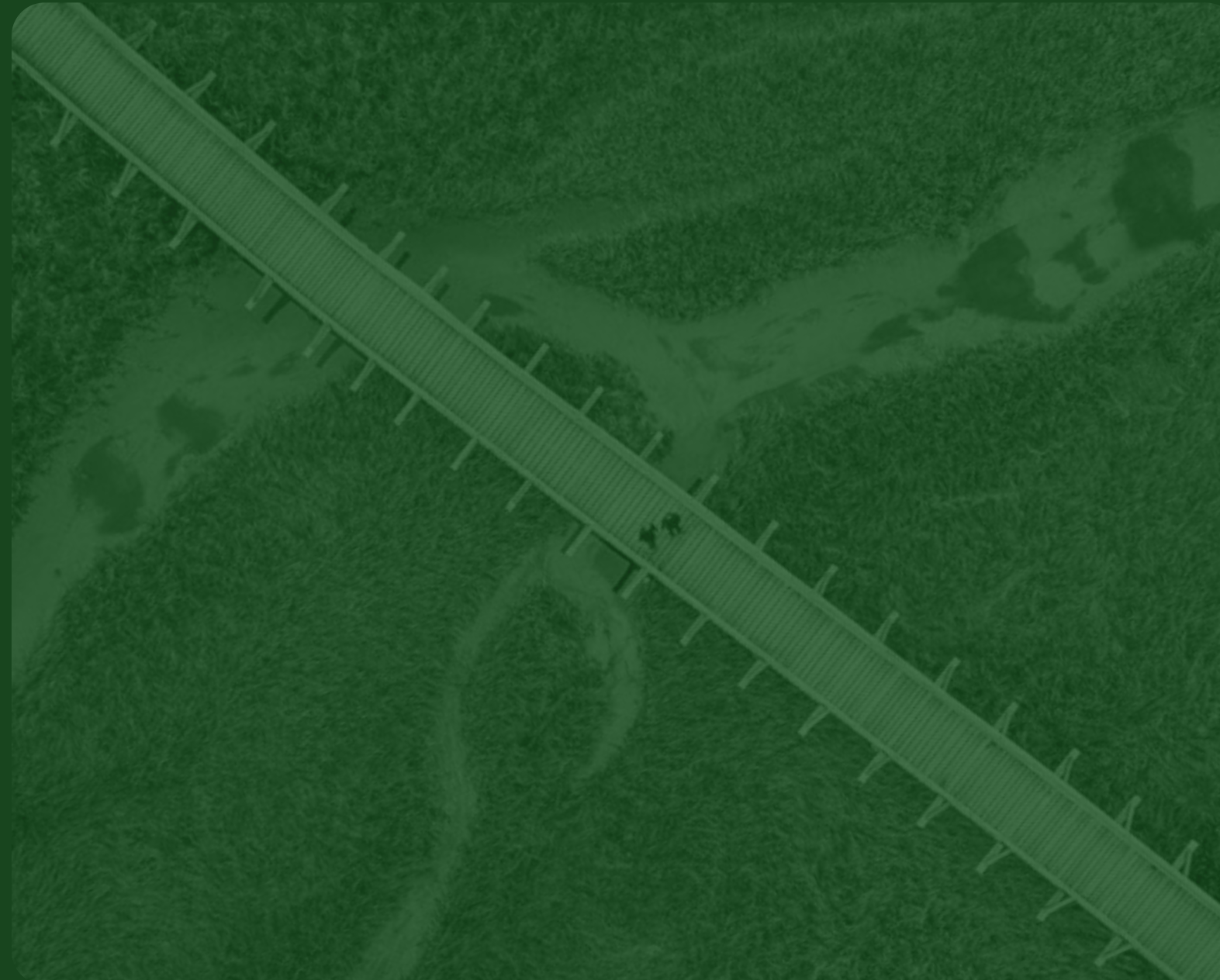
of colleagues completed annual compliance training work.

AA
rating

by MSCI increased, as well as Sustainalytics score improved to 12.6 (low risk).

0
breaches
or incidents

reported by users and/or regulatory authorities, as well as enforcement and investigatory actions.



Environment

Environment

A colleague bikes to work at Seequent's headquarters in Christchurch, New Zealand



Our approach, as outlined in our [Environmental Policy](#), focuses on reducing environmental risks across our business and expanding opportunities for positive environmental impact through 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 modest environmental footprint, we have set ambitious goals to drive sustainability.

We are continuing to make progress on our near-term, science-based emissions reduction targets that were validated by the Science Based Targets initiative (SBTi) in 2023, 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.

Bentley’s commitment to environmental sustainability is anchored by two core principles:

Managing the impact of our own business operations.

Empowering our users to design, build, and operate better and more resilient infrastructure.

2025 achievements

America’s Greenest Companies

by *Newsweek*, Plant-A Insights, and GIST Impact

America’s Climate Leaders

by *USA Today*

World’s Best Companies

in Sustainable Growth by *TIME* magazine

Digital Innovation Award Winner

at Environment Analyst’s Sustainability Delivery Awards

Water Project of the Year Winner

at Environment Analyst’s Sustainability Delivery Awards

Energy Project of the Year

Highly Commended Recipient at Environment Analyst’s Sustainability Delivery Awards

We are proud of these honors and accomplishments validating Bentley’s leadership in sustainability and innovation.



Empowering sustainable infrastructure

Empowering our users to solve the world's greatest sustainability challenges will always be our greatest opportunity to contribute to a better world. Infrastructure engineers continue to inspire us with the creative and rigorous ways they leverage our software to turn complex challenges into exciting opportunities. [Bentley Sustainability Stories](#) houses a compendium of these efforts. 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. Every year, we also recognize a select group of exemplary projects, individuals, and organizations through our [Founders' Honors](#). From integrated subsurface modeling that supports the development of a geothermal power plant on the volcanic island of Dominica, to the use of iTwin® Experience to amplify the efficiency of an offshore wind project in Yangjiang, China, our users are pushing the envelope and fulfilling a purpose we embrace as our own: advancing the world's infrastructure to sustain both the global economy and environment, improving quality of life for all.

Founders' Honor project using an AI-enabled drone to capture images of Purewa Bridge in Auckland City, New Zealand, image courtesy of Niricson



Empowering sustainable infrastructure

Foundational insights

Food security warehouse (bottom left) at Jazan City Port



The Saudi Arabian port city of Jazan has never been an easy place to build. Its salty soils corrode foundations and are prone to outright collapse. But this port serves the most densely populated region of the country—so when the foundation and walls of a giant new warehouse began sinking, cracking, and warping under heavy cargoes of grain, it was a problem with major implications.

It also seemed prohibitively expensive to fix. Searching for a way to stop the sinking, the warehouse owners were confronted with proposals calling for thousands of deep micropiles, thick concrete slabs, and eye-watering costs. But this was precisely the sort of challenge that had motivated geotechnical engineer Hamzah Al-Hashemi and his spouse Dana Al-Faleyleh, a structural engineer, to establish a company called GeoStuXer in 2023. They aimed to harness data and digital modeling to illuminate sustainable design approaches capable of overcoming even the most stubborn ground problems.

In Jazan, they started at a discouraging but all too common disadvantage: the owner lacked reliable historical data about how this settlement had progressed, and had commissioned four soil reports that all conflicted with each other and failed to explain the magnitude of the deformation.

Feeding soil data into Bentley’s PLAXIS® 3D, which helps engineers model how soil, foundations, and structures interact, gave Al-Hashemi a partial picture of what was going on. Old geological reports filled in another crucial blank: the warehouse sat above a five-kilometer salt dome, whose steady dissolution by groundwater was deforming the ground and dragging built structures out of alignment. Satellite data provided the final revelation. In fact, “the whole city was settling by about 20 to 25 millimeters per year in various locations,” Al-Hashemi explained.

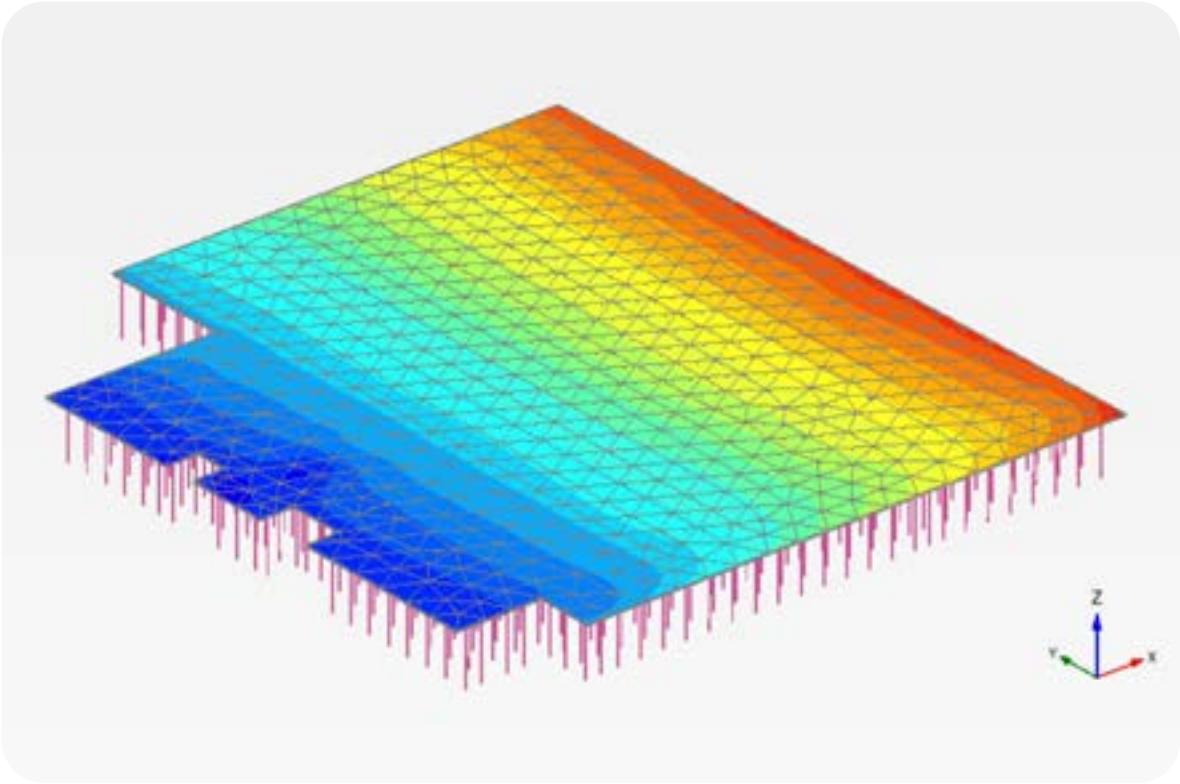
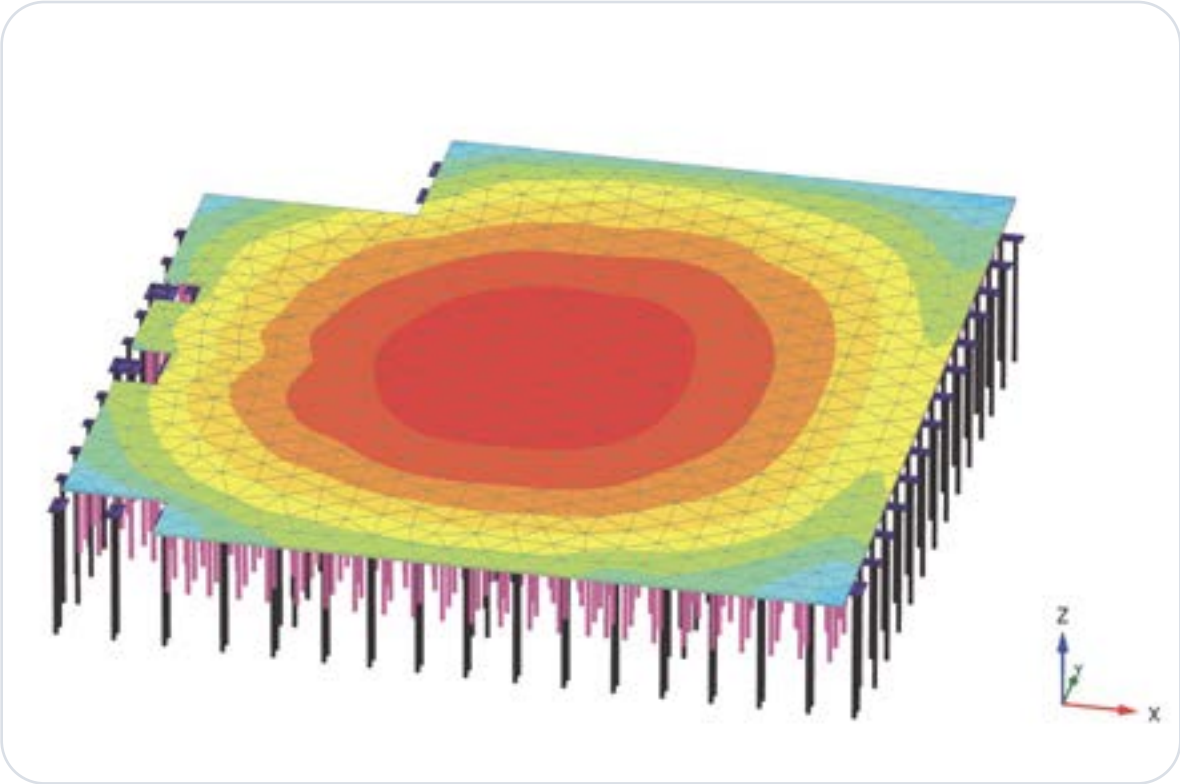
Armed with this calibrated ground model, the GeoStuXer team turned to the truly innovative phase of the project—using AI to automate what would otherwise have taken months of manual engineering. Within PLAXIS, Al-Hashemi deployed an algorithm that varied over a dozen geotechnical parameters relating to soil layers and micropile performance, then ran numerous simulations to determine how potential foundation designs would respond. It revealed a sweet spot of about 800 strategically deployed micropiles—a striking contrast to the 2,700 that had been envisioned by the previous rehabilitation design.

Then Al-Faleyleh sprang into action, using Bentley's RAM® Concept software to pair and evaluate the micropiled foundation with a new post-tensioned concrete raft. This system is stronger and thinner than a conventional slab thanks to high-strength steel tendons tensioned after the concrete is poured. Engineers validated the digital model in the field by installing a micropiled test plate on the site and pushing it to the limit. The measured soil behavior and the PLAXIS simulation matched almost perfectly—a rare degree of certainty in ground engineering—giving the final green light to rebuild.

The advantages over the previous design were extraordinary. GeoStruXer cut material use by more than 70% and saved 1,200 tons of steel by using just 779 shorter, lighter micropiles rather than the original 2,700 longer and heavier ones. As a result, they cut the project's embodied carbon emissions by about 80%. The value-engineered design—which won the inaugural Bentley-Envision Award for Sustainable Infrastructure at Bentley's 2025 Going Digital Awards—also slashed more than USD \$2 million from the foundation cost. The ongoing deformation in the now-rehabilitated warehouse is just one-sixteenth of its previous rate, well within acceptable limits.

It's hard to imagine a more fruitful marriage—in personal or technical terms. By combining AI with Bentley's software solutions, Al-Hashemi and Al-Faleyleh facilitated a right-sized rehabilitation of a critical infrastructure asset. And, most importantly, a grain warehouse that helps to feed some 1.5 million people has been secured for the future.

Images courtesy of GeoStruXer



70%

GeoStruXer cut material use by more than 70% and saved 1,200 tons of steel by using just 779 shorter, lighter micropiles rather than the original 2,700 longer and heavier ones.

Empowering sustainable infrastructure

Next-generation geothermal

If the 2020s will be remembered for the emergence of generative AI, historians will undoubtedly tag 2025 as the year when the technology's energy demands reared up into full view. In April, the International Energy Agency projected the worldwide electricity demand from AI data centers to more than quadruple by 2030. Over the same time span, the United States is on course to consume more electricity for processing data than for manufacturing all the nation's energy-intensive goods combined—from steel and aluminum to cement and chemicals. And intermittent electricity will not suffice. So, the trillion-dollar question—both in economic and environmental terms—is simple but stark. As Graham Grant, CEO of Seequent®, The Bentley Subsurface Company, put it: "How do you increase your baseload power (the constant, minimum, power available)? Other forms of renewable are useful, but intermittent. Industrial demand, including data centers, are always on."

Over the past year, Seequent has been at the forefront of perhaps the most exciting advance in clean energy baseload production so far this century: enhanced geothermal systems (EGS). Whereas traditional geothermal power systems depend on readily accessible sources of convective heat, such as tectonic rifts and volcanoes, EGS uses methods like horizontal drilling and hydraulic stimulation to tap into the earth's natural heat across a much vaster geographical range, utilizing areas of the subsurface with hot rock, but lacking naturally occurring water. A well-planned project can produce steady baseload power for decades. Not long after the *New Yorker* likened EGS to "the climate moon shot beneath our feet" in March 2025, the U.S. Geological Survey projected that 10% of U.S. electricity demand could one day be provided by EGS from the Great Basin.

The challenge is plotting complex geothermal wells at depths that can exceed 15,000 feet. Which is precisely where Seequent comes in—including at the very project that the *New Yorker* highlighted. To develop its pioneering 500-megawatt Cape Station site, which will provide clean baseload power to utilities like Southern California Edison, Fervo Energy used Seequent's Oasis montaj™ and Leapfrog® to generate detailed 3D subsurface models that could be utilized by cross-functional teams within Seequent Central's geoscience project visualization platform. That enabled project engineers to plot each shaft with unprecedented precision, navigating daunting geological conditions with confidence. Drilling over 200,000 feet—including more than 105,000 feet in challenging granitic basement rock—Fervo completed 20 fully horizontal EGS wells with a 100% success rate. Tests confirmed the ability to generate 10 megawatts of power from a single well—triple the power output per unit of time, compared to conventional geothermal systems.

Bentley was proud to honor Fervo Energy's trailblazing geothermal project with a Going Digital Award at the 2025 Year in Infrastructure conference in Amsterdam. We are equally proud of Seequent's unsung, but crucial, supporting role in advancing the prospects of EGS.

// This really is the frontier of a whole new wave of potential renewable energy technology that could transform the power system, both within the U.S. and in other places around the world.

Graham Grant
CEO, Seequent

Empowering sustainable infrastructure

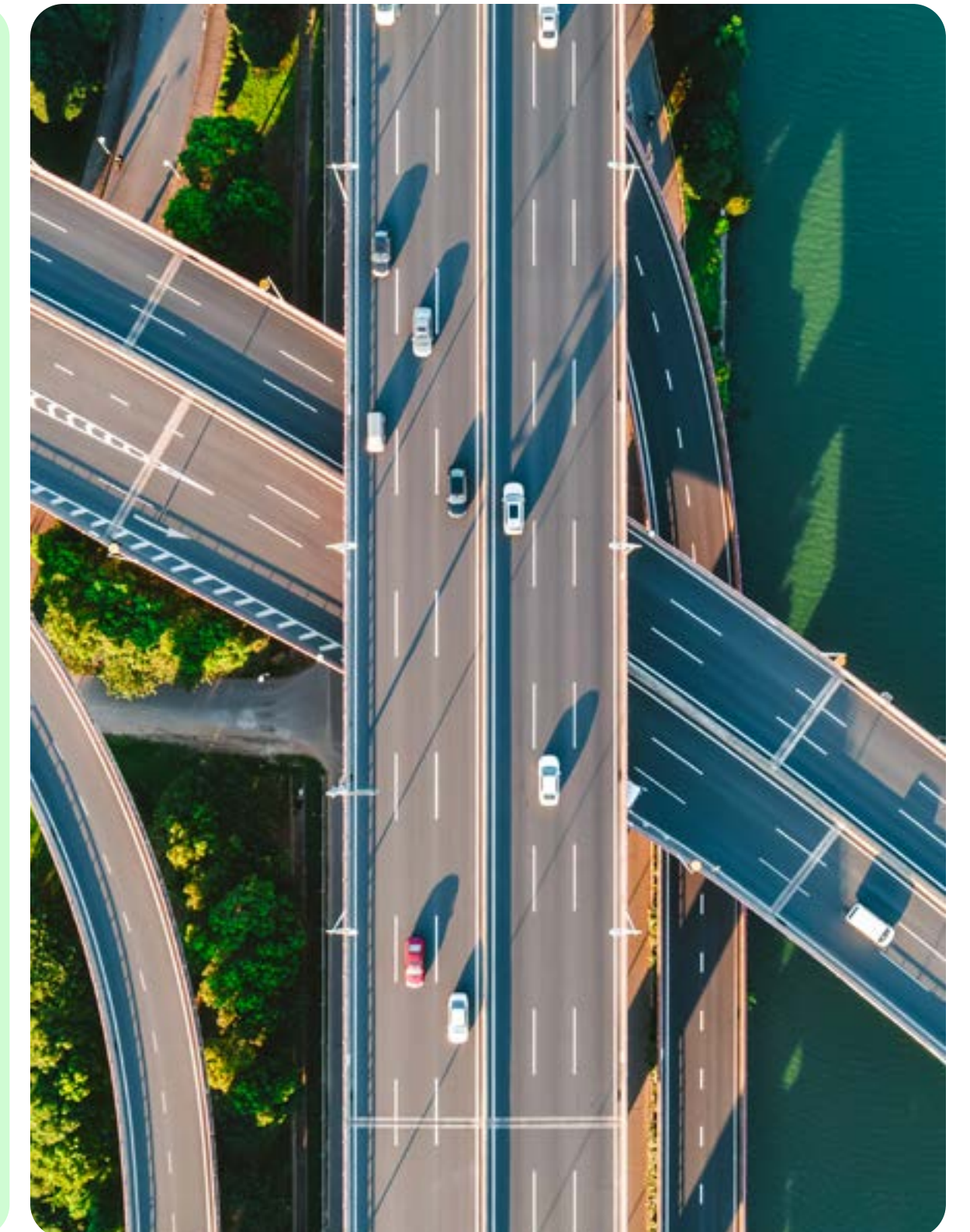
Carbon Analysis leaps forward

In the year since Bentley introduced the new Carbon Analysis capability within iTwin Experience in late 2024, infrastructure engineers have been galvanized by its power to help them track carbon, understand environmental impacts, and compare design options to reduce emissions. The 2025 Sustainability Delivery Awards, hosted in Chicago by Environment Analyst, honored the tool with its Digital Innovation Award. Calling it “the first-ever purely web-based, vendor-agnostic, 3D visualization carbon analysis solution,” the citation praised Bentley’s iTwin upgrade for transforming a painstaking and costly manual process into a potentially efficient one. “Siloed and vendor-locked data often pose significant obstacles to carbon estimation,” the commendation observed. “The Carbon Analysis iTwin addresses these data silos by connecting data and people, enabling the seamless flow of design data throughout the construction design phase.”

The intuitive interface has been a boon to industry leaders. Kelvin Saldanha, associate director for the global professional services firm WSP, credits Carbon Analysis, within iTwin Experience, with simplifying a previously “opaque” process—empowering designers and stakeholders alike. “Our design team has better transparency to calculate, analyze, and report meaningful carbon footprint impacts within any design change—in real-time with the click of a button,” he said. “The feedback loop to the design team gets compressed from weeks down to just hours.” In Saldanha’s estimation, this “rapid-fire approach to calculating carbon” has the ultimate payoff: “It allows us to incorporate carbon insights early in our design process.”

// Instead of having to pore through a spreadsheet, you can visualize the carbon in 3D. And that is so powerful, for not just the design team, but stakeholders as well. It’s really a gamechanger.

Kelvin Saldanha
Associate Director and
Regional Digital Lead, WSP



Sustainable business operations

Bentley’s mission is to reshape how infrastructure systems and critical resources are delivered and optimized. This statement is more than just words; it is the strategic compass that directs our every decision, advancing both the global economy and the environment for improved quality of life. As part of our impact strategy, we are committed to business practices that minimize negative environmental impacts from our operations. Our [Environmental Policy](#) details our commitments to environmental responsibility throughout our business.

In 2026, Bentley completed limited assurance over its Scope 1 and Scope 2 greenhouse gas emissions inventory. Additional information is available in our [2025 Independent GHG Emissions Limited Assurance Statement](#).

Science-based greenhouse gas (GHG) emissions reduction targets

Following the validation of our near-term targets from the SBTi, we continued aligning climate science with our recognition of our responsibility to combat the risks posed by climate change. These targets represent our formal commitments to minimizing Bentley’s own contribution to climate change.

Our SBTi-approved 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 reduce 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

Bentley does not own or operate the data centers supporting our cloud services, which account for a significant portion of our value chain emissions. We rely on public cloud providers, including Microsoft Azure, Google Cloud, and Amazon Web Services, all of whom have made notable progress toward renewable energy and water positivity. Collaborating with these partners is essential to addressing our value chain emissions, and we will continue to work with all suppliers to set climate goals and advance sustainability initiatives.

Another major scope 3 component is business travel. In 2025, we continued to utilize a 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.

Scopes 1 and 2

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

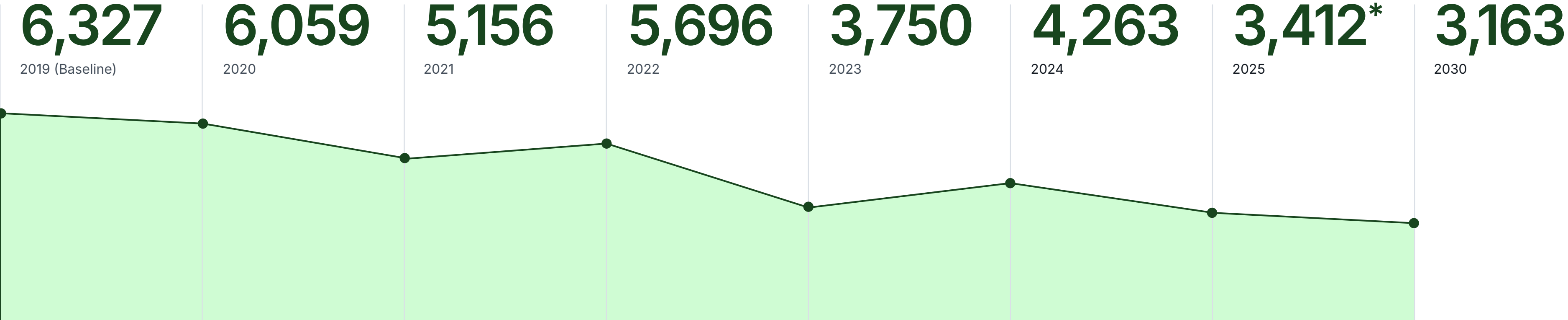
The major sources of Bentley’s scope 3 emissions are the goods and services we consume, particularly cloud services, the assets we purchase, such as computers and furniture, the travel that we engage in for business, and colleagues commuting to and from work.

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 sustainable travel options
- Working to source supplies locally and cutting down on shipping

Strengthening engagement across Bentley's value chain is a core element of our strategy to manage scope 3 emissions. In 2025, Bentley expanded the use of supplier-specific emissions data for key vendors, most notably major cloud service providers. In parallel, Bentley has deepened its understanding of business travel emissions, which are overwhelmingly driven by air travel, enabling clearer visibility into emissions drivers and trends. Continued improvements in supplier-level data and travel activity data will be critical levers to identify targeted decarbonization opportunities across the supply chain and corporate travel footprint.

2030 Scope 1 and 2 (Operational) Absolute Target [tCO₂e]



2030 Scope 3 (Value Chain) Intensity Target [tCO₂e/\$1M USD Operating Profit]



* The FY2025 Scope 1 and Scope 2 market-based emissions value has been updated using Bentley's final independently assured CY2025 figures. See page 13.

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. 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 2025, Bentley recycled 48,988 pounds of electronics. By maximizing recycling e-waste, we are also reducing our material footprint and ecosystem impact. Our 2025 e-waste recycling effort equates to 97,974 pounds of carbon pollution prevented.

Bentley’s emissions breakdown (tCO2e)

Scope and Source	2019***	2023	2024	2025
Scope 1	1,980	1,665**	1,604	1,313*
S1: mobile combustion	847	853	769	763
S1: stationary combustion	1,104	767**	793	521*
S1: fugitive emissions	29	45	41	30
Scope 2 (location-based)	4,347	2,604**	2,704	1,725*
Scope 2 (market-based)	4,347	2,951**	2,659	2,099*
Scope 3	35,969	28,435**	30,395	30,727
S3: C1 purchased goods and services	13,353	15,196	16,454	15,703
S3: C2 capital goods	1,601	2,105	1,191	1,696
S3: C3 fuel- and energy-related activities	1,942	1,063**	1,054	804
S3: C4 upstream transportation and distribution	426	369	306	251
S3: C5 waste generated in operations	430	297	207	217
S3: C6 business travel	13,451	8,531	10,350	10,723
S3: C7 employee commuting	4,719	682	553	1,089
S3: C13 downstream leased assets	0	188	248	176
S3: C15 investments	48	3	32	68

Energy consumed (MWh)

	2023	2024	2025
Total renewable	6**	1,350	47
Total non-renewable	12,575**	10,890	9,212*
Total energy	12,581**	12,240	9,259*

Emissions intensity (tCO2e/\$M revenue) (MWh)

	2023	2024	2025
Scope 1	1.4**	1.2	0.87*
Scope 2 (location-based)	2.4**	2.0	1.1*
Scope 3	23.1**	22.5	20.5

* FY2025 figures have been updated using Bentley’s final CY2025 greenhouse gas inventory. Scope 1 and Scope 2 emissions were independently assured by LRQA to a limited level of assurance. See page 13 for details.

**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.

***2019 (Baseline).

Environmental management

Rightsizing our real estate footprint

Bentley's real estate portfolio continues to evolve to support a healthy, efficient, and connected company culture. As our workforce grew from approximately 5,200 colleagues to 5,800 over the course of 2025, we pressed forward with efforts to align our office capacity with our colleagues' needs.

Since approximately 85% of colleagues work either remotely or in a hybrid situation in accordance with our Infrastructure Empowered Workforce Plan (IEWP), we have taken advantage of expiring leases to shrink our footprint where appropriate. In this manner, Bentley has been able to shed excess office space in places ranging from Sacramento, California, to Sunrise, Florida, to Milan, Italy. Our Liquid Space platform offers access to attractive co-working spaces in such locations, facilitating face-to-face collaboration when desired.

Our responsive approach has led us to expand our permanent presence in select locations to meet clear business needs. In these cases, we prioritize finding second-generation space where only slight modifications are required, allowing us to save both material and money. When Cesium's market expansion in Japan mandated a standalone office, for instance, we identified a fully fitted space in Tokyo. Similarly, an opportunistic sublease in Vancouver enabled Seequent to add high-quality square footage that has helped quadruple in-person attendance there.

"What we've learned is offices don't work if there's no team depth," said Paul Jappe, Bentley's global director of real estate. "A lone wolf doesn't need to come into the office. But colleagues genuinely working together may benefit from greater proximity. Moving forward, we intend to commission a study on where we have team depth that might inform future hiring decisions. But while this long-term location strategy takes shape, the immediate focus remains on ensuring the quality and environmental integrity of our existing and future physical spaces."

Top: Tokyo office
Bottom: Vancouver office



// One of my favorite phrases is adaptive reuse. Whether we are moving into a sublease or doing a complete renovation, we follow our standard practices for reuse, renew, and repurpose.

Meg Craig
Director of Global Workspace
Services, Bentley Systems

Environmental management

Traveling with purpose

Colleagues and users at the Year in Infrastructure 2025 event in Amsterdam



Since 2021, Bentley's "Travel with Purpose" policy has governed our approach to business travel. Colleagues are asked to bear three considerations in mind when considering any trip: the impact on our profitability, the impact on themselves, and the impact on the planet. And for travel that serves a clearly defined purpose—be it closing a sale, cementing a partnership, or building key relationships within and across teams—we make it easy for colleagues to make maximally informed decisions.

To that end, in 2025, we completed our rollout of Navan Business Travel by extending it to India. This platform conveys information about the carbon emissions of different travel options to our colleagues and can be calibrated to nudge them toward less-intensive modes of travel, such as substituting one aircraft or flight routing for a more efficient one or automatically suggesting rail options.

Approximately 85% of our global colleagues work in a remote or hybrid situation. "Nobody wants to be on the road unnecessarily," explained Jaap Veneman, Bentley's vice president of global technology resource allocation. "But they do have a desire to physically get together, and this year, we saw that." In 2025, an uptick in travel to expanded gatherings like the Tech Summit in Berlin and in-person regional kickoff meetings at the outset of the fiscal year had a material impact on our emissions.

Our air miles rose 47% year-over-year. Yet our carbon-per-mile metric improved from 0.29 to 0.24 metric tons per thousand miles, helping to contain our total air-travel emissions to a 25% increase. "Colleagues may be making more sustainable choices, such as taking direct routes and possibly selecting different aircraft," observed Bentley's corporate travel manager Julie Clery. Bentley's restrictive policy on business-class travel also played a role. Total business-class miles rose at less than half the rate of overall air travel, with total carbon emissions from that segment growing by only 3%. Over 96% of Bentley's air miles are in economy class. Meanwhile, rail miles increased by 53% year-over-year, but continue to account for a very small fraction of overall business travel.

"Much of our travel is driven by our remote footprint," said Veneman. "But even so, business travel in 2025 was still somewhat below its natural volume" by pre-pandemic standards. Bentley remains on track to meet our SBTi-validated GHG emissions reduction targets for 2030.

Building a culture of resilience and stewardship

The combination of heavy rain and poor drainage in Indonesia's Nganjuk District in East Java provides a textbook example of the value of infrastructure that is both resilient and responsive to environmental conditions. After urban floods repeatedly submerged highways, hospitals, and markets between 2019 and 2022, the nation's Ministry of Public Works and Housing set out to address the root of the problem by building the longest dam in Southeast Asia to regulate discharge from the Semantok River. The results were transformative. The Semantok Dam cut flood discharge by more than half while enabling the irrigation of 1,900 hectares of agricultural land, boosting the local population's primary source of income.

In 2025, this case study finally made it into a textbook, of sorts: Bentley's Water Sustainability Toolkit. Launched in October along with a Transportation Sustainability Toolkit, these compendiums place Bentley's industry knowledge at the fingertips of our outward-facing teams in marketing, sales, and user success. "They complement our industry playbooks," explained Bentley's Chief Sustainability and Education Officer Chris Bradshaw, and make it easier for colleagues "to confidently incorporate sustainability into every campaign, event, proposal, and user conversation."

Our users—and potential users—range widely: from ambitious experts trying to push the envelope on sustainable design, to traditional operators who simply don't have enough information on how software can solve issues like bolstering infrastructure resilience in the face of extreme climate events. We want to be able to talk to all of them. That's where these toolkits come in, "linking today's most pressing sustainability challenges with our offerings and proven project examples," Bradshaw said. In the case of the Semantok Dam, that included the use of Bentley and Seequent's GeoStudio®, PLAXIS, iTwin Capture, and SYNCHRO to model soil behavior, optimize slopes, simulate groundwater flow, and monitor the structure in real time. Codifying this information for the widest possible use by colleagues across the company is one way Bentley continues to cultivate a culture that is attuned to the sustainability challenges and opportunities that motivate so many of our users.

// At Bentley, we give infrastructure professionals the digital tools to respond, helping them build resilience, reduce footprint, cut costs, and improve quality of living. That's why we're launching sustainability toolkits.

Chris Bradshaw
Chief Sustainability and Education Officer,
Bentley Systems

Building a culture of resilience and stewardship

Sustainability Ambassadors

Advancing resilient infrastructure remains our top strategic priority for the next decade. We believe that we work most effectively when we work together, which is why we created a network of Bentley Sustainability Ambassadors—a global team of passionate, motivated, and knowledgeable changemakers who strive towards two primary goals.

Bentley's Together Towards Tomorrow (T3) initiative is one recurring example of our Sustainability Ambassadors in action. This engaging series of interactive sessions tackling critical sustainability topics, from both industry and community perspectives, provides opportunities for colleagues across the company to explore infrastructure-related sustainability challenges and opportunities, fostering meaningful discussions and advocacy. By examining topics ranging from the challenges posed by “forever chemicals” to the opportunities presented by nature-based solutions for infrastructure, our T3 offerings keep colleagues up to speed on environmental issues that matter to our users—and the communities they ultimately serve.

- Goal 1**

Advocate for a culture of sustainability by informing, inspiring, engaging, and supporting sustainability action by colleagues and corporate initiatives.
- Goal 2**

Champion Bentley’s greatest impact—the improvements, efficiencies, and advancements created by our users and made possible by our continually evolving software—and promote a consistent, cohesive message by participating in events, activities, initiatives, and communications.

Colleagues planting trees in Australia for an Impact Day



Building a culture of resilience and stewardship

Sustainability learning pathways

Seeking to promote and enrich the culture of sustainability that underpins our environmental footprint strategy, we have in recent years offered two Bentley-specific courses on sustainability through our learning provider: Sustainability 101 and Sustainability 201. These courses focus on educating colleagues about issues including the stewardship of land and water resources, catalyzing behavior change in the workplace and at home, and developing and proposing ideas for a more sustainable workplace. In 2025, we proudly partnered with the World Wildlife Fund to develop a structured series of courses for internal and external audiences. Designed for students, educators, and professionals in the infrastructure sector, our new sustainability learning pathways provide foundational knowledge on the most pressing global challenges.

Available on the Bentley Education Hub, these free engineering lesson plans, educator guides, and other classroom resources are designed to spark a passion for engineering at every level.

Pathway 1

Climate
emergency and
climate action

Pathway 2

Land and water
resources

Pathway 3

Clean energy
transition and
efficiency

Pathway 4

Healthy cities
and communities



Left: Exton Campus garden
Right: Colleagues with produce donated to the Chester County Food Bank



699

pounds of fresh produce harvested and donated to the Chester County Food Bank by our Exton Campus Garden Gurus. In 2025, 16 colleague volunteers built three more raised beds to bring the total to nine, and harvested a bounty of tomatoes, cucumbers, kale, snap peas, and more. “That last missing one pound to make it 700 kills me!” said Ellen Lewis, a senior proposal manager who leads the group. But the bumper crop beat last year’s total by 99 pounds, and spring 2026 is around the corner.

Building a culture of resilience and stewardship

Sustainability newsletter

Our sustainability newsletter is a bimonthly internal publication that highlights the latest news, initiatives, and stories about how Bentley and our users are advancing economic prosperity in a manner that preserves environmental well-being. From galvanizing updates on how Bentley's digital twin technology powered the design of 18 floodgates for Lower Manhattan's East Side Coastal Resiliency project, to cutting-edge ideas about AI-assisted wildfire detection and river flood forecasting, to reminders about global participatory events like Digital Cleanup Day, this deftly curated bulletin invigorates colleagues across the company by illustrating the myriad ways our company's mission dovetails with collective societal efforts to steward our planet's resources wisely.

Bike storage at the Seequent office in Christchurch, New Zealand



50%

of colleagues at Seequent's global headquarters in Christchurch, New Zealand, bicycle to work. In 2025, Seequent introduced a program allowing colleagues to purchase bicycles on a pre-tax basis. "We have the highest office attendance of any Bentley office," marveled Seequent CEO Graham Grant, "and half of those people cycle to work."



Social

Social

Cultivating Talent Tech Summit



At Bentley, we believe our collective success is driven by the individual success of our colleagues. Our talent strategy is centered on creating a purpose-driven environment where every colleague is empowered to do the best work of their career. United by an ethos that prizes personal excellence alongside meaningful collaboration, we remain deeply invested in fostering the growth mindset that has been a central pillar of our culture since our founding more than 40 years ago.

This means we are constantly looking for ways to invest in our colleagues. By offering opportunities for continuous learning and growth, we equip our colleagues with the skills needed to innovate and adapt, which is more important than ever in the age of AI. This empowerment, combined with a steady commitment to physical and mental well-being, creates a welcoming atmosphere where everyone can make an impact. That, in turn, fuels a vibrant culture of connection and recognition where individual and team-level contributions are made visible, valued, and drive a collective desire for further achievement.

We are proud that 89% of our global colleagues said they would recommend Bentley as a great place to work. That percentage has steadily increased in the past few years and significantly outpaces the Tech P50 benchmark of 80%.

Mutual respect is the binding agent of our company culture. We revere our colleagues’ expertise and professional dedication, while honoring their family commitments and desire to give back to their own communities. By investing in our people, we empower them to thrive, innovate, and drive a shared mission that fills many Bentley colleagues with genuine pride: to reshape how infrastructure systems and critical resources are delivered and optimized.

2025 achievements

89%

of colleagues said they would recommend Bentley as a place to work, an increase over last year.

All-hands meeting reception



700
colleagues

continued to grow our AI Community of Practice.

\$7M

given to community outreach and education initiatives.

Learning and growth

In an era of rapid technological change, our commitment to fostering a culture of continuous learning is a strategic imperative. Our approach is rooted in design thinking: piloting new programs and technologies, gathering colleague feedback, and scaling what works while scrapping what doesn't. This year, our initiatives centered on three key areas: adapting to the AI revolution, building leadership capacity at every level, and expanding peer-to-peer models of professional development. In the firm belief that everyone has the capacity to grow, we design programming that targets the full breadth of our workforce, from salespeople to software developers, and from senior leaders to colleagues at the outset of their careers.

We require colleagues to spend between two and three hours, depending on role and location, on annual compliance training.

While 99% of colleagues completed annual compliance training, they also opted into:

More than 100,000 completed items in our learning management system (includes LinkedIn Learning).

Targeted programs, including those on sustainability and information security.

Internal workshops.

In-person training events.

IDEA leadership summit



Learning and growth

LEAD Essentials

Our flagship development experience for directors and senior leaders, LEAD Essentials, was updated in 2025 to respond to the demand for programming geared toward broad, enterprise-level thinking. We simplified the curriculum to focus on cross-functional collaboration and peer learning. Regular learning pod meetings created space for shared problem-solving and real-time leadership support. A new leadership storytelling exercise was another highlight. Participants learned essential storytelling principles in sessions structured to incorporate peer feedback and targeted coaching. In the age of AI, we believe that leaders’ ability to connect with colleagues’ hearts and minds to inspire and motivate them is more important than ever.

100% of LEAD Essentials survey respondents agreed that:

The content supported their leadership growth and development.

The program strengthened their ability to lead their team effectively.

Since participating, they improved their decision-making using strategic thinking.

Learning and growth

Foundations of leadership pilot program

In 2025, we piloted a new “Manager 101” learning program, featuring hands-on workshops to introduce key leadership concepts to our platform leaders. Intended to provide a safe space for evolving leaders to test assumptions, challenge peers, and apply new skills, the program deployed AI-powered tools, group mentoring, and collaborative learning to reinforce core competencies. Focus group feedback has confirmed its value in building a supportive leader community, so we look forward to progressing on this front.

Learning and growth

Early career learning

Colleagues at Bentley headquarters



Bentley continues to hire new college graduates into internship and full-time positions, and we want to set them up to succeed. We’ve enriched our learning content for new hires with a revamped curriculum emphasizing the strategic context of our business, to give them a comprehensive understanding of the infrastructure ecosystem, the competitive landscape, our users, and Bentley’s mission. Even as we’ve updated hiring processes to include questions that center around the ability to use AI, we’ve also mounted internal education efforts to better equip colleagues to fully take advantage of tools that include GitHub, CoPilot, and other development-centric AI applications.

All colleagues with more than one year of full-time employment at Bentley are eligible for education reimbursement, which offers funding for core undergraduate courses, graduate programs, certifications, licensure, and research papers. Language courses may also qualify for the provision, if necessary for a colleague’s position. We also reimburse membership fees and subscriptions in job-related industry groups to encourage colleagues to deepen their engagement. Additionally, we make it easy for colleagues to tap third-party resources like LinkedIn Learning through subscriptions available to our entire workforce.

Our Graduate Development Program (GDP) offers early-career colleagues opportunities to expand the breadth and depth of their skills by cycling them through four different teams in two years. In 2025, we expanded the program by creating a UX track.

Learning and growth

Cultivating talent and leadership at every level

In 2025, our successful mentoring program evolved into Bentley NEXT, opening it up to all full-time colleagues below the director level with at least six months of tenure, reflecting our commitment to broader inclusion. By connecting colleagues with experienced mentors, the program provides resources and guidance for individual colleagues to reach their full potential, while simultaneously strengthening connections and community across our company.

Our Communities of Practice program (CoP), launched in 2024, is also still going strong. A talent incubator that doubles as a networking platform, CoP offers colleagues the chance to join one of five communities of interest: software architecture, product management, data, user experience, and AI. Under the guidance of a high-level executive sponsor, these groups read books and journal articles, share best practices, engage in team building exercises, and learn from their peers in open-ended ways. In 2025, our AI CoP grew to over 700 members, who engaged in lively experimentation and debate on the best AI and machine learning tools while building relationships across a company whose colleagues are spread between 45 countries.

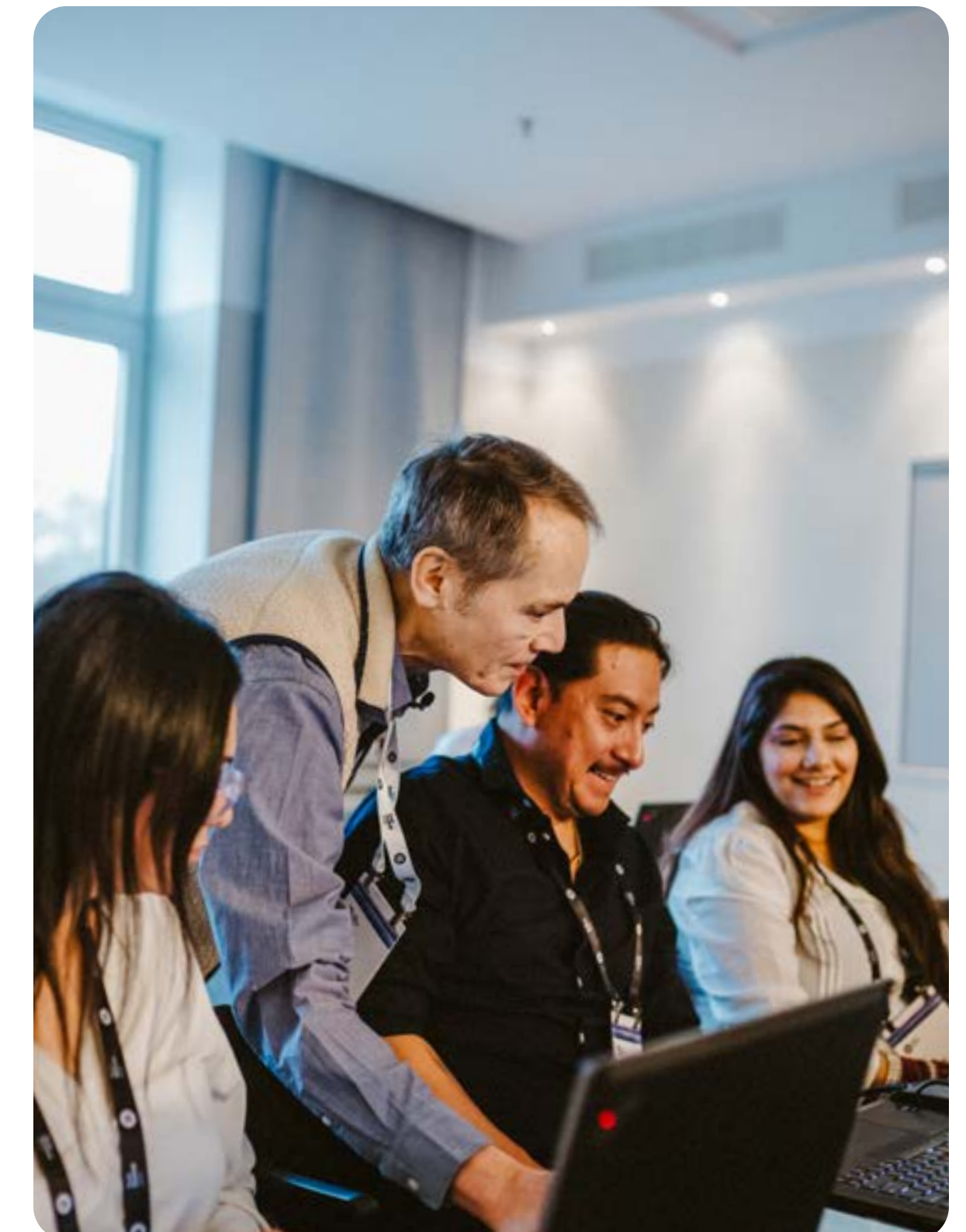
This year, we introduced and piloted the AI Roleplay and Coach tool through LinkedIn Learning, giving colleagues a new mode in which to practice leadership conversations and receive actionable feedback. We incorporated this tool into our LEAD Essentials program and embedded it in our training modules for both colleagues and managers to improve the performance-review process.

Bentley has also invested in two enterprise AI tools, using a peer-to-peer framework to promote adoption and mastery. We've encouraged hands-on experimentation so that colleagues can identify new ways of doing their jobs effectively and hosted "show and tell" sessions where they can showcase their creations and insights with others across the organization.

In late 2025, Bentley hosted its second annual Tech Summit for user-facing colleagues. Building on a successful debut, this eagerly anticipated event provided opportunities for colleagues in sales, services, solutions engineering, and tech support to come together from near and far for in-person programs where building relationships was as much a draw as tailored programming about Bentley products and industry solutions.

Also in its second year was the annual OCTO Coding Challenge. Spearheaded by Bentley Chief Technology Officer Julien Moutte and open to anyone with a hankering for bragging rights, the OCTO Coding Challenge provides eight puzzles over four weeks to test participants' logic, creativity, and problem-solving skills—and the 2025 edition mixed things up by exploring how AI can change the way they think about coding.

Colleagues at the second annual Tech Summit



Learning and growth

Colleague connectedness and well-being

We recognize that our colleagues bring their whole selves to work, and we believe that investing in their mental and physical health is fundamental to sustaining an engaged and high-performing culture. Connection within and across teams is a vital ingredient. Bentley colleagues are driven to make a positive impact on the world, and that includes making positive impacts on one another.

Our ongoing investment in mental health resources is a cornerstone of our well-being strategy. In 2025, we continued to provide comprehensive support through several key programs. We maintained our sponsorship of Headspace subscriptions for colleagues and up to five of their dependents, with 34% of colleagues and 600 family members currently enrolled for access to meditation and well-being exercises. We continued to support the Mental Health First Aid certification program, which helps colleagues to identify, understand, and respond to signs of behavioral health challenges or crises. Our 2025 Mental Health Week featured new sessions on topics ranging from “Boundaries for Balance: Protecting Your Energy and Avoiding Burnout” to “Learning to Pause: Simple Practices for Slowing Down and Resetting Your Thoughts,” led by expert psychologists.

We continuously enhance our health and global benefits in response to colleague feedback and market trends. Some examples in the U.S. include that, in 2025, our Aetna medical plans were enhanced to include coverage for hearing aids and hearing tests, while dental coverage was enhanced to include implant and posterior composite coverage. We also introduced Upwise as a benefits decision support tool that provides data-driven recommendations and personalized benefits guidance throughout the year to help colleagues prioritize their well-being. Our legal insurance plan also evolved, adding new benefits for parents and grandparents—including wills and powers of attorney creation and document review—and changing an annual legal check-up to four hours of services so colleagues can better get the help they need, when they need it. We also offer our Employee Stock Purchase Plan, which allows colleagues to set aside between 1% and 15% of their monthly pay during six-month offering periods to then purchase Bentley shares at a 15% discount to market prices at the end of the period. Colleagues also have access to the Employee Assistance Program (EAP) and work/life benefits, which includes access to licensed professional counselors for help with a wide range of personal issues. This benefit offers confidential counseling and referral services fully paid for by Bentley.

Colleagues participate in the OCTO Challenge



Colleagues participate in the OCTO Challenge



// Inspired by Julien's own daily hikes through the hills surrounding Barcelona, this year, we hit a milestone: a record-breaking 1,200 colleagues joined the challenge.

Nicholas Cumins
CEO, Bentley Systems

We support our colleagues and their families by offering paid parental leave in many countries, including eight weeks in the U.S., where we have the largest presence of colleagues. In 2025, we upgraded paid parental leave in Australia and New Zealand to eight weeks for primary caregivers and two weeks for secondary caregivers. And in the U.S., we added a commuter FSA option that gives colleagues the opportunity to set aside a portion of their pre-tax income to pay for transit and parking expenses to and from work. Meanwhile, Seequent launched a similar program in New Zealand to enable colleagues to purchase bicycles on a pre-tax basis—a meaningful perk at its Christchurch headquarters, where roughly 50% of commuters pedal to work.

Opportunities to exercise have been a hallmark of Bentley's culture since the very beginning, when the founders broke up marathon workdays with impromptu dodgeball matches and Ray Bentley routinely spent his lunch hours training for actual marathons. For the last three years, we have honored that legacy with the OCTO Challenge, which spurs colleagues all over the globe to walk, run, and bike for causes that matter. "This isn't just a fitness challenge," declared Bentley Chief Technology Officer Julien Moutte, who has led the charge. "It's how we connect teams, inspire creativity, and keep colleagues moving (literally and figuratively).

Innovation thrives when people are energized, engaged, and having a little fun along the way." Participants collectively traveled some 298,000 kilometers—equivalent to seven-and-a-half times around the globe. To celebrate the achievement, Bentley made donations to Engineers Without Borders International, Water For People, and The Hunger Project. As Moutte put it: "Proud to be a part of an organization that doesn't just talk about culture—we live it."

Since 2020, our colleague-led IDEA Groups have offered one avenue of connection across a wide spectrum of business segments and functions. These six groups—Veterans and Military Families at Bentley, Women at Bentley, People of Color, OpenPride, OpenAbilities, and IDEA India—function not only as spaces for open conversation, but also serve to stitch our global workforce together more closely. This year, we launched a new initiative, Bentley Connects, which provides another modality to cultivate fellowship and camaraderie between colleagues across the spectrum of seniority and job function. These quarterly events have included external guests from the tech industry speaking on agility and inner genius, as well as neurodivergence as a superpower. It's also brought colleagues together for personal development, like learning CPR or getting energized with a mid-day workout, and philanthropy. One notable event was an in-person and livestreamed fireside chat that gave C-level officers a chance to get a little more personal with peers across the organization. From candid reflections on their career journeys to the ways that they recharge through music, travel, and passion projects, it's a way to nurture a community of care.

// The goal is to create meaningful moments. We want to get beyond senior leaders' job titles, trim down the business speak, and get to know one another as people. It's about creating a culture where colleagues feel comfortable reaching out to each other beyond their teams.

Tracey Giang
Senior Director of Global Belonging
and Inclusion, Bentley Systems

Bentley Connects Fireside Chat



Learning and growth

Performance and recognition

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. So, we keep our performance review process straightforward and transparent. Our process is designed to emphasize continuous feedback throughout the year, with two key documented parts: the Midyear Success Session and the Colleague Performance Success Review (CPSR).

In 2025, we piloted the use of AI to help colleagues and managers streamline documentation. For instance, we provided example prompts they can use in their enterprise Microsoft CoPilot and Google AgentSpace accounts to comprehensively summarize achievements and impact over the full review period, mitigating recency bias while saving time. Bentley also provides managers with "just-in-time micro trainings" to help them fine-tune their delivery of feedback. This year, 96% of eligible colleagues received tailored feedback in our Mid-year Success Session, reflecting our commitment to fostering continuous growth.

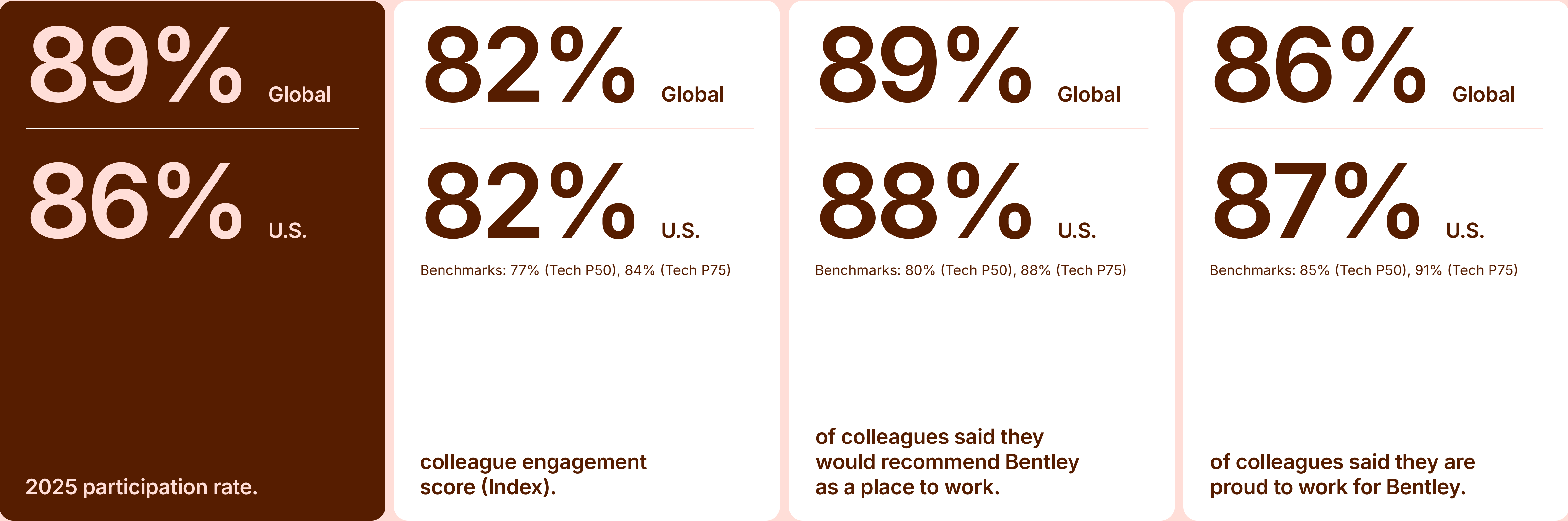
This year, we also completed the company-wide rollout of the Achievers recognition platform, building on its expanded pilot in 2024. It combines traditional manager-directed rewards—like points that can be redeemed for gift cards and electronics—with elements of a social news feed where colleagues can celebrate one another for their everyday excellence and alignment with Bentley's mission and priorities. Since 2023, we have registered a 5% increase in colleagues who say they feel valued, and a 5% increase in colleagues who feel they receive appropriate recognition when they do a good job—both meaningful gains that demonstrate the tangible impact of celebrating contributions across the organization.

The Bentley Founders' Awards remain a marquee annual event that brings colleagues together to celebrate top performers. In 2025, 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.

2025 Colleague Celebration presented by Greg Bentley, photo credit Gary Altoonian



2025 Colleague Engagement Survey data



Giving back

Bentley is committed to being a good neighbor in the communities where we live and work, a constructive corporate citizen in the countries where we operate, and an effective advocate and supporter of the global causes that dovetail with our company's mission and purpose. Through corporate-level donations and colleague-driven volunteerism, we focus our philanthropic priorities on four primary impact areas: STEM initiatives, community aid, infrastructure endeavors, and natural disaster relief.

We are especially intentional in our efforts to grow the pipeline of infrastructure leaders for the future. The industry's core fields of civil, structural, geotechnical, and systems engineering face current or projected shortages of talent. We seek to address this gap with education outreach and community engagement to inspire young people to consider careers in these critical fields.

Sequent outreach using Visible Geology software application



Giving back

Engineers Without Borders

In rural areas of Zambia, where maternal mortality rates are high and communities struggle to immunize children due to lack of cold storage, unreliable electricity is a plague in its own right. Medical facilities like the Dambe Health Center, in the country's far eastern Chipata District, are too often unable to deliver services they are theoretically equipped to provide, ranging from emergency nighttime obstetric care to laboratory diagnostics. That's why Bentley is proud to support Engineers Without Borders (EWB), whose 2025 initiative at Dambe Health Center exemplifies the transformative power of resilient energy infrastructure. Over the past year, EWB's Canada and Zambia chapters partnered with Dambe's healthcare team, local government, a local university, and a Zambian solar company to co-design a solar mini-grid that will power delivery rooms, vaccine refrigerators, lab equipment, and lighting around the facility—while also providing electricity to the nearby Dambe Primary School. The context-responsive project extends to community training and local maintenance planning, and with Bentley's support, detailed energy audits have been completed at both the healthcare center and the school, paving the way for the project to move ahead in 2026.

The collaborative nature of this initiative is another aspect of EWB's evolution that Bentley has aimed to amplify. Three years into a five-year commitment to

EWB International (EWB-I) to bolster the organization's global network, the dividends of closer coordination are becoming clearer. This USD \$75,000 per year support goes to capacity-building activities that don't necessarily generate the kind of attention many corporate donors seek. "Many partners, quite rightly, want to get invested in front-facing field work," said Katie Cresswell-Maynard, director of EWB-I. "What's really unique and precious for us about this partnership is a real understanding that you also have to invest in the supporting infrastructure in order to deliver excellent social impact—and to improve that social impact in the longer term." Bentley's support has allowed EWB-I to pool expertise across a wide geographical range and codify best practices so that its 57 member chapters can pursue proven strategies while avoiding common pitfalls.

Just the same, organizational support means little without the frontline field work that distinguishes Engineers Without Borders. That's why Bentley continues to support specific projects—from Zambia's Dambe Health Center, to an oyster-farming initiative in western Mexico, to a female-led entrepreneurial approach to addressing plastic waste in Ghana—along with select U.S. university chapters like University of Delaware and University of Pennsylvania, whose programming is incubating the socially oriented problem-solvers of the future.

University of Pennsylvania students with Engineers Without Borders assess a water infrastructure project in Gambia



Left and right: University of Pennsylvania students with Engineers Without Borders assess a water infrastructure project in Gambia



// We're still a teeny, tiny organization, but Bentley's commitment is transforming us from a very administratively focused organization into one that is much more focused on how to genuinely support the EWB organizations in our network to do what they do best. And that takes time. So, to have that backing for a five-year period is kind of unheard of, but an amazingly phenomenal thing to have.

**Katie Cresswell-Maynard
Director, EWB-I**

Giving back

Future City

In the 15 years that Tom Chmielenski has mentored middle school participants in Discover Engineering’s Future City competition, the longtime Bentley colleague has enjoyed many satisfactions of volunteering. It’s been especially fulfilling to see that first brush with engineering spark into a lasting flame. Program alumni have reconnected with him as high schoolers seeking advice on how to progress in the field. “And every now and then, I find out that a former student’s at one of the top schools, like Purdue or Princeton, studying engineering,” he said. But it was only in 2025 that Chmielenski and his 26 young charges at Pennsylvania’s Downingtown Middle School achieved the ultimate thrill: besting hundreds of teams and thousands of competitors from across the United States to win the grand prize at the national finals in Washington, DC.

The Future City Competition, which Bentley has sponsored ever since supporting the establishment of the first Philadelphia regional competition in 1995, aims to foster interest in STEM disciplines by confronting middle and high school teams with a creative challenge in urban design. The 2025 edition tasked students with designing a floating city and demonstrating how innovations grounded in engineering could promote the health and safety of their citizens. Chmielenski, a seasoned veteran long accustomed to darting from Bentley’s Exton headquarters during his lunch hour to assist an eighth-grade elective class taught by Lisa Pershall, had an extra advantage this time around: retirement.

The extra bandwidth surely came in handy for a competition that demands not only a two-by-four-foot physical model, but heavy research, essay writing, presentation skills, and the ability to withstand eight minutes of questioning by professional engineers. In this way, Future City cultivates the soft skills and grace under pressure crucial to success in all kinds of careers, not just STEM.

Their vision of a buoyant Adriatic metropolis melded imaginative advances in materials science with the enduring constraints of civil engineering. From cultivating algae as an agricultural feedstock, to cleansing wastewater with beneficial bacteria before feeding it into artificial wetlands, the students let their imaginations run as far as scientific extrapolation would conceivably permit. And their traditional valedictory lap—a post-competition trip to Bentley’s Exton headquarters to present their work alongside several other local teams—was particularly sweet for Chmielenski, who became the first of several Bentley mentors to bag Future City’s ultimate trophy. But when it ended, he found himself back on level terms with colleagues and fellow team mentors like Daisy Adams and Shar Govindan. Future City’s 2026 competition was already around the corner, and the mentors would soon be helping a fresh crop of students sharpen their minds against a completely new challenge.

2025 Future City Competition middle school winners



2025 Future City Competition middle school winners



// We train our presenters. They're going to be in front of real engineers, and they have to not be afraid. I couldn't publicly speak until I was in college—I would shake in my shoes. But to see these kids in eighth grade be able to rattle off answers to tough questions!

Tom Chmielenski
Future City Competition Mentor,
Bentley Systems

Giving back

Eagles Autism Foundation All Abilities STEM Clinic

It was a Wednesday evening in November, and 13-year-old Ian Crespo had just come up with a fresh idea. Sitting in a club-level concourse at the Philadelphia Eagles' Lincoln Financial Field, he positioned a palm-sized color-sensing robotic car atop a green paper tile. With a blink of an onboard light, the vehicle advanced until encountering a pink tile—which prompted a 90-degree left turn. A yellow tile came next, slowing the robot down, before a blue one triggered a right turn. That was Ian's signal. Could he swap the pink tile for another blue in time to send the car into a never-ending loop? Not on the first attempt, but the second try brought a triumphant cheer—and a challenge from his autistic older brother Tyler, who was positioning the final color-coded tiles of his own more sprawling and complicated course.

The Eagles Autism Foundation All Abilities STEM Clinic was under way, and kids of all ages bounced between stations staffed by Bentley colleagues using their Bentley Impact Day to introduce kids across the spectrum to something new. Tyler's mother Stephanie Stricker watched her boys from the wings, smiling. "The All Abilities Clinics have given us an opportunity to explore things that they don't normally get to do," she said. "Tyler's made friends—and it kind of helps the two [brothers] bond better with each other, too." Previous clinics that focused on football, cheer, and drumline

themes had been fun, but the STEM edition felt like an unexpected bonus. "It really goes into what he likes: math and science, and just exploring new things."

That was the idea when Dan O'Brien, Bentley's director of philanthropy and impact, approached the Eagles Autism Foundation in 2023 about sponsoring a family-friendly introduction to engineering technology. The original impetus came from Kelsey Click, who joined Bentley as an enterprise success manager that year. As a former autism and special education teacher, she sensed an opportunity to give back. "I always felt like I wasn't able to accomplish all that I wanted to as a teacher, because the resources just aren't available. But we're a company that has resources, and it's a blessing."

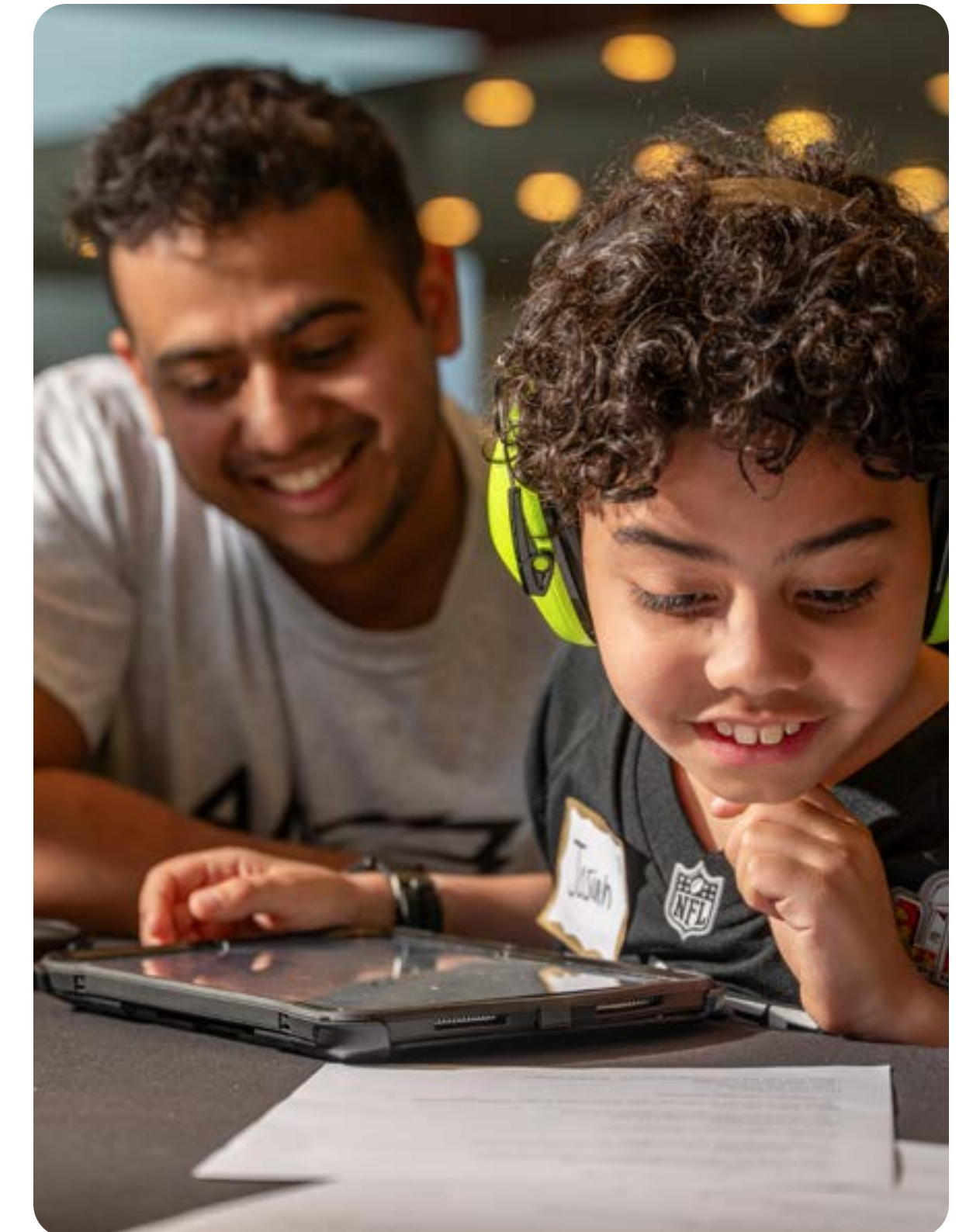
Heavily featured among those resources in a pair of 2025 STEM Clinics was Cesium Ion software, which captivated nine-year-old Steven Infante. "I have a lot of robots," he confided at the November iteration. But what really bowled him over was a station that allowed kids to create a digital avatar, animate it with their own dance moves, and see the result in a Cesium rendering of a football stadium in outer space. "We did the football clinic in October, but it was a lot," reflected his mother, Jenn Infante. "So, we figured that Steven would enjoy science more." That proved a good hunch. "He was completely enamored with the 3D modeling," she said.

"And I've never attended an event with my child where he had a meltdown and they were so quickly able to pull him to the side and keep him completely entertained."

That welcoming atmosphere was a big part of what a dozen Bentley colleagues were on hand to help cultivate. "With neurodiversity being so prevalent in our industry and among our colleagues," Click said, "it's kind of our responsibility at times as a corporation to make sure we're giving access to opportunities."

Indeed, as the 75 participants coursed through the stadium concourse, with siblings and parents trailing along, Click reflected that the most meaningful aspect of these All Abilities STEM Clinics went well beyond her original goal. "I wanted to create essentially a big science fair where parents get a night off," she said. "Because so many of these parents never get a night off. But I've realized that no, what we're actually doing is showing parents opportunity—that their kids have opportunities to take on careers and have very fruitful, fulfilling lives."

Eagles Autism Foundation All Abilities STEM Clinic



Bentley Impact Day is an annual program that lets colleagues take a day off from work to volunteer with an organization of their choice.

In 2025, colleagues used the opportunity to volunteer at a food bank and flex their muscles to raise funds for the United Way in Canada; aid rural communities in the Dominican Republic; build decks in Pennsylvania; help fit artificial limbs in India; fundraise for breast cancer research in New Zealand; and support a church fundraiser in Texas.

Top: Canadian team pulls planes to support local communities
Bottom: Building with Habitat for Humanity in Pennsylvania



Top: Colleagues support rural Dominican health and safety efforts
Bottom: Volunteering at a fitting event for artificial limbs in Bangalore



Top: Christchurch office hosts a Pink Ribbon morning tea
Bottom: Colleagues help at a Texas church fundraiser



Giving back

STEM grants

Charity is not a competitive sport. But when a company’s philanthropic footprint is literally as wide as its entire workforce, things can get interesting. Since 2008, we have made annual corporate funds available on behalf of every full-time Bentley colleague through our STEM Grant initiative, which allows every single one of us to donate USD \$250 (or its local equivalent) to a STEM education program of our choosing. Given our penchant for collaboration, each year, many colleagues band together to bundle their giving, amplifying its impact. Hence, every year brings a new collection of compelling causes—making it hard to pick just one to feature in a report like this.

But 2025 marked a full decade of support for a cause especially close to one colleague’s heart. The story starts even further back. In 2011, Bibhuti Aryal founded a nonprofit to support girls’ education in his native Nepal. “As someone who had the chance to come to the U.S., get an education, and find a career, I wanted to give back.” The Rukmini Foundation, which aimed to eradicate child marriage by empowering girls in the classroom and beyond, was his modest start. “You don’t have to be a billionaire to make a difference,” he said. “You need some money, but really it’s about having access to the community.”

Aryal joined Bentley as a full-time colleague in 2015—only to watch from afar as a deadly 7.8-magnitude earthquake became the worst natural disaster to strike Nepal in more than 80 years. The casualties included one of the schools his foundation supported. So, Aryal got busy bundling STEM grants and eventually raised enough to help rebuild the school. “It has the name Bentley Systems on one of its walls,” he said. “We built a science lab. Previously, there’d been nothing like that.”

It was the beginning of a relationship that has been renewed each of the last 10 years. Sometimes, STEM grants have underwritten simple things like tabletop volcano simulations. Sometimes, they’ve helped finance computer labs. This year, a record 40 colleagues directed their STEM grants to the Rukmini Foundation—whose work has begun to inspire imitation. “Other schools in the area are starting to add science labs, because of what they’ve seen,” Aryal marveled. “I think it’s evidence that the mindset is changing. People are asking, ‘What does a quality education look like?’”

That’s a question whose answer is profoundly personal for Aryal. “My mother is one of the inspirations for this work,” he said. “She was the first girl from her village to go to school—and attended the University of Pittsburgh, where I live now. So, I am a direct beneficiary of girls’ education.”

Students helped by the Rukmini Foundation



USD
\$894,000

pledged through STEM grants in 2025, up from USD \$804,000 in 2024.

Education outreach

Bentley's education programs seek to inspire, attract, cultivate, and propel world-class talent equal to the challenges that will face the infrastructure leaders of tomorrow. A key part of our strategy is partnering with established organizations that have solid track records—and occasionally helping new ones get established or take the next step. The result is a mix of longstanding relationships and fresh new initiatives. One abiding theme is an intentional effort to target a wide range of students—both in terms of age and geography.

For instance, we are proud of the deep partnership we've cultivated with Class of Your Own (COYO), an award-winning organization whose "Design Engineer Construct!" STEM-focused curriculum serves secondary school students between 11 and 18 years old. Having implemented their program—which centers around the built environment and provides accredited qualifications—in schools across the United Kingdom, COYO has a growing international presence in countries such as the United Arab Emirates, Australia, Malaysia, and Thailand. Their "Adopt A School" program partners schools with leading companies, professional bodies, and universities. We provide our technologies along with relevant training, and also connect COYO with our industry users, host events, and contribute modest financial support.

Bentley also seeks to enrich educational experiences at the post-secondary level. Our collaboration with Michigan Technical University (MTU) is a prime example. We worked with MTU faculty to develop curricular components that allow engineering students to gain experience using commercial software such as OpenRoads, SYNCHRO, and PLAXIS 3D. These hands-on modules, which are readily adaptable into computational labs or class projects, give students enough familiarity with these tools—which are the industry standard in state departments of transportation across the country—so that they can further advance their mastery through Bentley's free online tutorials. Several state DOTs and universities are now beginning to endorse or use this work, and Bentley has begun developing a similar initiative with Oregon State University, applying the same framework to geomatics and reality modeling.

Our involvement with TransiT, a U.K. research hub dedicated to rapidly decarbonizing transportation by using digital twins, exemplifies the other end of the spectrum. It seeks not to address the engineering talent gap, but rather to show the art of the possible to the industry and academia. Bentley is a partner, along with many of our users—bringing industry insights into a consortium studded with top-tier universities including Cambridge, University College London, University of Leeds, and more. In 2024, TransiT secured GBP 46 million from the U.K. government and over 60 partners—with another GBP 26 million in support provided by stakeholders across the digital, energy, and transportation sectors. This collaboration is thought to be one of the largest transportation consortiums of its kind. As an industry leader in infrastructure digital twins, Bentley is energized to contribute knowledge and know-how.

The pages that follow offer a sampling of other education outreach initiatives we undertook in 2025.

At Bentley, we're investing in the future of infrastructure by empowering the next generation. Through academic partnerships, Bentley provides students [with] the technology, real-world projects, and hands-on experience to help launch careers that create a better world.

Rachel Rogers
Vice President of Education Outreach, Bentley Systems

Education outreach

STEM Sneak Peak

At a lab table inside Saint Joseph's Preparatory School (Prep) in North Philadelphia, the air was humming with focused energy. Three seventh graders from the nearby Gesu School huddled over a pile of metal parts, screws, motors, and construction diagrams. Lunch had just been served, but this trio was dialed in. They were building a claw-equipped robot and the clock was ticking. A cone-stacking competition was less than an hour away.

They were aiming to win, but victory wasn't the only thing on their minds.

"We're just learning more about robotics and how to build things," Jayden Williams said. "And when you get older, it can help you."

Joshua Lee piped up with a narrower observation. "It can also help you learn how to read manuals and things of that nature."

Then, before they dove back into the task, Jace Murray gave his thoughts: "It also expands your mind."

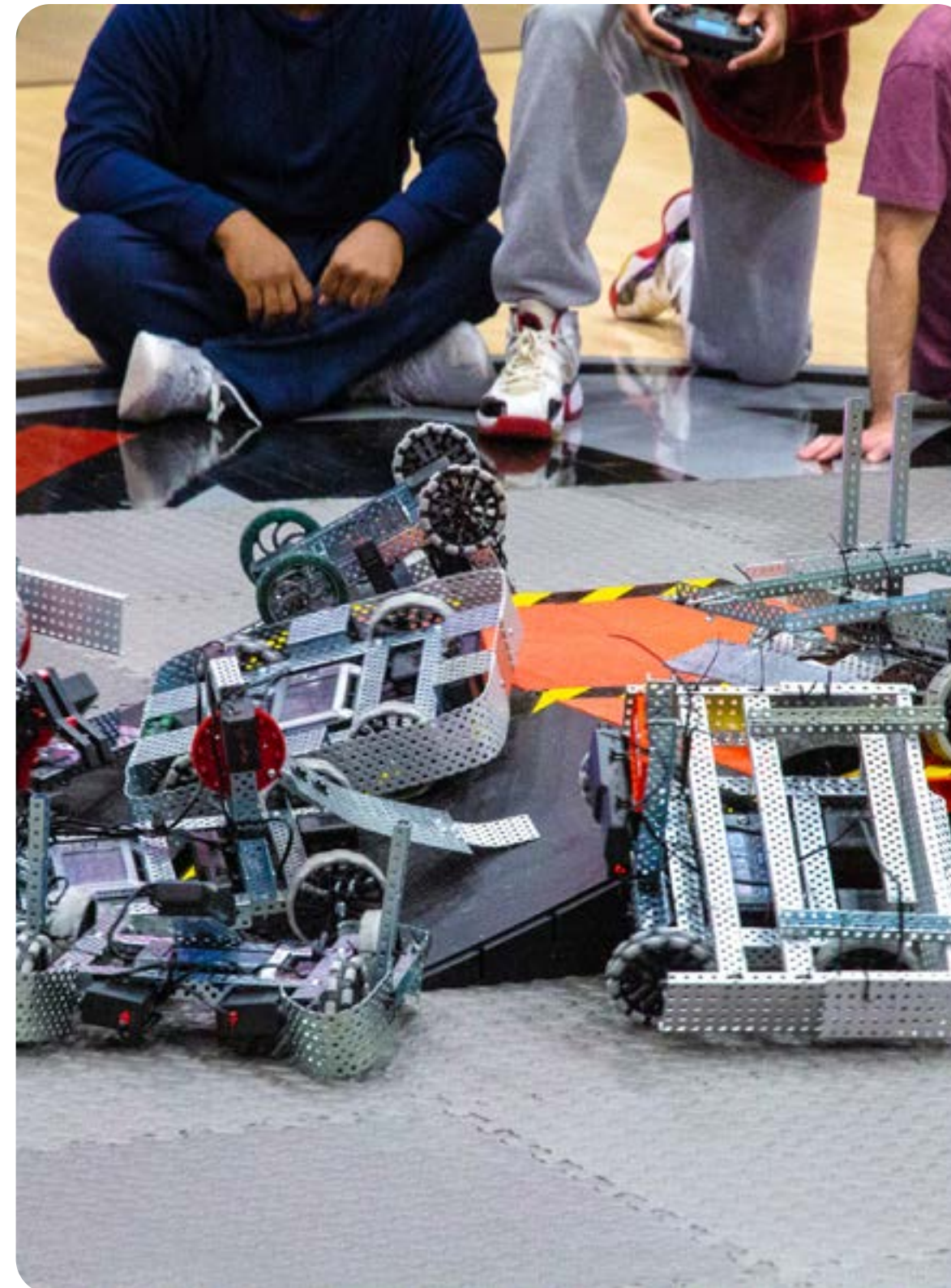
It was the Tuesday before Thanksgiving, and Bentley had sponsored an initiative to bring about 60 area middle-schoolers into this prestigious Jesuit high school to expose them to the kinds of challenges that could await them at the next level of their education.

For Prep junior Martin Discher, president of the school's robotics club, the middle-schoolers were a new wrinkle on an annual event—as well as potential future club members. "The groups that are engaged seem like they're having a good time," he said. "And if they come to the Prep, I hope they enjoy robotics!"

The president of the Prep's robotics club gets some help from local middle schoolers



Robotics competition at the Prep



It was a first exposure for many of them, coming from middle schools that generally don't offer robotics programming. And the mixture of collaboration and competition seemed to resonate—as did working alongside college-bound high schoolers.

After spending most of the morning guiding seventh graders from Norwood Academy, Prep senior Silas Griffin popped over to check in on a rival group after lunch—sparking a question about his loyalties. “I’m just trying to make sure everybody’s good so they can have a fair competition,” he laughed. “But honestly, this is all going really well. This is a very good opportunity for these kids—and a lot of these guys are done already.”

An hour later, it was do or die. The middle-school teams faced off, maneuvering their swiftly built robots to stack cones in precarious towers—or topple an opponent’s pile. Elimination can be cruel, but even the vanquished teams walked away bearing the knowing smiles of kids relishing a fun departure from their ordinary classes. And the finalists, meanwhile, would advance to compete in front of the Saint Joseph's Prep's entire student body, as an undercard to the school's intramural robotics competition.

Buoyant from a victory that qualified them for that big stage—where the high schoolers gave them full-throated cheers—a team from Havertown's Cardinal John Foley School selected seventh-grader Will Haas to answer the all-important question: What did you learn today?

He looked around at his teammates, smiled, and said, “That it's not as hard as it looks!”

Education outreach

Taking vocational mentorship to the next level

On a Friday afternoon in mid-August, Antonio Archer stood at a podium in Cesium's Philadelphia office to address a gathering of Bentley colleagues. "Hello everyone," the 18-year-old began with a confident smile. "I would like to present to you Ecora, our advanced filtering system for the iTwin platform."

Then, his partner Jamir Ong stepped up to the microphone. "Ecora is a no-code solution for filtering elements in iModels, to allow users to search through data a lot more easily without having to know any of the technological skills behind it—like all the ECSQL queries you'd have to do," he elaborated. "We're both, of course, interns from Building 21 and Launchpad Philly, and this is our first real application in the industry," Archer added.

With that, the pair launched into a presentation that swiftly progressed into a demo of how their tool could enable a non-technical user—a construction subcontractor, for instance, or perhaps a procurement manager creating a report—to quickly click through a 3D digital model of a sports stadium to generate a table listing, say, all the glass elements of a particular type or dimension that the architect had specified.

Their project was the culmination of a six-week paid summer internship—and a partnership Bentley had been cultivating for four years. The broader effort began

with outreach from Bentley to Building 21, a nonprofit that operates two public high schools in Pennsylvania and also runs Launchpad, a "learn-and-earn" workforce development program that prepares high-school students from traditionally underrepresented groups for well-paying careers in tech.

It started during the pandemic as a way to give Building 21 high schoolers a taste of how development works in the real world. These programming mentorships evolved into regular, weekly meet-ups where colleagues mentored students in game development using Python on Raspberry Pi single-board computers. When company founder and then-Chief Technology Officer Keith Bentley got involved, the informal mentorship became a paid summer internship where Launchpad participants could take the next step: building an application in iTwin.js, Bentley's open-source platform for digital twins. When Bentley retired in 2023, his successor CTO Julien Moutte continued supporting the initiative.

Bentley's volunteer team of mentors worked with students who had studied both Python and Javascript for one year, and showed them a viable career path into infrastructure engineering software development. These are teens who had opted for an alternative to college and found pride in producing a real thing of value: an application that will be put in front of users in Bentley's sandbox.

In Ong and Archer's estimation, the value of the internship program went well beyond the wages they'd earned and the tool they created. "We have experience with databases," Ong reflected, but working with iTwin in a professional context raised the stakes. "I'm allowed to mess up my own database, but working on something like this was a bigger responsibility." Beyond learning a new programming language, he had to learn all the ways in which software development is a team sport, imbued with pull requests and other forms of peer review and collaboration. "The workflow was something new to me. Before, I pretty much worked alone on a project and didn't have to collaborate. This was the first time I really had to work with others."

Archer concurred. "It definitely made me less of an individualist developer," he said. "After working on this team, I feel like I'm ready to go into a real job." At the conclusion of their August presentation, a Bentley colleague in the audience broached that very question. "Are you thinking of going into careers in this?" she asked. "And do you feel like this experience you're getting now is enough to prepare you for a job interview?"

Archer answered as confidently as he'd begun. "One hundred percent," he declared, "I feel like this is the path for me."

Building 21 interns presenting at the Cesium office in Philadelphia



Education outreach

Priming the geology pipeline

As countries across the globe grapple to counter current or projected shortages in civil engineering talent, a similar dynamic is beginning to set off alarm bells about an equally important field: geology. A recent study by Deloitte estimated that nearly half of mining and mineral processing engineers will reach retirement age in the next decade, and there is a critical shortage of younger workers to fill the gap. “Flip open the *Wall Street Journal* or the *Financial Times* and have a look at what’s being reported right now,” observed Seequent CEO Graham Grant. “It’s all about rare earths. It’s all about critical minerals. It’s all about federal government investing to develop these resources. But where are the geologists coming from? No one knows—and no one’s really woken up and made that connection.”

As university programs in earth sciences have dwindled and bright students have flocked to better-known professions, the quandary has become self-reinforcing. “I’ve yet to hear of a career advisor that’s ever heard of geology,” Grant said. “So, kids only get into this field by stumbling into it. They’re never pointed toward it.” And any hope for the advancement of technologies like enhanced geothermal energy—to name just one example—will depend on attracting more young people into the field.

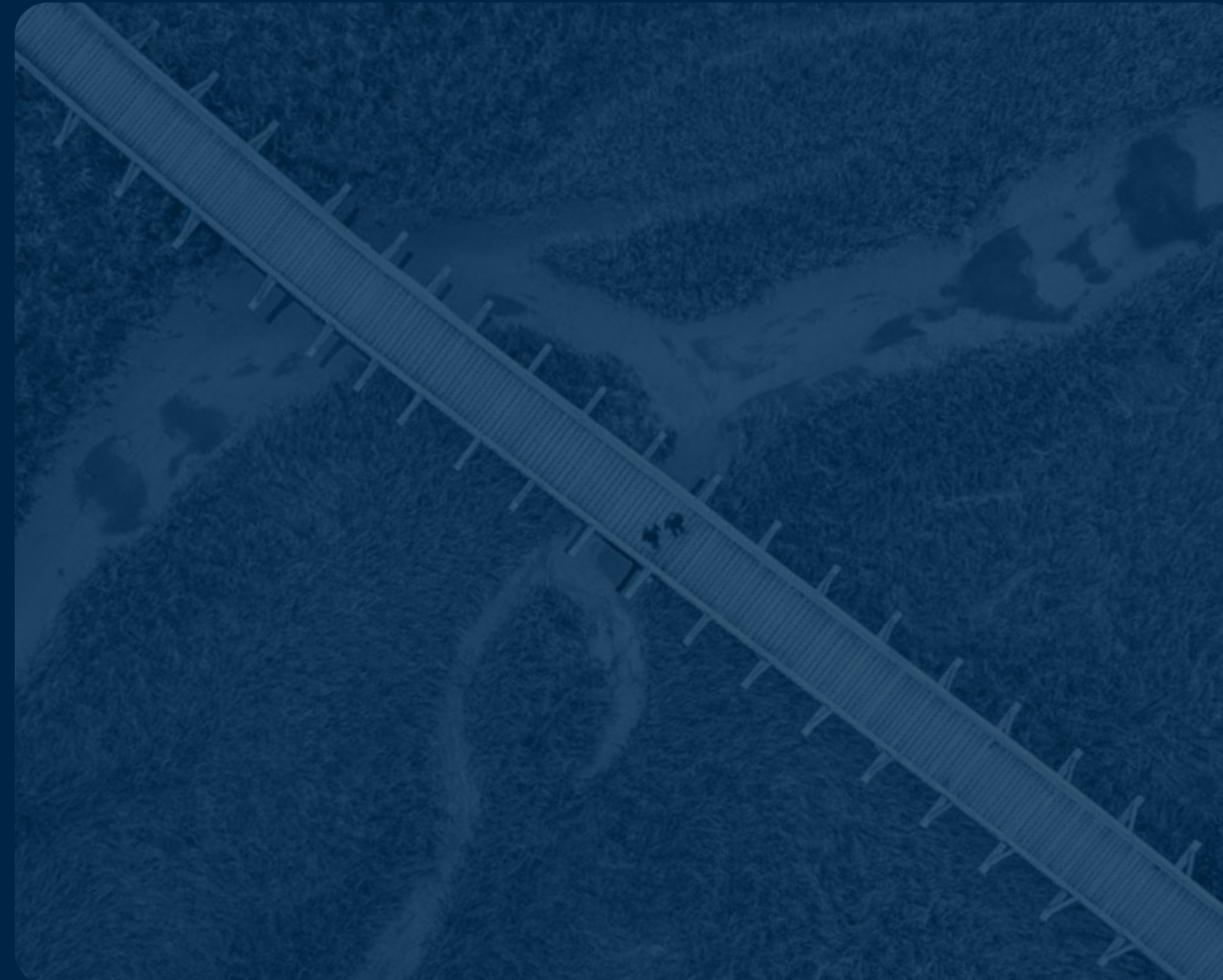
That’s what motivated Seequent to acquire, revamp, and release Visible Geology, a 3D underground visualization application available at no cost to students everywhere. Originally created by a master’s student struggling to understand the subterranean realm, Visible Geology is now targeted to intermediate-level university students. Seequent partnered with the New Zealand game design company Cerebral Fix to retain its intuitive interface while bringing the software up to corporate standards.

“It’s quite simple to use but it’s quite complex in terms of what you can learn,” Grant said. “It makes building your first understanding of what the ground is, about as easy as possible.” In its first full year of availability in 2025, students logged into Visible Geology from approximately 150 colleges and universities. Yet given that only 10% of users shared an email address, it likely reached an even broader spectrum of budding geologists.

“What we’re trying to do,” said Grant, “is use this tool to create awareness much earlier.”

Visible Geology, a 3D underground visualization application





Governance

Governance

Colleagues collaborating



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

We make the complex simple

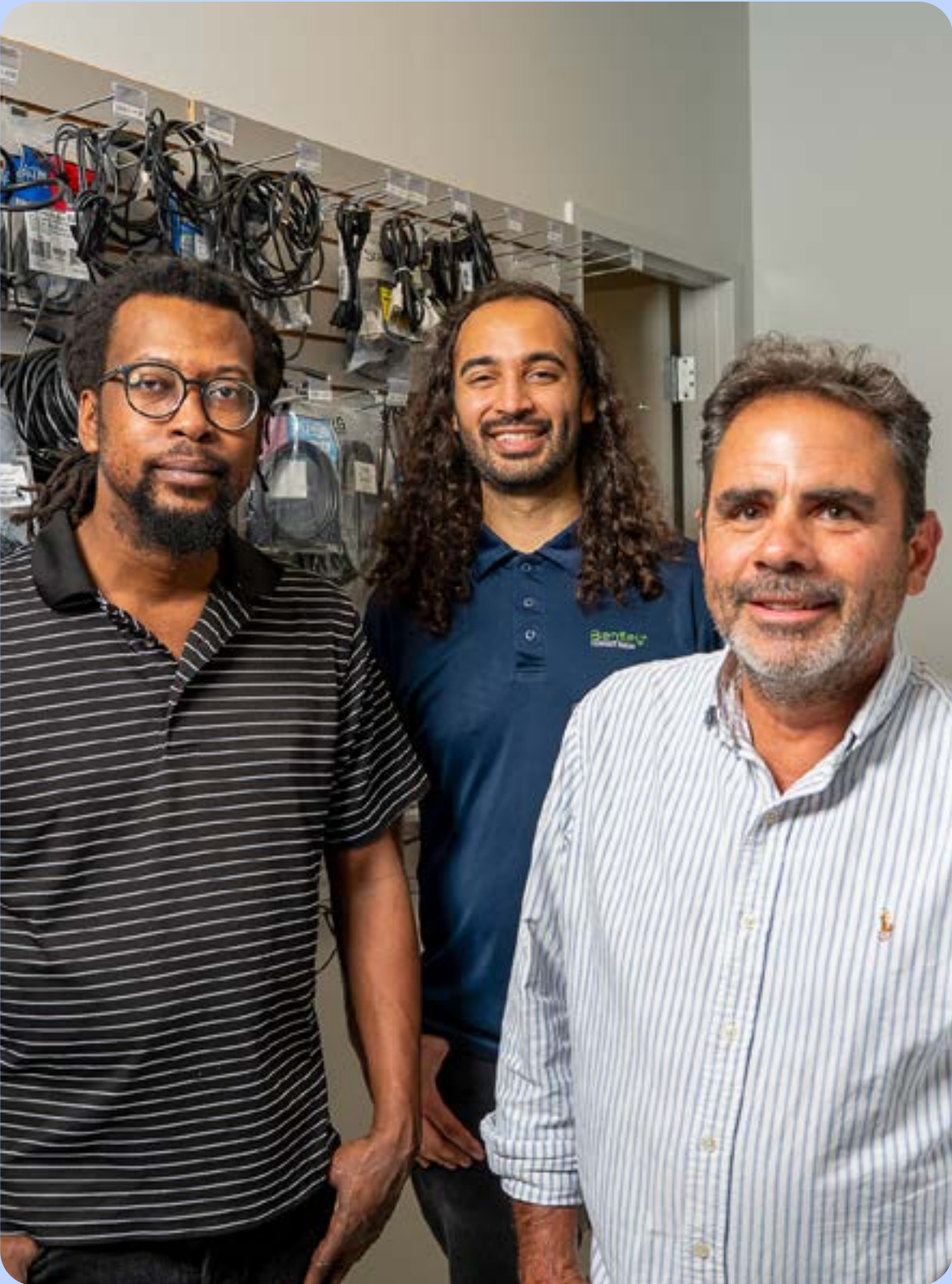
Bentley operates with a strong commitment to effective governance. Our governance structure supports and reflects the success of our impact strategy, as well as our commitment to accountability along with transparent management and reporting. Actions we have taken to strengthen governance include establishing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

2025 achievements

Digital Technology Services team members

99%+

of colleagues completed annual compliance training.



AA
rating

by MSCI increased, as well as Sustainalytics score improved to 12.6 (low risk).

0
breaches
or incidents

reported by users and/or regulatory authorities, as well as enforcement and investigatory actions.

Corporate governance

Bentley takes an integrated, formal approach to governance. In 2025, we continued to promote good governance across our organization through regular stakeholder engagement and enhanced 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. 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 of management and serves as Bentley's 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, including through regular updates from senior management. 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, four of the Bentley brothers who founded the company, and Nicholas Cumins, our chief executive officer.

Audit Committee

Our Board has established an Audit Committee composed entirely of independent directors. Among other tasks, the Audit Committee is responsible for: selection, retention, termination, compensation, and oversight of the work of Bentley's independent public accounting firm to act as our independent auditors; reviewing and discussing the adequacy and effectiveness of our financial reporting processes; internal control over financial reporting and disclosure controls as well as procedures and the audits of our financial statements; reviewing annual and quarterly financial statements prior to their release; and managing risks to the company by monitoring, discussing, reviewing, or developing policies and procedures with respect to risk exposures, compliance with applicable laws, and the company's policies and complaints regarding accounting or auditing matters.

CEO Nicholas Cumins speaking to colleagues at the September all-hands meeting



Corporate governance

Sustainability Committee

Bentley has established Board-level accountability and oversight of our impact program through our Sustainability Committee, a Board committee comprised solely of independent directors. The committee meets regularly to review and approve the company's impact strategy and reporting plans. It also oversees compensation policies and practices, and 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 a Nominating Committee comprised solely of 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, including vacancies that arise or newly created director seats. The committee has publicly disclosed that it will consider all factors that it deems appropriate when identifying candidates, which may include different backgrounds and experience.

Executive Team

Bentley's Executive Team is responsible for the development and implementation of the company's impact strategy, including with respect to performance against established goals and objectives.

Governance documents

A complete list of Bentley's key 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](#)

2025 Executive Management Team



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](#), which is overseen by a management-level Compliance Committee, 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, anti-corruption and anti-bribery, corporate opportunities, confidentiality, compliance with laws (including insider trading laws), use of our assets and business conduct, fair dealing, and procedures for reporting and handling breaches. Bentley also maintains internal policies and guidelines for charitable contributions and donations.

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 and e-learning training on key topics covered in our Code of Conduct and Information Security Policy, including reporting channels like the whistleblower hotline. 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 operations or 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 some 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.

99%+

of colleagues completed annual compliance training work.

Suppliers and business partners

2025 Partner Excellence Awards



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’s 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. 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.



// Bentley's cybersecurity framework is designed to safeguard data and identify and limit risk. Our team ensures security based on industry standards and best practices. We act every day to monitor and test our systems and procedures to create a secure and resilient environment for all our stakeholders.

Tom Cibelli
Vice President, Chief Information
Security Officer, Bentley Systems

Data security

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 has made significant progress in the FedRAMP authorization process 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. Through this program, Bentley can define, identify, classify, and prioritize vulnerabilities in our systems and products.

Audits and assessments

In addition to conducting internal audits of Bentley’s information technology infrastructure, we also engage with a third-party auditor to conduct independent external audits of our system, utilizing ISO 27001 standards.

Policies

Bentley maintains information security policies to support our overall commitment to managing information security risks. Through these policies, we aim to continuously improve our information security systems, promote integrity and protect data, monitor and respond to information security threats, hold individuals across our organization accountable for information security, and establish information security requirements for third parties, including suppliers, among other commitments.

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.

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 2025 that included video, e-learning, and security bulletins and newsletters on Data Privacy Day in January. To support awareness across our organization, Bentley maintains an information security escalation process, which includes reporting mechanisms for employees to report incidents, vulnerabilities, or suspicious activities.

Responsible use of AI

Responsible AI

Bentley recognizes that AI represents a paradigm shift for infrastructure, our solutions, and the way in which we empower our colleagues to work. Infrastructure is too big to fail, so you need AI you can trust. As our industry’s trusted digital quartermaster, Bentley is at the forefront of delivering Infrastructure AI across design, construction, and operations.

Trustworthy AI

Bentley is committed to ensuring that our AI is built on trust, transparency, and respect for our users’ data. For engineers, data is not just information; it’s intellectual property and a strategic asset. Our commitment to data stewardship and transparency in the age of AI is clear: Bentley protects intellectual property and gives users full access and control over their data, including how it’s used for AI training.

AI responsible use program

Bentley has adopted a principle-led approach to trustworthy AI. It is underpinned by a robust governance program which has been designed to enable AI-driven innovation while managing emerging risks, maintaining regulatory compliance, and supporting user and account trust.

Bentley’s approach to responsible AI extends to our own adoption of AI tools to empower colleagues’ day to day activities. We have and are continuing to invest in AI tooling, training, and awareness for our colleagues. We are encouraging our colleagues to navigate the AI-powered workplace with a focus on responsible and effective adoption as AI becomes a core feature of their daily work.

Infrastructure AI co-innovation initiative

Bentley is at the forefront of thought leadership when it comes to the development of trustworthy AI for infrastructure. In 2026, Bentley launched a co-innovation initiative for users and accounts to shape the future of infrastructure AI.

This initiative offers a risk-free environment for users and accounts to submit use cases and to experiment with Bentley’s latest AI and APIs with the support of our internal experts.

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

Bentley maintains a comprehensive, enterprise-wide global privacy compliance program that adheres to all relevant data protection laws and regulations. Managed by a dedicated team of privacy professionals, the program is subject to annual internal and external audits and enforced through rigorous controls across our supply chain, with noncompliance resulting in potential termination. Colleague violations of the privacy program may lead to disciplinary measures, up to and including termination of employment. Bentley's global privacy compliance program is independently audited and certified under ISO 27701 Privacy Information Management Systems which provides additional level of reassurance to all stakeholders, including users, accounts, and colleagues. Learn more through the privacy section of the Trust Portal.

We provide the following privacy and data security support to our users:

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](#), including but not limited to the provision of annual [transparency reports](#) detailing disclosures to government and law enforcement agencies. Further, Bentley has certified to the U.S. Department of Commerce that it adheres to the [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

Shaping infrastructure performance where it matters most

At Bentley, we engage with the full spectrum of leaders and decision-makers who shape and depend on infrastructure, from policymakers and investors to engineers, asset owners, operators, and community leaders, because the most consequential infrastructure outcomes are determined long before construction begins. They are shaped by how systems are conceived, the goals that guide investment and delivery, and the decisions that define how infrastructure will perform for communities, economies, and the environment over time.

Our Infrastructure Policy Advancement (IPA) and Government Relations (GR) teams work together at this front end of the infrastructure lifecycle, helping leaders across the system tackle challenges such as productivity constraints, climate risk, and capital deployment by elevating best practice and demonstrating how systems-based approaches, data, and technology can translate ambition into delivery. In doing so, we support Bentley's mission to reshape how infrastructure systems and critical resources are conceived, delivered, and optimised, advancing infrastructure that performs better, lasts longer, and delivers enduring value for society.

European Energy & Industry Conference



Government relations and infrastructure policy advancement

Infrastructure policy advancement: from convening to real-world outcomes

In 2025, Bentley's IPA team significantly expanded its global reach and influence, convening more than 1,000 senior infrastructure leaders and decision-makers worldwide across government, industry, finance, and the professions that design, operate, and maintain infrastructure.

IPA's value lies in shaping how the infrastructure sector defines success, elevating performance, resilience, and long-term value as shared objectives across the full lifecycle. IPA works as a trusted partner to industry and the public sector to help understand, connect, and shape how the sector's most pressing challenges are addressed and how people can leverage technology to advance infrastructure performance.

Through the Transforming Infrastructure Performance (TIP) Summits, Twin Talks, white papers, and ongoing dialogue, IPA translates complex challenges into practical, system-level insights that leaders can apply in their own contexts.

TIP New York 2025



// In 2025, IPA reached a scale and maturity that reflects both the urgency facing the infrastructure sector and Bentley's growing role within it. By convening the world's foremost leaders responsible for policy, capital, delivery, and operations, we helped shift the conversation from ambition to performance, and that shift is increasingly influencing how infrastructure is planned, delivered, and managed around the world.

Mark Coates
Vice President, Infrastructure Policy Advancement,
Bentley Systems

Government relations and infrastructure policy advancement

Why this work matters for communities and the environment

Infrastructure underpins almost every dimension of modern life, yet it is also responsible for a significant share of global emissions and climate adaptation costs. Improving how infrastructure performs, not just how much is built, is therefore one of the most powerful levers available to governments and industry to deliver social, economic, and environmental outcomes.

Our work is focused on demonstrating how digital approaches improve:

Productivity and value for money

Our events and publications consistently build the business case for how digital solutions lead to greater productivity, cost-effectiveness, and overall value for money in infrastructure projects.

Governance and stakeholder engagement

We promote enhanced governance and transparency by showing how technology improves decision-making. Our forums facilitate high-level stakeholder engagement and community engagement, fostering the collaborative ecosystems necessary for digital adoption.

Resilience and improved infrastructure delivery

We actively shape the conversation around building resilience and attracting sustainable infrastructure investment, positioning digital tools as critical for managing risk and ensuring long-term performance.

This approach aligns directly with Bentley’s purpose to advance the world’s infrastructure for better quality of life, amplifying impact by enabling better decisions across the sector.



Government relations and infrastructure policy advancement

Global engagement, grounded in real-world challenges

United Kingdom

Advancing infrastructure performance through policy, practice, and finance

In 2025, the United Kingdom remained a cornerstone of IPA's global work, with engagement spanning national policy, industry delivery, and infrastructure finance.

TIP London 2025 focused on the delivery realities associated with the U.K.'s GBP 725 billion, 10-year infrastructure pipeline, convening senior figures from government, regulators, investors, and industry to examine how productivity, planning reform, skills, climate resilience, and data-driven delivery must evolve together. Senior leaders from major engineering and construction firms participated alongside government officials, reinforcing the necessity for partnerships across the full infrastructure system.

Alongside TIP, IPA delivered a series of U.K.-based Twin Talks, including during London Climate Action Week, which formed a core part of IPA's expanding finance pillar. These sessions brought together institutional investors, insurers, policymakers, asset owners, and industry leaders to explore how data, governance, and digital tools can help mobilise capital toward resilient and low-carbon infrastructure.

Australia and New Zealand

First-of-its-kind engagement

TIP Melbourne 2025 marked the first TIP Summit in Australia, representing a significant expansion of IPA's regional footprint. The summit convened state ministers, senior public servants, global engineering leaders, multilateral institutions, and financiers.

With a ministerial keynote and participation from the World Bank, discussions focused on workforce constraints, systems thinking, productivity, and funding models critical to Australia's long-term competitiveness and climate resilience. Senior leaders from firms such as Jacobs, Aurecon, GHD, and Mott MacDonald contributed practical perspectives grounded in delivery experience.

IPA also hosted Twin Talks in Sydney in an innovative live debate format, bringing together government sector leaders, engineers, asset managers, and industry practitioners to share best practice and connect global lessons to local delivery challenges.

Europe

Best practice in complex delivery environments

Across continental Europe, IPA convened a series of Twin Talks in Berlin, Frankfurt, Warsaw, and Rome, in partnership with IPA Canada, bringing together policymakers, engineers, asset managers, and industry leaders.

These high-trust discussions focused on digital delivery, open standards, and AI adoption in complex regulatory environments, reinforcing IPA's role in sharing international best practice and connecting regional challenges to global lessons on infrastructure performance.

Canada

Aligning investment, delivery, and public value

TIP Toronto 2025 became the most-attended TIP event of the year, convening senior leaders from the federal government, pension funds, asset owners, and engineering firms to explore how Canada can improve productivity, resilience, and value for money.

The summit featured senior participation from a federal Member of Parliament, alongside leaders from CDPQ Infrastructure, the Canada Infrastructure Bank, and Infrastructure Ontario. Major AEC firms, including AECOM, Hatch, Arup, and WSP, contributed to discussions on digital delivery, financing models, and systems-based approaches.

Complementing TIP, IPA delivered Twin Talks in Montreal and Vancouver, including a dialogue focused on Canada’s largest infrastructure project, the Alto high-speed rail project connecting Toronto and Quebec City. These forums enabled deeper dialogue between policymakers, owners, and practitioners on how infrastructure technology and investment can translate into outcomes communities can see and feel.

United States

Infrastructure performance under pressure

In the United States, IPA delivered the first-ever TIP Summit, convening senior leaders from federal, state, and city government, asset owners, and industry to focus on infrastructure performance at scale.

In parallel, IPA hosted Twin Talks in Washington, DC, and New York, including a landmark session during NYC Climate Week, featuring the mayor of Phoenix, who shared how the nation’s fifth-largest city is addressing infrastructure capacity, workforce, and resilience challenges.

A defining TIP session featured Aruna Miller, lieutenant governor of Maryland, reflecting on the Francis Scott Key Bridge collapse, a tragedy that claimed six lives and disrupted one of the busiest highway and freight corridors in the country. The discussion highlighted how coordination across government and digital tools accelerated recovery while supporting an affected community.

Twin Talks Montreal



Government relations and infrastructure policy advancement

Climate and finance: mobilizing capital through partnership

In 2025, IPA formally integrated a finance pillar into its global workstream, recognising that infrastructure performance and climate outcomes are inseparable from finance and governance.

This work was anchored by London Climate Action Week, in partnership with IPA UK, and extended globally through COP30 in São Paulo and Belém, in partnership with IPA USA. At COP30, IPA hosted Bentley's first Twin Talks in a national pavilion, convening leaders managing more than USD \$36 trillion in assets under management at Australia's National Pavilion.

These discussions formed an integral part of an Australian Government initiative focused on mobilising institutional capital for Southeast Asia's energy transition, highlighting how data, governance, and digital tools can improve project bankability and accelerate delivery.

London Climate Action Week



Government relations and infrastructure policy advancement

Thought leadership

Year in Infrastructure conference



Good policy depends on good ideas. In 2025, the Bentley IPA team continued to contribute directly to global dialogue on advancing infrastructure performance through a strong program of thought leadership.

We launched the AI in Infrastructure report at our annual Year in Infrastructure conference and produced a series of high-impact white papers endorsed by more than 50 leading organizations. These publications included Creating Sponge Cities to Tackle Surface Water Flooding, amplified by the U.K. Government’s Department for Business and Trade, and Connect to Change: Unlocking the Value of Systems Thinking in the Built Environment, endorsed by organisations ranging from Accenture to the Institute of Asset Management and the Cambridge Centre for Smart Infrastructure and Construction.

Government relations

Bentley's Government Relations team complements Infrastructure Policy Advancement by engaging directly with policymakers and regulatory stakeholders across key jurisdictions, supporting policy frameworks that enable effective infrastructure delivery, innovation, and long-term public value.

Geopolitical risk assessment and mitigation

As a global company, Bentley constantly monitors relevant geopolitical risks in each of the markets where we operate, implementing adaptive strategies in the face of global events and the environment to maintain strong business continuity. As part of our risk mitigation and resilience strategy, we proactively monitor, assess, and adapt to these risks.

European Water Resilience Forum



Appendix

Appendix

Forward-looking statements

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.

Principles, frameworks, and indices

At Bentley, we are committed to reporting on relevant ESG 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

Policies and resources

- [2025 Independent GHG Emissions Limited Assurance Statement](#)
- [Code of Conduct](#)
- [Conflict Minerals Policy](#)
- [Data Hub](#)
- [Environmental Policy](#)
- [Equal Employment Opportunity and Affirmative Action Statement of Policy](#)
- [Impact](#)
- [Responsible Marketing Policy](#)
- [Statement Against Modern Slavery and Human Trafficking](#)
- [Statement Regarding Section 508 of the Rehabilitation Act](#)
- [Supplier Code of Conduct](#)
- [Sustainability Stories](#)
- [Tax Policy](#)
- [Trust Center](#)

Environmental data

Bentley’s emissions breakdown (tCO2e)

Scope and Source	2019***	2023	2024	2025
Scope 1	1,980	1,665**	1,604	1,313*
S1: mobile combustion	847	853	769	763
S1: stationary combustion	1,104	767**	793	521*
S1: fugitive emissions	29	45	41	30
Scope 2 (location-based)	4,347	2,604**	2,704	1,725*
Scope 2 (market-based)	4,347	2,951**	2,659	2,099*
Scope 3	35,969	28,435**	30,395	30,727
S3: C1 purchased goods and services	13,353	15,196	16,454	15,703
S3: C2 capital goods	1,601	2,105	1,191	1,696
S3: C3 fuel- and energy-related activities	1,942	1,063**	1,054	804
S3: C4 upstream transportation and distribution	426	369	306	251
S3: C5 waste generated in operations	430	297	207	217
S3: C6 business travel	13,451	8,531	10,350	10,723
S3: C7 employee commuting	4,719	682	553	1,089
S3: C13 downstream leased assets	0	188	248	176
S3: C15 investments	48	3	32	68

Energy consumed (MWh)

	2023	2024	2025
Total renewable	6**	1,350	47
Total non-renewable	12,575**	10,890	9,212*
Total energy	12,581**	12,240	9,259*

Emissions intensity (tCO2e/\$M revenue) (MWh)

	2023	2024	2025
Scope 1	1.4**	1.2	0.87*
Scope 2 (location-based)	2.4**	2.0	1.1*
Scope 3	23.1**	22.5	20.5z

* FY2025 figures have been updated using Bentley's final CY2025 greenhouse gas inventory. Scope 1 and Scope 2 emissions were independently assured by LRQA to a limited level of assurance. See page 13 for details.

**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.

***2019 (Baseline).

Colleague data

Number of colleagues

	2023	2024	2025
Global	5355	5582	5908
U.S.	1410	1471	1548
Americas (Including U.S.)	2090	2216	2353
Asia	1697	1752	1834
EMEA	1568	1614	1721

*Executive and senior level managementt

Global gender representation (%)

		2023	2024	2025
All colleagues	Male	69.2%	68.6%	68.1%
	Female	30.8%	31.4%	31.9%
	Undisclosed	0%	0%	0%
Leadership*	Male	84.1%	84.6%	84.2%
	Female	15.9%	15.4%	17.6%
	Undisclosed	0%	0%	0%
Management (non-executive)	Male	73.3%	73.8%	72.7%
	Female	26.7%	26.2%	27.3%
	Undisclosed	0%	0%	0%
Technical staff	Male	77.1%	76.9%	78.2%
	Female	22.9%	23.1%	21.8%
	Undisclosed	0%	0%	0%
Sales staff	Male	65.1%	65.2%	67.3%
	Female	34.9%	34.8%	32.7%
	Undisclosed	0%	0%	0%
All other colleagues	Male	57.6%	55.3%	53.3%
	Female	42.4%	44.7%	46.7%
	Undisclosed	0%	0%	0%
Colleagues hired during reporting period	Male	66.9%	66.9%	66.1%
	Female	33.1%	33.1%	33.9%
	Undisclosed	0%	0%	0%

United States gender representation (%)

		2023	2024	2025
All colleagues	Male	67.7%	67.6%	66.0%
	Female	32.3%	32.4%	34.0%
	Undisclosed	0%	0%	0%
Leadership*	Male	80.9%	82.9%	78.7%
	Female	19.1%	17.1%	21.3%
	Undisclosed	0%	0%	0%
Management (non-executive)	Male	70.4%	70.9%	69.7%
	Female	29.6%	29.1%	30.3%
	Undisclosed	0%	0%	0%
Technical staff	Male	81.6%	81.6%	80.9%
	Female	18.4%	18.4%	19.1%
	Undisclosed	0%	0%	0%
Sales staff	Male	63.0%	65.0%	65.6%
	Female	37.0%	35.0%	34.4%
	Undisclosed	0%	0%	0%
All other colleagues	Male	52.2%	51.1%	50.0%
	Female	47.8%	48.9%	50.0%
	Undisclosed	0%	0%	0%
Colleagues hired during reporting period	Male	68.7%	65.5%	60.2%
	Female	31.3%	34.5%	39.8%
	Undisclosed	0%	0%	0%

United States racial and ethnic representation (%)

		2023	2024	2025
All colleagues	Asian	15.1%	15.4%	15.4%
	Black or African American	3.8%	4.6%	4.6%
	Hispanic or Latino	4.5%	4.4%	5.2%
	Native American or Alaska Native	0.2%	0.2%	0.1%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.1%
	Two or more races	2.3%	2.3%	2.5%
	White	74.1%	73.1%	72.1%
	Not specified	0.0%	0.0%	0.0%
Leadership*	Asian	4.3%	7.3%	10.2%
	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	2.1%	2.4%	2.1%
	White	93.6%	90.2%	87.2%
	Not specified	0.0%	0.0%	0.0%
Management (non-executive)	Asian	12.1%	13.3%	13.1%
	Black or African American	2.4%	1.4%	2.0%
	Hispanic or Latino	3.0%	3.6%	3.7%
	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	2.4%	1.8%	2.0%
	White	80.1%	79.9%	79.1%
	Not specified	0.0%	0.0%	0.0%

		2023	2024	2025
Technical staff	Asian	23.4%	23.2%	23.4%
	Black or African American	4.6%	5.4%	5.0%
	Hispanic or Latino	4.8%	4.6%	5.2%
	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%	1.7%	2.0%
	White	65.4%	65.1%	64.3%
	Not specified	0.0%	0.0%	0.0%
Sales staff	Asian	5.8%	3.9%	6.0%
	Black or African American	3.9%	5.8%	7.1%
	Hispanic or Latino	7.1%	6.3%	7.1%
	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	2.6%	3.4%	3.3%
	White	80.5%	80.6%	76.5%
	Not specified	0.0%	0.0%	0.0%

		2023	2024	2025
All other colleagues	Asian	12.9%	14.5%	13.0%
	Black or African American	4.2%	5.6%	5.2%
	Hispanic or Latino	4.8%	4.1%	5.9%
	Native American or Alaska Native	0.7%	0.6%	0.4%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.2%
	Two or more races	2.6%	2.8%	2.9%
	White	74.8%	72.4%	72.5%
	Not specified	0.0%	0.0%	0.0%
Colleagues hired during reporting period	Asian	16.2%	16.4%	12.3%
	Black or African American	5.1%	7.6%	3.7%
	Hispanic or Latino	6.1%	4.0%	8.2%
	Native American or Alaska Native	0.0%	0.4%	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.4%
	Two or more races	3.0%	2.9%	4.1%
	White	69.7%	68.7%	71.3%
	Not specified	0.0%	0.0%	0.0%

*Executive and senior level managementt

Global age representation (%)

		2023	2024	2025
All colleagues	Under 30	18.2%	17.6%	16.0%
	30 to 50	56.8%	58.9%	62.5%
	Over 50	25.1%	23.5%	21.5%
Leadership*	Under 30	0.0%	0.0%	0.0%
	30 to 50	34.8%	38.5%	41.2%
	Over 50	65.2%	61.5%	58.8%
Management (non-executive)	Under 30	1.6%	0.9%	1.0%
	30 to 50	60.2%	61.3%	65.9%
	Over 50	38.2%	37.8%	33.1%
Technical staff	Under 30	29.7%	28.4%	22.9%
	30 to 50	53.3%	56.2%	61.0%
	Over 50	17.0%	15.5%	16.1%
Sales staff	Under 30	14.2%	15.0%	13.8%
	30 to 50	58.8%	61.3%	63.6%
	Over 50	27.0%	23.7%	22.7%
All other colleagues	Under 30	14.1%	13.2%	11.2%
	30 to 50	59.6%	61.1%	65.1%
	Over 50	26.3%	25.7%	23.6%
Colleagues hired during reporting period	Under 30	36.9%	32.3%	29.3%
	30 to 50	49.0%	57.5%	59.9%
	Over 50	14.1%	10.1%	10.8%

Engagement scores

		2023	2024	2025
Global	Engagement score	76%	80%	82%
	Coverage (percent responding)	88%	88%	89%
United States	Engagement score	78%	80%	82%
	Coverage (percent responding)	88%	85%	86%

Colleagues receiving regular performance reviews (%)

		2023	2024	2025
Global	Overall	94.83%	98.89%	98.7%
	Male	95.43%	99.04%	98.9%
	Female	93.48%	98.54%	98.2%
United States	Overall	93.54%	98.47%	99.1%
	Male	93.74%	98.66%	99.1%
	Female	93.11%	98.07%	99.1%

*Executive and senior level managementt

Turnover rates (global, by employment level; %)

		2023	2024	2025
All colleagues	Total turnover	10.81%	12.77%	9.34%
	Voluntary turnover	7.97%	6.93%	6.64%
	Involuntary turnover	2.84%	5.84%	2.71%
Leadership*	Total turnover	27.54%	27.69%	15.29%
	Voluntary turnover	23.19%	15.38%	4.71%
	Involuntary turnover	4.35%	12.31%	10.59%
Management (non-executive)	Total turnover	10.60%	12.16%	7.25%
	Voluntary turnover	7.30%	5.85%	4.84%
	Involuntary turnover	3.31%	6.32%	2.42%
Technical staff	Total turnover	10.90%	12.91%	7.99%
	Voluntary turnover	8.40%	8.11%	5.63%
	Involuntary turnover	2.49%	4.80%	2.35%
Sales staff	Total turnover	14.75%	16.69%	13.04%
	Voluntary turnover	9.71%	8.08%	9.33%
	Involuntary turnover	5.04%	8.60%	3.70%
All other colleagues	Total turnover	8.83%	10.46%	10.07%
	Voluntary turnover	6.58%	4.98%	7.39%
	Involuntary turnover	2.25%	5.48%	2.68%

Turnover rates (by region; %)

		2023	2024	2025
Global - all colleagues	Total turnover	10.81%	12.77%	9.34%
	Voluntary turnover	7.97%	6.93%	6.64%
	Involuntary turnover	2.84%	5.84%	2.71%
United States	Total turnover	13.11%	14.55%	11.63%
	Voluntary turnover	8.58%	7.14%	7.69%
	Involuntary turnover	4.54%	7.41%	3.94%
Americas (including U.S.)	Total turnover	11.86%	13.76%	10.84%
	Voluntary turnover	8.03%	6.54%	7.31%
	Involuntary turnover	3.83%	7.22%	3.53%
Asia	Total turnover	10.02%	10.27%	7.31%
	Voluntary turnover	8.31%	6.34%	5.67%
	Involuntary turnover	1.71%	3.94%	1.64%
EMEA	Total turnover	10.27%	14.13%	9.47%
	Voluntary turnover	7.53%	0.81%	6.74%
	Involuntary turnover	2.74%	6.01%	2.73%

Turnover rates (by gender; %)

		2023	2024	2025
Global - all colleagues - male	Total turnover	10.83%	13.24%	9.52%
	Voluntary turnover	7.94%	7.47%	6.88%
	Involuntary turnover	2.89%	5.77%	2.63%
Global - all colleagues - female	Total turnover	10.77%	11.76%	8.98%
	Voluntary turnover	8.05%	5.76%	6.11%
	Involuntary turnover	2.72%	5.99%	2.87%

*Executive and senior level managementt

GRI index

Bentley has reported the information cited in this index for the period January 1–December 31, 2025, with reference to the GRI standards.

GRI 2: General disclosures 2021

Code	Indicator	Response
The organization and its reporting practices		
2-1	Organizational details	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. Bentley offices 2025 Form 10-K
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.
2-3	Reporting period, frequency and contact point	Period: Except where specifically noted, the disclosures in this report reflect the year ending December 31, 2025. Frequency: Annual, covering fiscal year (January 1 through Dec 31).
2-4	Restatements of information	None during the reporting year.
Activities and workers		
2-6	Activities, value chain and other business relationships	2025 Form 10-K
2-7	Employees	Colleague data
Governance		
2-9	Governance structure and composition	Governance Documents 2026 Proxy Statement
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement

Code	Indicator	Response
2-11	Chair of the highest governance body	2026 Proxy Statement
2-17	Collective knowledge of highest governance body	2026 Proxy Statement
2-21	Annual total compensation ratio	2025 Form 10-K
Strategy, policies, and practices		
2-23	Policy commitments	Please see Bentley's Data Hub for links to our public policy commitments. Data Hub Legal Overview Trust Center
2-25	Processes to remediate negative impacts	Administration and Disciplinary Actions (Code of Conduct)
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct Whistleblower Hotline
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2025 priorities and highlights

GRI 3: Material topics 2021

Code	Indicator	Response
3-1	Process to determine material topics	2025 priorities and highlights
3-2	List of material topics	2025 priorities and highlights

Code	Indicator	Response								
GRI 203: Indirect economic impacts 2016										
3-3	Management of material topics	Giving back								
203-1	Infrastructure investments and services supported	Education outreach Community Engagement								
GRI 205: Anti-corruption 2016										
3-3	Management of material topics	Ethics and compliance								
205-2	Communication and training about anticorruption policies and procedures	Anti-Corruption, Anti-Bribery, and Improper Payments or Services (Bentley Code of Conduct)								
GRI 206: Anti-competitive behavior 2016										
3-3	Management of material topics	Ethics and compliance Competition and Fair Dealing (Bentley Code of Conduct)								
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: <table><tr><th>FY22</th><th>FY23</th><th>FY24</th><th>FY25</th></tr><tr><td>\$0</td><td>\$0</td><td>\$0</td><td>\$0</td></tr></table>	FY22	FY23	FY24	FY25	\$0	\$0	\$0	\$0
FY22	FY23	FY24	FY25							
\$0	\$0	\$0	\$0							
GRI 207: Tax 2019										
3-3	Management of material topics	Global Tax Policy								
207-1	Approach to tax									

Code	Indicator	Response
GRI 302: Energy 2016		
3-3	Management of material topics	Sustainable business operations Environmental management Environmental Policy
302-1	Energy consumption within the organization	Environmental data
GRI 305: Emissions 2016		
3-3	Management of material topics	Sustainable business operations Environmental management Environmental 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
GRI 308: Supplier environmental assessment 2016		
3-3	Management of material topics	Sustainable business operations Supplier Code of Conduct
308-1	New suppliers that were screened using environmental criteria	Environmental Policy

Code	Indicator	Response
GRI 401: Employment 2016		
3-3	Management of material topics	As part of Bentley’s approach to labor management, our company monitors wages with the goal of providing adequate wages at or above cost-of-living estimates or benchmarks. For non-salary colleagues, we monitor working hours, including overtime management and provide overtime pay, if applicable. We also provide information to colleagues to ensure paid annual leave entitlements are taken. Our benefits programs may differ based on country or location; however, we offer colleagues Bentley-specific benefits programs beyond government or other social protection coverage. Learning and growth
401-1	New employee hires and employee turnover	Colleague data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Learning and growth
401-3	Parental leave	We offer flexibility and support where needed for working families. Part-time work is an option as are flexible hours, depending on the role. We also supply breastfeeding and lactation facilities or benefits in key offices, including Pune, Exton and Dublin, and offer childcare support in certain areas, such as India. Learning and growth
GRI 404: Training and education 2016		
3-3	Management of material topics	Learning and growth Talent Management
404-1	Average hours of training per year per employee	Learning and growth
404-2	Programs for upgrading employee skills and transition assistance programs	Bentley’s learning and growth program is available to part-time and contractual colleagues across our organization. Learning and growth Academic and Learning Communities

Code	Indicator	Response
404-3	Percentage of employees receiving regular performance and career development reviews	Colleague data
GRI 405: Diversity and equal opportunity 2016		
3-3	Management of material topics	Learning and growth
405-1	Diversity of governance bodies and employees	Colleague data
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	Bentley is committed to equal opportunity in employment. To support this commitment, Bentley provides trainings for all employees on discrimination/harassment in the workplace.
406-1	Incidents of discrimination and corrective actions taken	In the event a case of discrimination and/or harassment is identified, we maintain robust escalation processes for reporting and investigating incidents. Corrective or disciplinary actions are taken in cases of discriminatory behavior or harassment. Additional information on these processes is outlined in our Code of Conduct. Learning and growth Non-Discrimination, Freedom of Association, and Equal Employment Opportunity. (Bentley Code of Conduct)
GRI 407: Freedom of association and collective bargaining 2016		
3-3	Management of material topics	Non-Discrimination, Freedom of Association, and Equal Employment Opportunity. (Bentley Code of Conduct)
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child labor 2016		
3-3	Management of material topics	Human rights Fair Labor Practices and Human Rights (Bentley Code of Conduct)
408-1	Operations and suppliers at significant risk for incidents of child labor	Modern Slavery Act Statement Supplier Code of Conduct Conflict Minerals Policy

Code	Indicator	Response
GRI 409: Forced or compulsory labor 2016		
3-3	Management of material topics	Human rights
409-1	Operations and suppliers at significant risk for forced or compulsory labor	Fair Labor Practices and Human Rights (Bentley Code of Conduct) Modern Slavery Act Statement Supplier Code of Conduct Conflict Minerals Policy
GRI 413: Local communities 2016		
3-3	Management of material topics	Giving back
413-1	Operations with local community engagement, impact assessments, and development programs	Education outreach Community Engagement
GRI 414: Supplier social assessments 2016		
3-3	Management of material topics	Suppliers and business partners
414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct Environmental Policy
GRI 417: Marketing and labeling 2016		
3-3	Management of material topics	Responsible Marketing Policy
417-1	Requirements for product and service information and labeling	

Code	Indicator	Response								
GRI 418: Customer privacy 2016										
3-3	Management of material topics	Data security								
418-1	Substantiated complaints concerning breaches of customer privacy ad losses of customer data	Privacy								
		Trust Portal								
		Privacy Policy								
		Monetary losses due to litigation or fines related to substantive customer privacy cases:								
		<table><tr><th>FY22</th><th>FY23</th><th>FY24</th><th>FY25</th></tr><tr><td>\$0</td><td>\$0</td><td>\$0</td><td>\$0</td></tr></table>	FY22	FY23	FY24	FY25	\$0	\$0	\$0	\$0
		FY22	FY23	FY24	FY25					
\$0	\$0	\$0	\$0							
Reportable data breaches:										
<table><tr><th>FY22</th><th>FY23</th><th>FY24</th><th>FY25</th></tr><tr><td>0</td><td>0</td><td>0</td><td>0</td></tr></table>	FY22	FY23	FY24	FY25	0	0	0	0		
FY22	FY23	FY24	FY25							
0	0	0	0							

SASB index

Bentley has reported the information cited in this index using the SASB standards for software and IT services.

Code	Metric	Response								
Environmental footprint of hardware infrastructure										
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Environmental data								
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	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	Discussion of the integration of environmental considerations into strategic planning for data center needs	Sustainable business operations Environmental management Environmental Policy Monetary losses due to litigation or fines related to environmental violations: <table><tr><td>FY22</td><td>FY23</td><td>FY24</td><td>FY25</td></tr><tr><td>\$0</td><td>\$0</td><td>\$0</td><td>\$0</td></tr></table>	FY22	FY23	FY24	FY25	\$0	\$0	\$0	\$0
FY22	FY23	FY24	FY25							
\$0	\$0	\$0	\$0							
Data privacy and freedom of expression										
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Responsible Marketing Policy Privacy Policy								

Code	Metric	Response								
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Data Processing Addendum Privacy Policy GDPR Compliance Statement Trust Center Trust Portal								
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Monetary losses due to litigation or fines related to substantive customer privacy cases: <table><tr><th>FY22</th><th>FY23</th><th>FY24</th><th>FY25</th></tr><tr><td>\$0</td><td>\$0</td><td>\$0</td><td>\$0</td></tr></table>	FY22	FY23	FY24	FY25	\$0	\$0	\$0	\$0
FY22	FY23	FY24	FY25							
\$0	\$0	\$0	\$0							
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	How we handle customer information								
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Data security Privacy								
Data security										
TC-SI-220a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Reportable data breaches: <table><tr><th>FY22</th><th>FY23</th><th>FY24</th><th>FY25</th></tr><tr><td>0</td><td>0</td><td>0</td><td>0</td></tr></table>	FY22	FY23	FY24	FY25	0	0	0	0
FY22	FY23	FY24	FY25							
0	0	0	0							
TC-SI-220a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Data security								

Code	Metric	Response								
Recruiting and managing a global, diverse and skilled workforce										
TC-SI-220a.2	Employee engagement as a percentage	Learning and growth								
TC-SI-220a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Colleague data								
Intellectual property protection and competitive behavior										
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Monetary losses due to litigation or fines related to anti-competitive behavior, anti-trust, and monopoly practices:								
		<table><tr><th>FY22</th><th>FY23</th><th>FY24</th><th>FY25</th></tr><tr><td>\$0</td><td>\$0</td><td>\$0</td><td>\$0</td></tr></table>	FY22	FY23	FY24	FY25	\$0	\$0	\$0	\$0
		FY22	FY23	FY24	FY25					
\$0	\$0	\$0	\$0							
Managing systemic risks from technology disruptions										
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Bentley Cloud Services Dashboard Service Level Agreement Common Vulnerability Exposure (CVE)								
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Bug Bounty Report Trust Center Trust Portal								

Activity metrics

Code	Metric	Response
TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	2025 Form 10-K Sustainable business operations
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	

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