



# 2025 Inclusion, Diversity, and Equity Alliance

Gender Pay Gap Report Ireland 2025



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## About Bentley

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

[www.bentley.com](http://www.bentley.com)

## Summary

Bentley's commitment to our culture of belonging and inclusion, where all our colleagues in Ireland have equitable opportunities to do their best work, contributes to our success. As part of this commitment, we are publishing our 2025 Ireland Gender Pay Gap Report in alignment with the Irish Government criteria.

The gender pay gap refers to the difference between what is earned on average by women and men based on the average gross hourly earnings of all paid colleagues. The following metrics relate to the Gender Pay Gap Report in Ireland for Bentley that is required under the Gender Pay Gap Information Act 2021.





## Key metrics 2025

### Bonus and benefit in kind

Gender	% paid bonus	% paid BIK
Males	81.08%	90.99%
Females	83.65%	89.42%

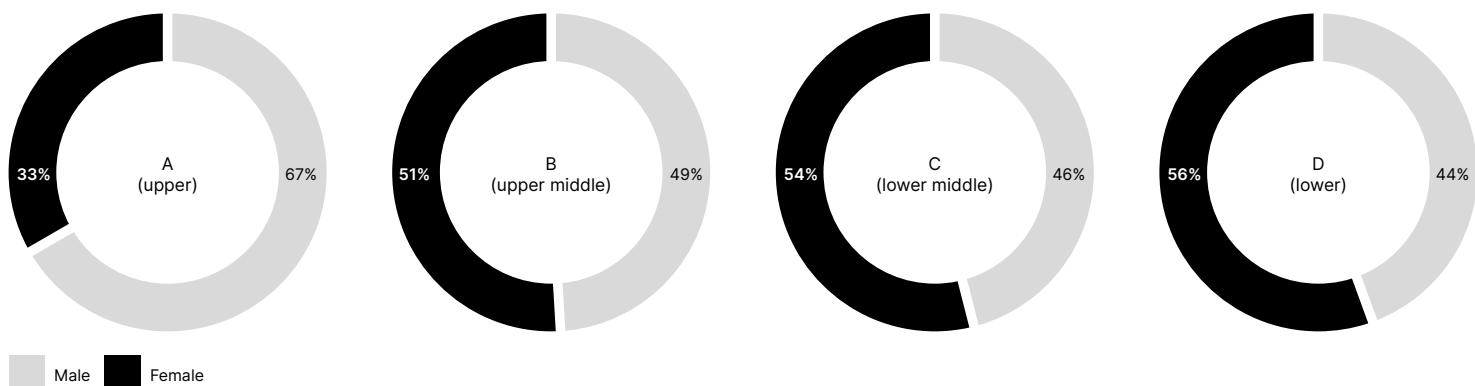
### Mean and median hourly gender pay gap

	Mean	Median
	20.55%	9.03%

### Bonus gender pay gap

	Mean	Median
	37.71%	10.19%

### Percentage of men and women in each hourly pay quartile



- The figures have been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021.
- The hourly pay rate is the base salary in June 2025, plus any commission or bonuses paid in June 2025 after any deductions.
- The bonus figure includes any commission, bonuses, or awards that were made in the year up to and including June 2025.

## Key changes

- **Workforce growth**

The Ireland workforce increased substantially from 170 to 215 employees. This growth presented opportunities to hire more women across multiple functions, contributing to a more diverse population.

- **Bonus and BIK schemes**

The proportion of female colleagues receiving a bonus and receiving Benefit in Kind increased year on year. This highlights improved equity in our incentive plans and strengthens overall fairness in compensation participation.

- **Pay quartiles**

Female representation increased within the A (upper) and B (upper middle) pay quartiles. This shift signifies early progress toward a more balanced distribution of males and females in upper earning percentiles.

- **Bonus gap**

Both the mean and median gender bonus gaps improved in 2025. This indicates stronger equity in performance-related reward outcomes and reflects consistency in Bentley's governance of bonus awards.

- **Increased female representation**

The total number of female colleagues increased compared to 2024, reflecting progress in representation as the organisation continues to grow in Ireland. This supports Bentley's ongoing efforts to deliver a balanced workforce across roles and levels.

- **Benefit-in-kind (BIK)**

BIK data shows more balanced participation between male and female colleagues, highlighting a more equitable distribution of benefits across the organisation.





### **Bentley statement**

We hold ourselves accountable to a gender pay gap action plan to strengthen representation and engagement. Some factors influencing our gender pay gap disparity include:

#### **Flexible work patterns**

- Bentley is committed to focusing on recognizing the diverse lifestyles of our colleagues and the different stages they have reached in their personal and professional lives. We recognise that this diversity includes a high percentage of parents and individuals with other caring responsibilities, a significant proportion of whom are female.

#### **Dublin**

- As Dublin continues to grow as a strategically important site for Bentley, we are establishing and growing our presence here. With that focus, we are actively working to create a balanced and equitable workplace.
- The current gap reflects the early stages of this development, but a strategic focus is being placed on rectifying imbalances through targeted recruitment, career development programs, and leadership opportunities.

#### **Workforce expansion**

- Our increased headcount during this reporting period has introduced new variables in workforce demographics. We are committed to leveraging this growth to balance representation and reduce disparities.

## Our commitment

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

- Bentley's talent acquisition strategy continues to leverage best practices to attract, engage, and hire top talent who will accelerate Bentley's success. Removing bias from the recruitment process continues to be an area of focus. We utilize a gender decoder for our job adverts, and we host engagement meeting discussions between talent acquisition and hiring managers to cover inclusion topics, such as ensuring that we have a diverse interview panel.
- We continue to focus on equal pay for equal work by conducting regular pay audits to ensure parity.
- We deploy strategies to attract and retain qualified candidates with each open position to meet the needs of our global workforce.
- We continue to invest in and support our people, develop our talent, and enhance our training, mentoring, and awareness initiatives around unconscious biases and how they can impact the talent acquisition process.
- We aim for fair, merit-based promotions. We hold performance and key talent calibration sessions to make sure we get diverse opinions and highlight different kinds of contributions. We educate managers to help reduce bias when evaluating performance by understanding the various types of impact someone can make, such as improving a process or creating an inclusive environment.
- Our Bentley NEXT global mentoring program connects colleagues with experienced internal mentors to support growth and development. Bentley NEXT promotes networking and supporting young professionals to develop their skills and advance their careers through mentorship, networking, and live sessions on topics that aid their career development and provide networking opportunities.

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



### **Looking to the future**

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

Read more about our commitment at  
[Belonging and Inclusion | Bentley Systems](#)

