Bentley
Advancing Infrastructure

2022
ESG Report

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A Message from the CEO

2022: Adaptation and Resilience Come to the Fore

In 2022 we completed our second full year as a public company, characterized by significant and sustained growth. The company continues to be driven by the shared notion that we have all been brought together and motivated by what we have enabled infrastructure engineers to accomplish everywhere. Our world's economy and environment rely on physical infrastructure, advanced by infrastructure engineering, which is empowered by infrastructure engineering software.

Many global imperatives hinge on infrastructure engineers going digital—including climate mitigation and adaptation, industrialization of project delivery for better infrastructure economics, increased private investment attracted by greater project and asset visibility, and sustainable economic development being propagated globally. The pandemic challenges and geopolitical unrest of the last few years underscore the prospective importance of digital twins in maintaining infrastructure's resilience and fitness for purpose.

In light of this, and in many cases brought on by the very challenges the world has faced, 2022 was also a year of digital acceleration as companies sped up their pace of going digital to deal with the disruptions brought on by COVID-19. Specifically in our industry—infrastructure engineering—we also saw organizations investing in going digital to help "future-proof" our world's assets, given economic and environmental dependencies under threat. Here again, we are seeing the power of adaptation as businesses around the world adopt digital strategies at an unprecedented pace to adapt to new norms and prepare for a new future.

Coping with unexpected exposures, challenges, and changes has increased the world's capacity for adaptation at the speed and urgency needed for overall economic, social, and environmental resilience. This is the underpinning of our ESG strategy, the ways in which we have adapted as a company: for our users, with our colleagues, to benefit our communities and empower the sustainable and resilient infrastructure that is essential to the quality of life for everyone, everywhere.

Building a More Sustainable and Resilient Future

While ESG standards focus on the actions and responsibilities of individual companies, Bentley's distinguishing purpose is to empower our users to create extraordinary, innovative infrastructure and help them fulfill UN Sustainable Development Goals (UN SDGs). To fully reflect the shared, uncompromising efforts to build more sustainable, resilient, and healthier societies, we have combined the ESG and UN SDG acronyms to purposefully rally around ES(D)G—Empowering Sustainable Development Goals. ES(D)G is a reflection of our purpose and brings attention to the *handprint* that our software and cloud services empower. We have shared many representative inspirational examples of ES(D)G from our users' 2022 Going Digital Awards submissions that you can read about in the Environmental section of this report. Digital twins for the mobility, grid, and environment sectors are being rapidly advanced, and their progress will constitute our most enduring legacy.

While ES(D)G and our *handprint* represent the greatest opportunity for us to scale our impact in the world, we are committed at the same time to managing and reducing the environmental footprint of our business operations. In 2022, as outlined in this report, we made tremendous progress in this area, including taking our first steps toward a Net Zero commitment. We also recognize we have more work ahead and remain steadfast in our commitment to operational excellence that reduces our carbon impact.

Our Diverse, Inclusive, Colleague-Driven Culture

Since its founding almost 40 years ago, Bentley has represented the highest and best use of our collective endeavors. And we have succeeded to date because of the contributions and commitment of our diverse colleagues globally. Today, over 5,000 colleagues around the world, and the diversity of their backgrounds, life experiences, and perspectives, are at the heart of what drives our success. The very notion of the term "colleagues" (rather than to refer to "employees") has been part of our culture since the beginning and reinforces what makes Bentley unique—we deeply respect, value, and care for each other and each colleague's unique contribution. This is the foundation of our Social strategy and Diversity, Equity, and Inclusion initiatives where we recognize and appreciate each other not only for the work we do, but also for who we are as individuals.

One way this shows up is through community engagement. We support the causes that our colleagues care about because they know best what the community needs. Their opinions are heard, and perspectives valued. Fueled by their passion for STEM-education outreach, for example, we have expanded our educational programs to support students and young professionals to become the next generation of infrastructure leaders. We also listened intently to the needs of our colleagues throughout the pandemic about ways to support their health, wellness,

and connection. In 2022, we continued to ramp up programs and to support the workforce flexibility that has become instrumental both for our business and our colleagues' wellbeing.

Our Commitment to Being a Responsible Company

Ultimately, better infrastructure means a better economy, a better environment, and a better quality of life for all. Our broad software portfolio—made possible by our talented colleagues—empowers engineers and infrastructure visionaries to do things better. Our users not only plan, design, and construct for today, but do so responsibly, sustainably, and resiliently to extend infrastructure lifecycles for tomorrow.

It is our responsibility to be better and do better ourselves in the service of our users. We have been committed to being a responsible company since our founding. With this first ESG Report for Bentley, we are able to gauge and show our progress and keep ourselves accountable for doing things better each day, prioritizing those areas that are most material to our many stakeholders. Our long-standing commitment to good governance will continue to be a critical part of this journey and will guide our process. We know we can and will do better by working together—with our colleagues, users, and ecosystem partners—to empower sustainable infrastructure and a better future for all.

> **"We know we can and will do better by working together—with our colleagues, users, and ecosystem partners—to empower sustainable infrastructure and a better future for all."**

Greg Bentley
Chief Executive Officer

A Message from the COO

Doing More with Less

Our number one objective at Bentley Systems is to empower our users to design, build, and operate better infrastructure. We do this by equipping them with the very best products and services to improve their efficiency and effectiveness, so ultimately, they can do more with less.

It is an incredibly exciting time to be part of the infrastructure engineering community, helping our users and accounts "going digital" and delivering better infrastructure. It is also a time where the stakes have never been higher. The infrastructure engineering community is facing a growing shortage of talent and the skill sets required are changing while the demands to reduce the social, economic, and environmental impacts of infrastructure are increasing. Helping to bridge the gap between increased expectations and the limited capacity at hand is a key focus of what we do at Bentley. Through our software and services, we empower our users to do more with less, in order to deliver infrastructure that both meets the needs of our society and overcomes the challenges of our time.

In the past two years of formalizing our ESG strategy and conducting our first Materiality Assessment, we have also realized that to achieve the ambitious goals we are setting, we too must do more with less. For nearly 40 years, Bentley has been driven by a culture of sustainability and prioritized responsible practices, but as the stakes now get higher, our commitment has become stronger.

"Helping to bridge the gap between increased expectations and the limited capacity at hand is a key focus of what we do at Bentley."

Nicholas Cumins
Chief Operating Officer

We are doing more to achieve our goals while optimizing our work to ensure we lessen our impact in all areas of our business. And even more importantly, we are consistently improving our products so our users can be more productive and effective and assets can be more sustainable and resilient. We recognize that the greatest opportunity we have as a company is to empower our users to advance infrastructure responsibly through our software.

ESG Report Priorities and Accomplishments

Our Materiality Assessment, conducted in 2022, included extensive feedback from numerous stakeholders to determine the areas of ESG that are most important for our business and to our many constituencies. We learned that our stakeholders care as much as we do about our ES(D)G opportunities and ways that we empower our users through our software to design, build, and operate sustainable and resilient infrastructure. We also learned that fostering our diverse and inclusive culture is a priority to all stakeholders, especially how we support colleague engagement and development, execute our DEI strategy, and ensure an equitable and supportive workplace. And we learned that cybersecurity, data security and privacy, and IP rights are top of mind and need continuous diligence and governance, while investment in innovation and digitalization remains critical.

Image Courtesy of SENER

Our inaugural ESG Report sets out a bold set of priorities that align with the learnings of our Materiality Assessment. In summary:

- Our **Environmental** priorities are focused on further amplifying our environmental *handprint*, while also reducing our operational footprint;
- Our **Social** priorities are focused on fostering a diverse, inclusive, equitable, and healthy workplace for our colleagues, and on engaging our communities and future workforce; and
- Our **Governance** priorities are focused on driving the highest standard of corporate responsibility and compliance, while leading on privacy and data protection.

This report also details the progress we made in 2022 against these priorities and others. We are proud of our accomplishments, and the effort and passion of our colleagues leading this work. A few highlights include:

- We completed submissions for SBTi and CDP as well as Scopes 1, 2, and 3 GHG inventories;
- We donated more than $2.2 million to colleague-led causes and grew our diverse and inclusive culture of engaged colleagues; and
- We exceeded training goals, achieved rankings that demonstrate low-risk leadership, and suffered no breaches, investigations, or enforcement actions.

Improving the Quality of Life, Together

We share these highlights while acknowledging that there is still so much more that we can do. To achieve our ambitious goals, we cannot operate alone. We are on this ESG journey with our colleagues, our users, our communities, and our ecosystem partners—the entire infrastructure engineering community. Our success is the culmination of all of our collaborative efforts.

Despite the magnitude of the global challenges, we are optimistic. We can continue to empower the sustainable and resilient infrastructure that is essential to the quality of life for everyone, everywhere because the infrastructure engineering community has always innovated and collaborated for a better future. Even though the stakes are higher, we are surmounting the challenges and advancing infrastructure together.

About Bentley Systems

Bentley Systems (Nasdaq: BSY) is the infrastructure engineering software company. We provide innovative software to advance the world's infrastructure, sustaining both the global economy and environment. Our industry-leading software solutions are used by professionals, and organizations of every size, for the design, construction, and operations of roads and bridges, rail and transit, water and wastewater, public works and utilities, buildings and campuses, mining, and industrial facilities. Our offerings, powered by the Bentley iTwin® Platform for infrastructure digital twins, include MicroStation® and Bentley Open™ applications for modeling and simulation, Seequent's software for geoprofessionals, and Bentley Infrastructure Cloud™ encompassing ProjectWise® for project delivery, SYNCHRO™ for construction management, and AssetWise® for asset operations.

Our comprehensive range of software and solutions, worldwide presence, and commitment to environmental sustainability enable us to be engaged members of the global community dedicated to advancing the world's infrastructure. Our successes are determined by the skills, dedication, and involvement of over 5,000 extraordinary Bentley colleagues around the world, who have helped us achieve annual revenues of more than $1 billion in 194 countries.

Over
5,000
colleagues

More than
$1B
annual revenue

From projects in
194
countries

> We know that better infrastructure means a better economy, a better environment, and a better quality of life for all.

Founding Bentley Brothers and Colleagues

Founders' Story

In 1984, Bentley Systems, Incorporated began as a collaboration between four brothers who grew up in southeastern Pennsylvania, about 30 miles from Philadelphia. Barry, Keith, and Ray are respectively chemical, electrical, and mechanical engineers who have spent their entire careers in software. Greg was a successful developer of financial engineering software before joining his brothers in the venture. A year after founding their company, the brothers established its headquarters in Exton, Pennsylvania. Having been a family-owned business for most of its existence, Bentley completed its IPO in September 2020. As part of the IPO and to complete its goal of colleague ownership, Bentley preceded its IPO with grants of nearly 1 million shares distributed across every one of its then approximately 4,000 colleagues.

Bentley's Mission

Our mission is to provide innovative applications and services for the enterprises and professionals who design, build, and operate the world's infrastructure—advancing both the global economy and the environment for improved quality of life.

The growth and resilience of Bentley is achieved through the hard work of our colleagues. Together with an incredible loyalty from our users, our colleagues are what shapes and continues to drive Bentley's Core Values.

OUR VALUES

MOTIVATED. We are committed to improve the quality of life through our contributions to the world's infrastructure.

INNOVATIVE. We are teams of innovators who apply technology to deliver creative solutions.

PASSIONATE. We are passionate about the infrastructure our users create and are committed to making them successful.

CONNECTED. We are connected and able to collaborate with each other throughout our global footprint. This creates a supportive community that brings out the best in us.

RESPONSIBLE. We take pride in our work and hold ourselves accountable for delivering our promises.

About this Report

In this inaugural report, we set out our Environmental, Social, and Governance (ESG) priorities and highlight progress and key activities for the calendar year 2022, unless otherwise stated. In each area, we align with the results of our Materiality Assessment, conducted in 2022. While this is the first time Bentley is publicly reporting on our ESG initiatives, we have been committed to being a responsible company through our products, with our colleagues, in our communities, and across our business since our founding.

Principles, Frameworks, and Indices

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

- **CDP (Formerly Carbon Disclosure Project):** We submit our climate disclosures to CDP's annual climate questionnaire and use their methodology to inform our climate strategy.

- **The Global Reporting Initiative (GRI):** Bentley reports in alignment with the GRI core framework and will continue to enhance alignment over time.

- **The Greenhouse Gas Protocol:** Our greenhouse gas accounting follows the GHG Protocol Corporate Standard for Scopes 1, 2, and 3.

- **The Science Based Targets initiative (SBTi):** Our climate targets are modeled to align with SBTi, and we have formally submitted these for SBTi review.

- **The Sustainability Accounting Standards Board (SASB):** We report in alignment with the Software and IT Services Standard.

- **The United Nations Sustainable Development Goals (UN SDGs):** As part of <u>our ES(D)G strategy</u>, we describe how our products empower our users to progress key UN SDGs.

- **Numerous ESG Rating Methodologies:** Including MSCI, Sustainalytics, ISS ESG, S&P CSA, FTSE Russell, Bloomberg, and others. We regularly monitor these score reports and work to align our reporting to manage these scores.

Image Courtesy of Ineco

Looking Ahead

This first report is not the beginning. It is the culmination of many years of operationalizing and integrating our impact strategy across our business. We also acknowledge that we have more work ahead of us to realize the full potential of our strategy and are committed to continuous monitoring, iterating, and improving all that we do.

As we go forward, we will continue to refine our metrics and management and drive greater accountability for all areas of ESG throughout the company. In the process, we will continue to engage all our stakeholders to ensure we are meeting the needs of the industry as a whole.

Our Approach

Our Impact Strategy

As a company, our greatest opportunity for impact is by providing the products and services that empower our users to achieve UN Sustainable Development Goals (UN SDGs). At the same time, we also recognize that our colleagues, and the diversity of their contributions, are our greatest asset. We have a responsibility to care for their success and wellbeing, as well as the wellbeing of the communities where we work and operate. Being a responsible business, driven by a culture of sustainability, also includes minimizing the impact we have through our operations.

Together, these are the guiding principles that make up the three pillars of our impact strategy, which are:

Environmental

Our Footprint: Minimizing our environmental impacts across our business by closely managing, monitoring, and improving our operations.

Our Handprint: Empowering our users with the very best products and services that enable better social and environmental outcomes.

Social

Our Culture: Fostering a diverse and inclusive culture where our colleagues, communities, and the future generation of infrastructure leaders can thrive.

Governance

Our Accountability: Continuing our commitment to effective governance with established ESG accountability and rigor.

ES(D)G
Current ESG standards and metrics focus primarily on a company's environmental footprint. At Bentley, we have been more broadly focused on the UN SDGs for sustainable outcomes as our greatest opportunity for impact. Accordingly, we have combined the ESG and SDG acronyms to form ES(D)G — Empowering Sustainable Development Goals — to bring attention to the environmental handprint that our software and services empower. ES(D)G is referenced throughout the report and in detail in the Environmental section.
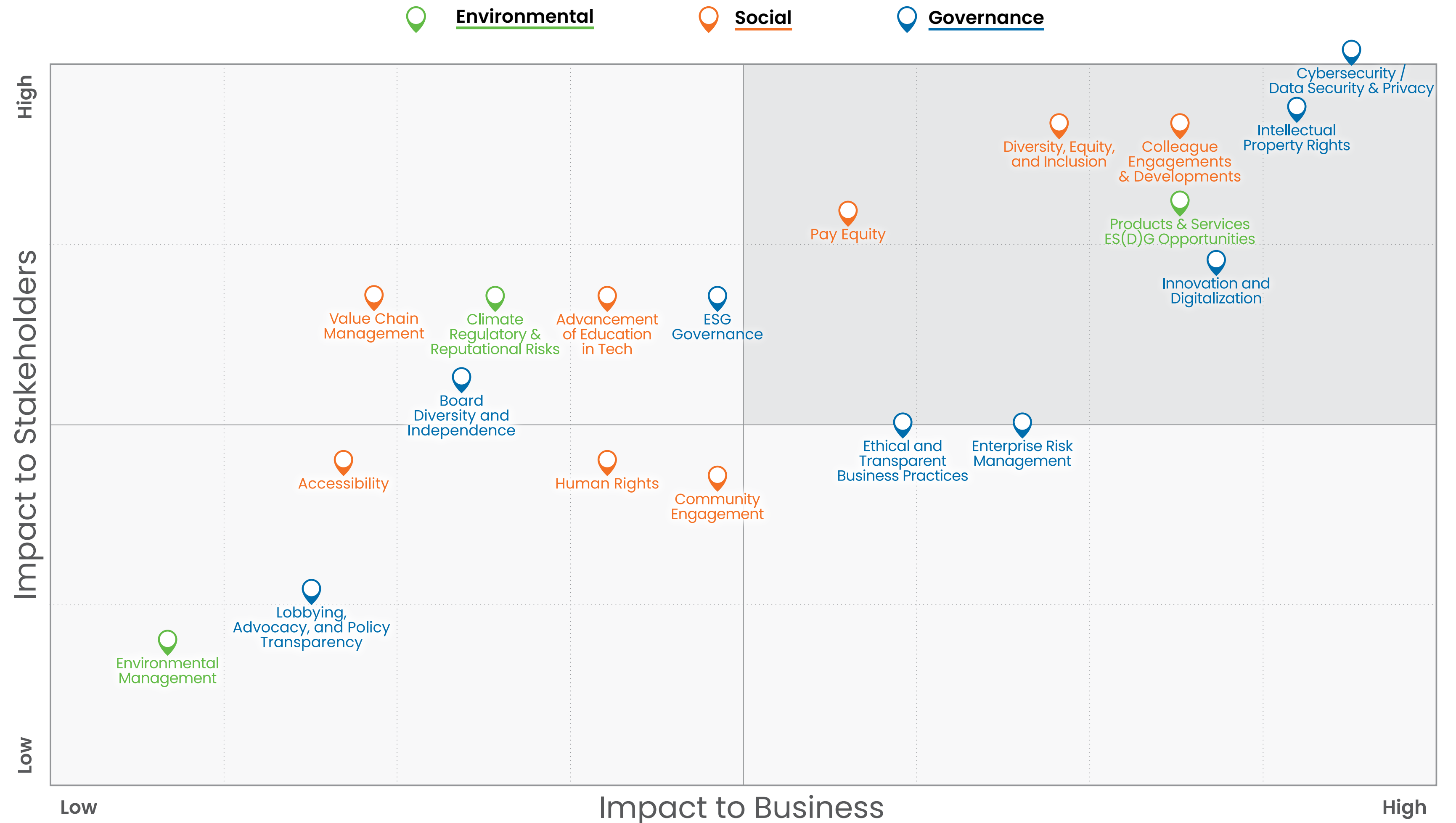
Image Courtesy of HDR

Materiality Assessment

Since our initial public offering in 2020, our team has been working diligently to scale our approach to ESG and ensure that our business strategy aligns with the needs of all of our stakeholders. In our first year of a formal ESG strategy, we leveraged reporting frameworks and third-party ratings to drive our early ESG reporting strategy. In our second year, we felt it was vital to engage our stakeholders through a formal assessment and gauge how our efforts align with their needs.

In 2022, we conducted our inaugural ESG Materiality Assessment by interviewing directors, executive leadership, and colleagues from across the organization as well as key accounts, users, suppliers, and investors to determine the areas of ESG that are most important for our business and to our stakeholders.

Based on our stakeholder feedback, we mapped each issue by relative importance to our business as well as the relative importance to each stakeholder group. We validated these results with our senior leadership team and our Board of Directors, which have resulted in the following determination of key topics.

These topics comprise the priority areas that will drive our ESG strategy for several years. We have already begun working on several areas of the strategy and will continue to monitor and manage topics along this prioritization. We are also committed to engaging our valued stakeholders throughout the process.

Environmental   **Social**   **Governance**

Impact to Stakeholders

High

Low

Cybersecurity / Data Security & Privacy

Diversity, Equity, and Inclusion

Colleague Engagements & Developments

Intellectual Property Rights

Pay Equity

Products & Services
ES(D)G Opportunities

Innovation and Digitalization

Value Chain Management

Climate Regulatory & Reputational Risks

Advancement of Education in Tech

ESG Governance

Board Diversity and Independence

Ethical and Transparent Business Practices

Enterprise Risk Management

Accessibility

Human Rights

Community Engagement

Lobbying, Advocacy, and Policy Transparency

Environmental Management

Low   Impact to Business   High

ESG Priorities

Our Materiality Assessment identified several priority areas for our business and our stakeholders. In validating our assessment, our stakeholders shared topics for which we have robust practices and governance in place along with others that are key areas of opportunity. The following ESG priorities map to topics where we and our stakeholders seek to make sustained improvement.

Environmental

- Empower our users to design, build, and operate sustainable and resilient infrastructure.
- Invest in ecosystem partnerships and initiatives to maximize our impact for a sustainable future.
- Continually improve the sustainability of our operations, including achieving our near-term net zero climate targets aided by building a culture of sustainability inside the company.

Social

- Foster a diverse and inclusive workplace that promotes understanding, equity, innovation, and trust.
- Promote the holistic health and wellness of all our colleagues.
- Engage in our communities and education initiatives to enable equitable opportunities for current and future generations.

Governance

- Drive high corporate responsibility and compliance standards to limit risk and build stakeholder trust.
- Lead on privacy and data protection practices, to minimize risk and protect our users and our business.
- Empower our colleagues to continually pursue ESG governance in all that they do.

2022 ESG Highlights

SBTi Submission
completed for short-term (2030) decarbonization targets, pending approval.

CDP Submission
completed.

Scopes 1, 2, and 3
GHG inventories completed.

$2.2M+
donations made through corporate and colleague donations and matching.

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

5,000+
colleagues surpassed while maintaining a diverse global population with 30% female colleagues.

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

"Low Risk"
ranking by Sustainalytics, and "A" MSCI Ranking achieved.

98.5%
colleagues completed annual compliance training.

Environmental

Our environmental strategy is twofold. We recognize our responsibility to lead by example in creating a sustainable future and as such, will continue to work to manage the environmental footprint of our operations and work toward leading business practices for environmental stewardship. We are conscious of the distinct opportunity we possess to empower our users to drive change. We will continue to drive environmental impact through our product offerings in alignment with leading global efforts for sustainable development and the UN SDGs. We recognize that to create industrywide change at a global scale, we cannot operate alone. Therefore, we will continue our work with partners, organizations, and communities to support a sustainable future.

Two core focus areas of our environmental strategy:

Our Footprint
Reducing the environmental impacts in our business by improving our operations.

Our Handprint
Empowering UN SDGs by advancing sustainable and resilient infrastructure through the use of our products, services, and ecosystem partnerships.

Our Footprint

Improving Our Operations

Bentley is committed to operating in a way that is environmentally responsible, mitigating environmental harm while contributing to global solutions that address key environmental challenges. Our Environmental Policy governs our enterprise environmental management practices and details our commitments to environmental responsibility and the ways in which we expect our colleagues, visitors, vendors, and suppliers to act in order to drive progress on Bentley's ESG strategy. We are committed to continue expanding our tracking and management of environmental impacts. While we are proud of our progress to date, we also recognize that we still have work ahead of us. We will continue to improve our operations and strive toward best practices for environmental stewardship.

Climate Action and Net Zero Resolution

At the end of 2022, we took our first steps toward a Net Zero commitment and aligning our business with climate science to meet the needs of our stakeholders. Working with a respected climate advisory group, we calculated our enterprise greenhouse gas inventory for our direct emissions (Scopes 1 and 2) and our most material value chain emissions (Scope 3) to understand our current performance. Together with our climate advisory group we assessed the feasibility and pathways to meet near-term emissions reduction targets under the framework of the Science Based Targets initiative (SBTi).This work resulted in ambitious, yet achievable, targets aligned with a +1.5° C climate scenario.

Based on our analysis, we aligned on the following reduced footprint targets that would enable us to set a credible Science Based Target.

Summary of 2022 Key Accomplishments

Submitted short-term (2030) **decarbonization targets** to the Science Based Targets initiative (SBTi) and pending approval.

Submitted our first-ever **climate questionnaire** to CDP.

Completed our **GHG inventory for Scopes 1, 2, and 3.**

Engaged accounts, users, internal stakeholders, and suppliers in our first-ever **Materiality Assessment** to align environmental strategies.

Honored **advancements in ES(D)G** at the Year in Infrastructure and Going Digital Awards event.

Awarded **Sustainability Changemaker Partner of the Year** by Microsoft Asia-Pacific.

Launched **platform integration** with carbon/LCA (life cycle assessment) calculation One Click LCA and EC3 tool (from Building Transparency).

Expanded ecosystem collaboration with **clean tech and climate tech companies** through the iTwin Partner Program and minority investments (Bentley iTwin Ventures).

Activated a network of **ES(D)G Ambassadors** to advocate and amplify sustainability initiatives.

Our GHG Emissions Reduction Targets

We quantified and modeled our greenhouse gas inventory for our group-wide global operations and value chain to determine how we could drastically reduce our emissions. We addressed both direct emissions, such as those produced by office buildings, and value chain emissions, like those from purchased goods and services, and developed these formal commitments in line with SBTi criteria:

Scopes 1 and 2: We commit to reduce Scopes 1 and 2 emissions by 50% by 2030 from a 2019 baseline

Scopes 1 and 2 include emissions related to direct operations of business (example: site fuel consumption, site electricity consumption, fleet vehicle fuel consumption).

Scopes 1 and 2 emissions targets are absolute (4.2% linear annual reduction in absolute emissions). These targets are always required to be set.

Scope 3: We commit to reduce 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 dollar of operating profit by 2030 (2019 baseline)

Scope 3 includes emissions associated with our value chains. Scope 3 emissions targets can be either absolute reductions, economic intensity reduction, or supply chain engagement, and must cover 67% of Scope 3 emissions. We selected an economic intensity target, aligning our Scope 3 emissions reduction target with our operating profit. Setting an economic intensity target intertwines our commitments to our stakeholders to continuing to grow our business, and to achieve that growth sustainably.

Meeting Our Targets

The first set of targets aims at reducing our Scopes 1 and 2 emissions, which are associated with our direct operations and purc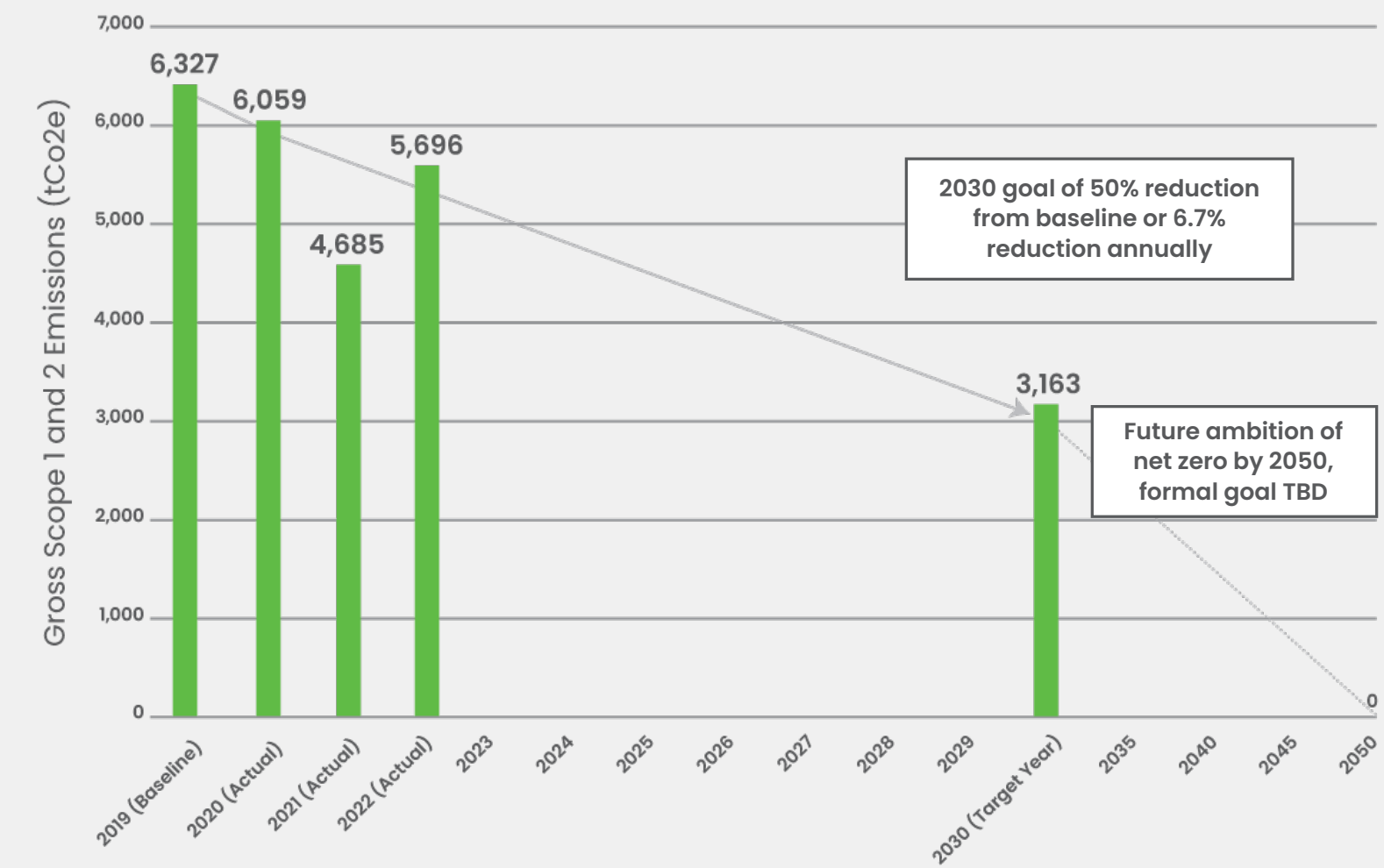hased energy. The major levers here are those we own or control: our offices and fleet. Reducing office energy use, sourcing renewable energy, and implementing energy efficiency programs are key strategic levers for meeting our Scopes 1 and 2 emissions reduction targets. We will also pursue decarbonization avenues including direct investments in renewable energy.

The second set of targets aims at reducing our Scope 3 emissions associated with our value chain and suppliers. These are emissions associated with of our cloud services, technology hardware, business travel, and external events like the annual Going Digital Awards in Infrastructure, our global independently juried program recognizing digital advancements in infrastructure. Microsoft, our biggest cloud hosting partner, already has a firm commitment to shift to 100% supply of renewable energy by 2025. Many tech partners have similar goals or are in the process of making those commitments. Our strategy is to continue to engage with all our suppliers to set similar goals and commitments and to collaborate on climate initiatives.
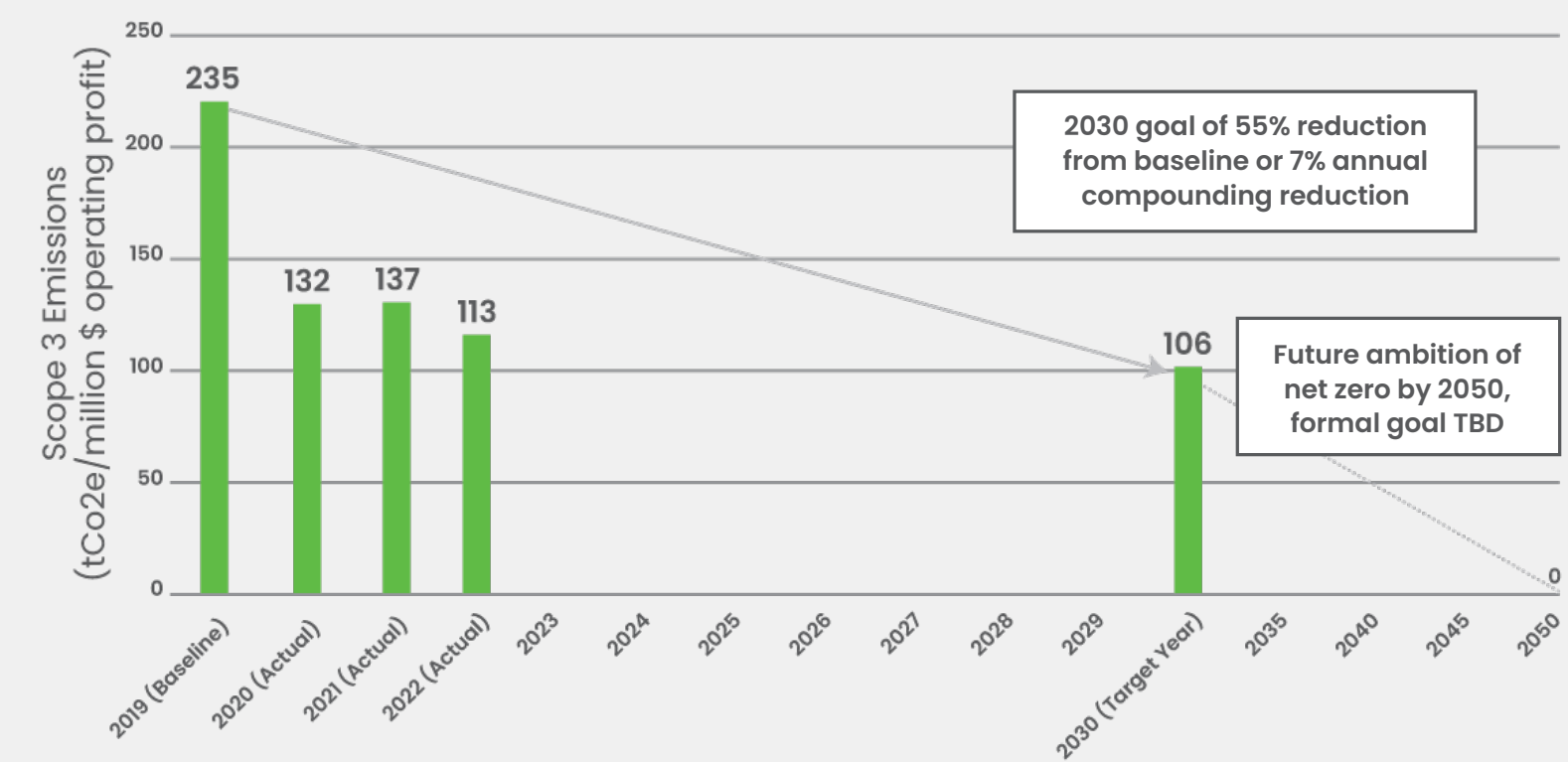
Business travel is another major lever for our Scope 3 target. During the pandemic we adopted a "Travel with Purpose" policy that urges colleagues to be intentional with their travel, considering why they are traveling and whether the goal of the travel could be accomplished remotely. We can make significant progress toward our Scope 3 goal by continuing our "Travel with Purpose" policy, choosing more sustainable forms of travel when they are available, and procuring sustainable aviation fuel. Additional strategic measures will be enhanced by colleague training and awareness building. Meeting our targets will require us to build on our progress toward imbedding a culture of sustainability.

With a strategy in place, we look forward to reporting annually on our progress toward meeting these goals and welcome partnership from our stakeholders to help us achieve our ambitions.

2030 Scopes 1 and 2 (Direct Emissions) Absolute Target

Gross Scope 1 and 2 Emissions (tCo2e)

- 2019 (Baseline): 6,327
- 2020 (Actual): 6,059
- 2021 (Actual): 4,685
- 2022 (Actual): 5,696
- 2030 (Target Year): 3,163

2030 goal of 50% reduction from baseline or 6.7% reduction annually

Future ambition of net zero by 2050, formal goal TBD

2030 Scope 3 (Value Chain) Intensity Target

Scope 3 Emissions (tCo2e/million $ operating profit)

- 2019 (Baseline): 235
- 2020 (Actual): 132
- 2021 (Actual): 137
- 2022 (Actual): 113
- 2030 (Target Year): 106

2030 goal of 55% reduction from baseline or 7% annual compounding reduction

Future ambition of net zero by 2050, formal goal TBD

GHG Inventory

As part of our Environmental Policy, Bentley commits to measure and report our climate impact and to develop strategies to manage our climate impacts over time.

Our first year of climate reporting covered only Scopes 1 and 2 emissions. In our second year of climate strategy, we continued to build upon our climate reporting by enhancing our scope of emissions calculations. Aligned with the GHG Protocol Corporate Accounting Standards, we worked with our climate advisory group to assess the 15 categories for Scope 3 emissions and identified eight relevant categories for our business. In our third year of climate reporting, we not only continued to analyze the relevant emissions categories, but expanded our analysis of prior years to ensure an accurate baseline. We assessed each of the 15 Scope 3 categories and screened for those categories that were relevant and material to Bentley's operations.

Environmental Management

Fundamental to our heritage in engineering, 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 and LEED Certification of select offices, we work to limit waste and use resources efficiently.

In 2022, Bentley recycled 66,637 pounds of electronics. By maximizing recycling e-waste we are also reducing our material footprint and ecosystem impact. Our e-waste recycling effort equates to 108,054 pounds of carbon pollution prevented.

*2019 and 2020 Scopes 1 & 2 emissions have been restated to account for the full year emissions of Bentley's recent acquisitions. This supports Bentley's use of 2019 as its base year for its science-based emissions reduction targets. 2021 emissions for Scope 1 Mobile Combustion (Fleet), Scope 2, and Scope 3 Category 3 (Fuel & Energy-related Activities) have been restated due to improvements in data quality. 2021 emissions for Scope 3 Categories 6 (Business Travel) and 7 (Employee Commuting) have been restated to incorporate well-to-tank emissions, aligning our inventory with the requirements of the SBTi.

Scope Details · Emissions (tCO2e)

Scope	Name	2019	2020	2021	2022
Scope 1	**Direct Operational Emissions**	**1,980**	**2,129**	**2,042**	**2,188**
Fleet	Fleet	847	840	926	959
Site Combustion	Site Combustion	1,104	1,258	1,059	1,167
Site Refrigerants	Site Refrigerants	29	31	58	62
Scope 2	**Indirect Operations Emissions (location-based)**	**4,347**	**3,930**	**3,114**	**3,508**
Scope 2	**Indirect Operations Emissions (market-based)**	**4,347**	**3,930**	**3,114**	**3,508**
Scope 3	**Indirect Value Chain Emissions**	**37,618**	**23,490**	**18,249**	**24,890**
S3 C1 PG&S	Purchased Goods and Services	13,218	14,481	9,859	15,569
S3 C2 Capital Goods	Capital Goods	4,191	3,680	5,220	1,376
S3 C3 Fuel and Energy	Fuel- and Energy-related Activities	1,942	1,917	1,492	1,462
S3 C4 Upstream T&D	Upstream Transportation and Distribution	278	180	204	532
S3 C5 Waste	Waste Generated in Operations	430	345	325	302
S3 C6 Travel	Business Travel	12,810	1,896	764	4,952
S3 C7 Commuting	Employee Commuting	4,719	961	356	671
S3 C15 Investments	Investments	31	30	29	27

Emissions Intensity (tCO2e/$M Revenue)

Scope	Name	2019	2020	2021	2022
Scope 1	Direct Operational Emissions	3	3	2	2
Scope 2	Indirect Operational Emissions	6	5	3	3
Scope 3	Indirect Value Chain Emissions	51	29	19	23

= Restatement from prior public disclosures

Our Handprint

Advancing Sustainable and Resilient Infrastructure

As communities, businesses, and governments cope with increasing numbers of climate-related catastrophes—drought, excessive temperatures, water shortages, extreme flooding, storms, fires—we need to acknowledge that the infrastructure we build and manage plays a big part in addressing our relationship with our planet. Infrastructure produces economic and social advancements in communities, but it has historically driven carbon emissions and other unwanted environmental impacts. Infrastructure will also play a key role in how we adapt and build resilience to climate change.

By creating the products and services that empower our users to advance how infrastructure is designed, built, and operated, we can aspire to minimize the environmental impacts, future-proof our physical environment from climate change, and ultimately meet the United Nations Sustainable Development Goals (UN SDGs).

Building a More Sustainable and Resilient Future

As part of our ES(D)G strategy to help our users realize more sustainable outcomes with our software and services, we are supporting communities and organizations with infrastructure digital twin solutions that help accelerate the implementation of UN SDGs in four core groups:

- Energy transition and efficiency
- Climate action and resilience
- Land and water resources, and
- Healthy cities and communities

ES(D)G and Digital Twins

Digital transition and sustainable transition go hand-in-hand. To tackle the global threat of climate change will require global scale cooperation. We are actively supporting ecosystem collaboration and partnerships to increase the adoption of infrastructure digital twins, which we truly believe are important enablers and accelerators of in our mutual efforts towards a sustainable future.

The *Going Digital Awards in Infrastructure* program recognizes the world's most outstanding infrastructure projects with respect to going digital with our software and cloud services. The projects are submitted by Bentley's software users and judged by a jury of independent experts, who adhere to the highest standards in determining which of the projects exemplify innovation, superior vision, and an unwavering commitment to exceptional quality and productivity. Each year, we see more submissions that reflect our ES(D)G strategy showing how our users are leveraging our technology to empower the UN SDGs through their projects.

"Bentley's purpose is to empower the UN SDGs through our infrastructure digital twin solutions, helping our users—infrastructure professionals— realize outcomes that are more predictable, sustainable, and resilient."

Rodrigo Fernandes
Director, ES(D)G

Energy Transition and Efficiency

The world cannot wait for or rely exclusively on emerging technologies to achieve the ambitious climate goals and targets we have set. While emerging technologies need acceleration, investment, and consolidation to help in the long term, the most effective way to future-proof infrastructure right now is to pursue quick wins with existing, low-cost, mature technologies. Digital twins for clean energy transition with solar, wind, geothermal sources are already widely available; efficiency alone can represent more than 30% reduction in GHG abatement.

7 AFFORDABLE AND CLEAN ENERGY

Application of Digital Technology in the Full Lifecycle of China's First Gigawatt Offshore Wind Farm Built by Three Gorges Yangjiang

Shanghai Investigation, Design & Research Institute Co., Ltd.
Yangjiang, Guangdong, China

Three Gorges Yangjiang Shapa Offshore Wind Farm provides 4.7 billion kilowatts per hour of clean energy for the Guangdong-Hong Kong-Macao Greater Bay area, meeting the annual electricity consumption for 2 million households while reducing carbon emissions by approximately 4 million tons every year. The project team implemented a full-lifecycle digitization for the offshore windfarm, leveraging Bentley's 3D BIM and offshore design and analysis applications to model the booster station and wind turbine, and to perform predictive analysis and simulation. The solution automated and streamlined workflows, avoiding design conflicts and improving design efficiency by 90% compared to traditional methods. The BIM models provide the foundation for establishing the wind farm's digital twin, setting a benchmark for more digital and intelligent future wind power projects.

Image Courtesy of Shanghai Investigation, Design & Research Institute Co., Ltd.

13 CLIMATE ACTION

Pumping Energy Optimization and CO2 Reduction

Evides N.V.
Rotterdam, Netherlands

Evides provides safe and reliable drinking water to 2.5 million people in the Netherlands and is aiming to become carbon-neutral by 2030. They integrated Bentley's hydraulic modeling software for optimizing pumps, covering a total of 110 million cubic meters pumped per year. As a result, Evides reduced energy costs by 33%, and carbon footprint by 942 tonnes of CO_2 per year, while satisfying demand, pressure, and water quality requirements in the city of Rotterdam. Evides now has the foundation for expanding their water digital twin for the remaining pumping stations and to move to the next level of energy and water efficiency through a real-time water digital twin implementation.

Water Treatment Berenplaat

Image Courtesy of Evides NV
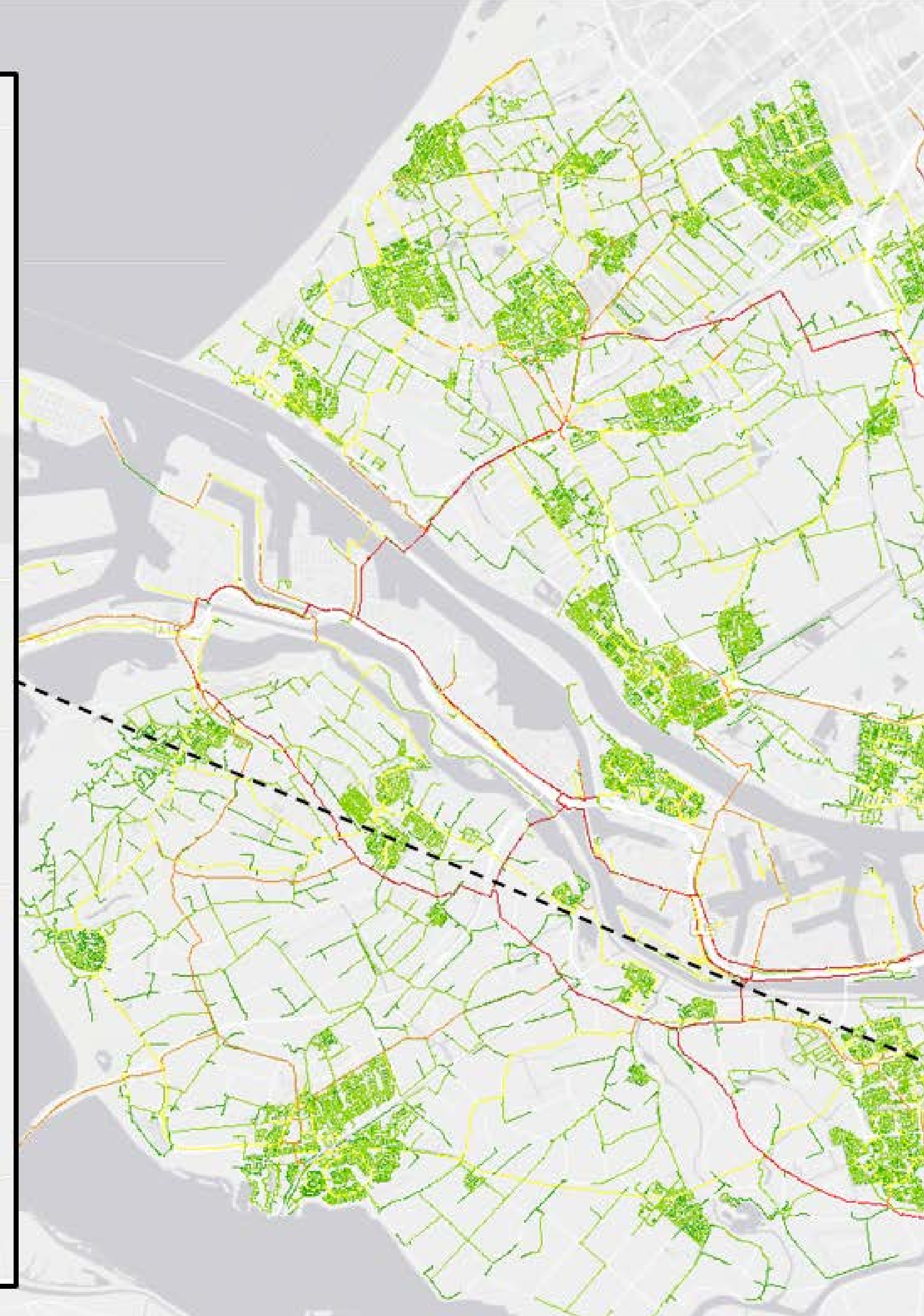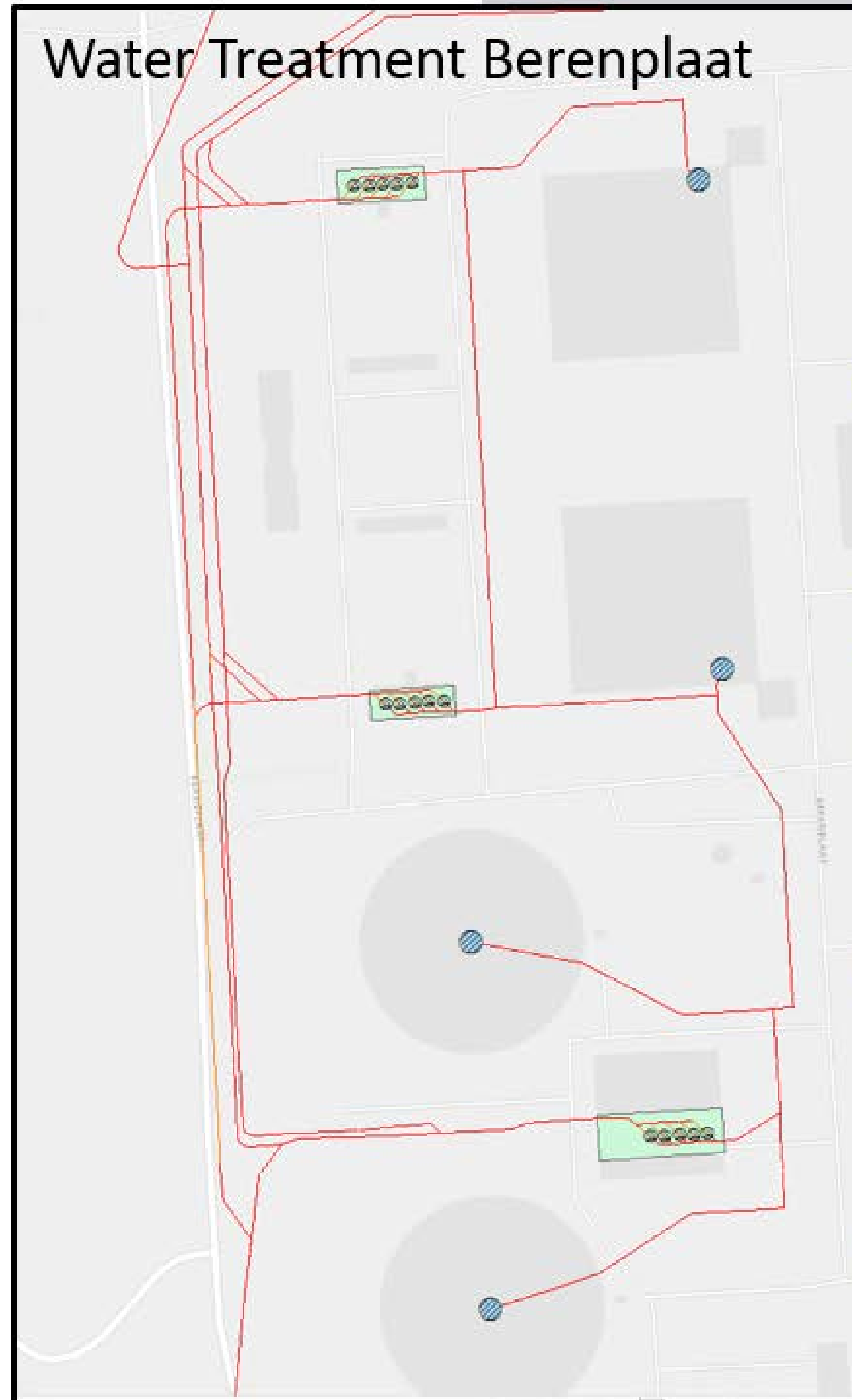
Climate Action and Resilience

Infrastructure is a key driver for growth, employment, and improved quality of life. But this comes at a cost. Approximately 70% of global greenhouse gas emissions come from infrastructure construction and operations such as power plants, buildings, and transport. While steel or concrete are still hard-to-abate sectors, we can optimize design to reduce material usage, and thus reduce carbon footprint.

At least 85% of the global population has already been affected by climate change and extreme weather events. While making the big shift to mitigate climate change and decarbonize infrastructure will be an extraordinary task, we simultaneously need to adapt and increase resilience to the climate change effects that are already happening now.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Semantok Dam
PT Hutama Karya (Persero)
Nganjuk, East Java, Indonesia

Located amid the lowland and mountain terrain of Nganjuk in East Java, the Semantok Dam aims to reduce flood discharge, ensure water availability, and boost the district's agricultural productivity by 186.33%, providing a sustainable infrastructure solution to support society. PT Hutama Karya undertook most of the construction works, while facing geotechnical challenges related to ineffective foundation design and insufficient rock fill quantities. These challenges were compounded by a strict construction schedule.

By performing reality modeling and construction simulation, duly combined with their project management information system and GIS, they provided real-time understanding of field conditions and a holistic project overview for timely, cost-efficient management. They also used Bentley's geotechnical modeling tools to resolve the foundation and quarry issues, saving a total of USD 3.8 million in potential rework.

Image Courtesy of PT Hutama Karya (Persero)
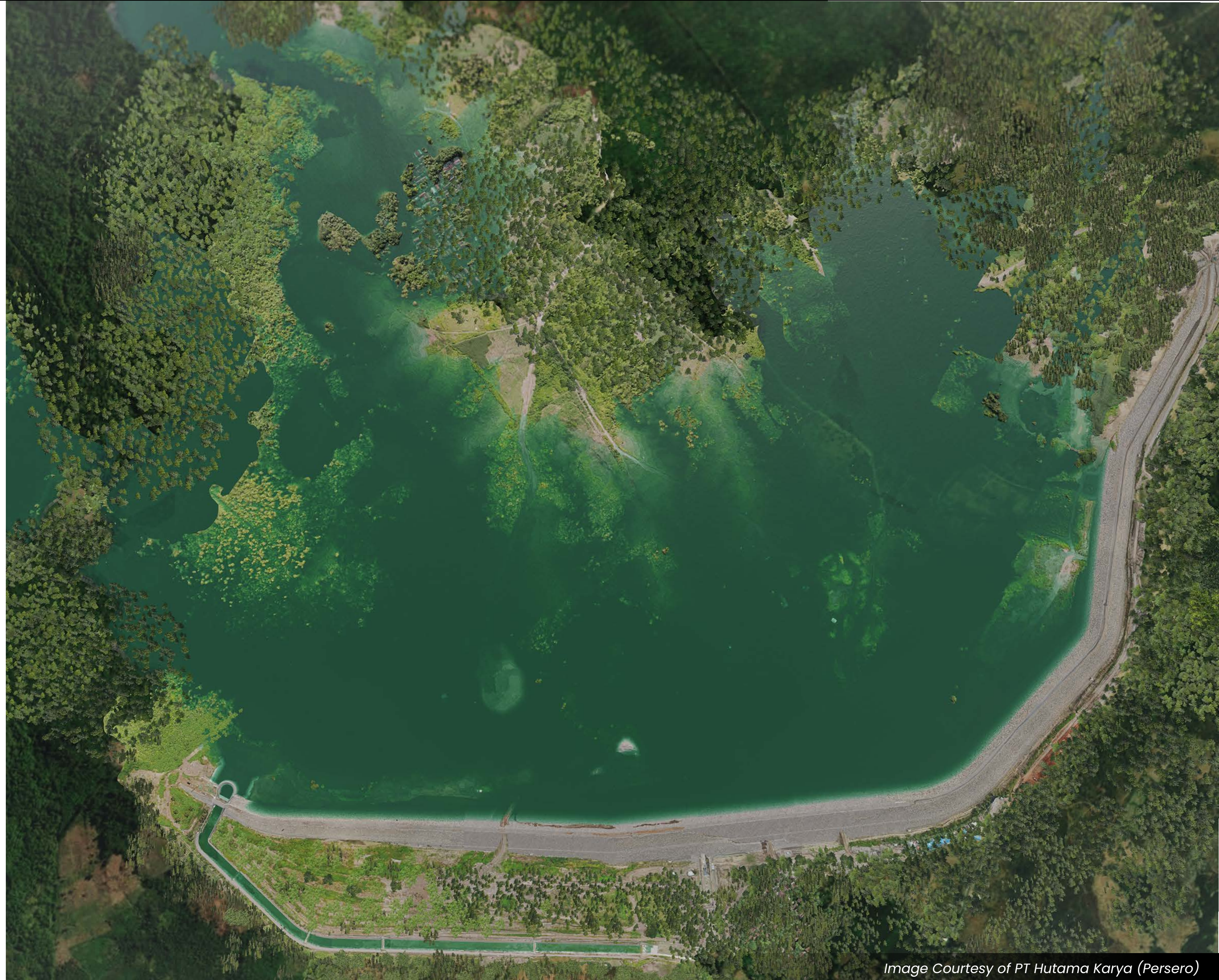
Land and Water Resources

We must transform every element of our take-make-waste system: how we manage resources, make and use products, and what we do with the materials afterward. By adopting circular principles, we can benefit everyone on our planet, reducing waste and pollution, circulating products and materials at their highest value, and regenerating nature. Most of this circular strategy is focused on how we manage land and water resources. Responsible mining and efficient water cycle management are two examples of increasing infrastructure circularity.

6 CLEAN WATER AND SANITATION

Recycling Oil Data to Discover Deep Groundwater Resources in Water Scarce Countries
Ruden AS
Tanzania and Somalia

Ruden AS is recycling technology, data, and competence from the oil and gas industry to detect water where it is scarce. They have a "search model" based on pre-existing seismic survey data, borehole logs, and drillers reports leading to a conceptual geological model by leveraging Seequent technology to locate freshwater. In Tanzania, a sustainable water source able to supply 1.2 million people was identified. Now, Ruden AS is extending this approach to Somalia.
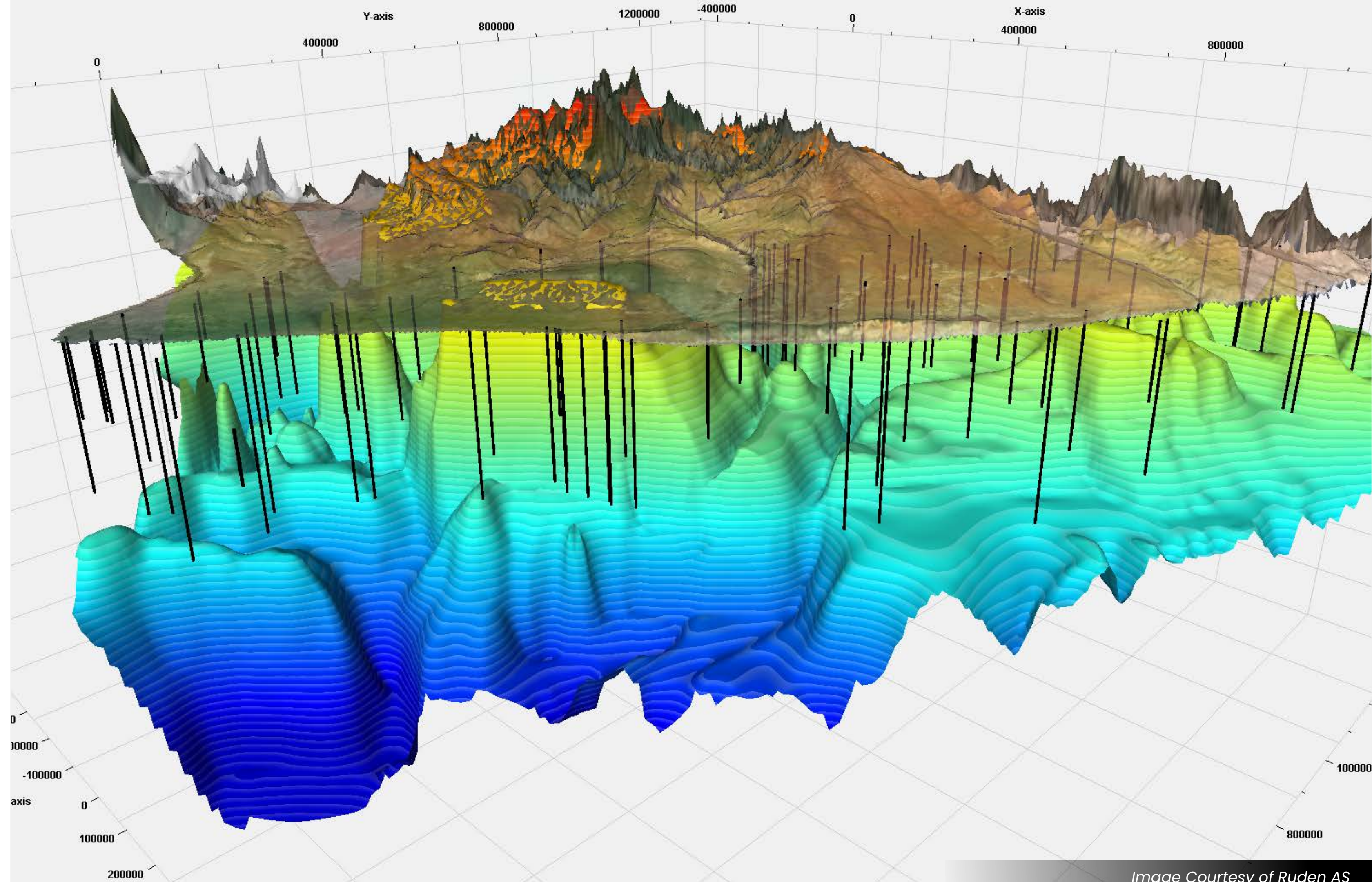
Image Courtesy of Ruden AS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Driving Efficiency and Sustainability in Material Reuse through GeoBIM

Mott MacDonald
Birmingham, West Midlands, United Kingdom

The 90-kilometer HS2 Phase 1 rail route has approximately 25 million cubic meters of material earmarked for excavation. The integrated project team identified mass haul efficiencies that could minimize wasted material and reduce carbon emissions by 50%. They needed to accurately understand the material types for reuse, but they faced geotechnical and coordination challenges that traditional assessment methods could not accommodate, requiring an integrated digital geological information and BIM solution.

Leveraging Bentley cloud solutions, the team developed a collaborative geoBIM assessment technique based on the 3D spatial assessment of ground investigation data within the proposed earthworks excavations. The ability to model specific geometric earthwork profiles optimized mass haul movements during construction, which provide critical insight into material reuse across the project, reducing waste and carbon emissions.
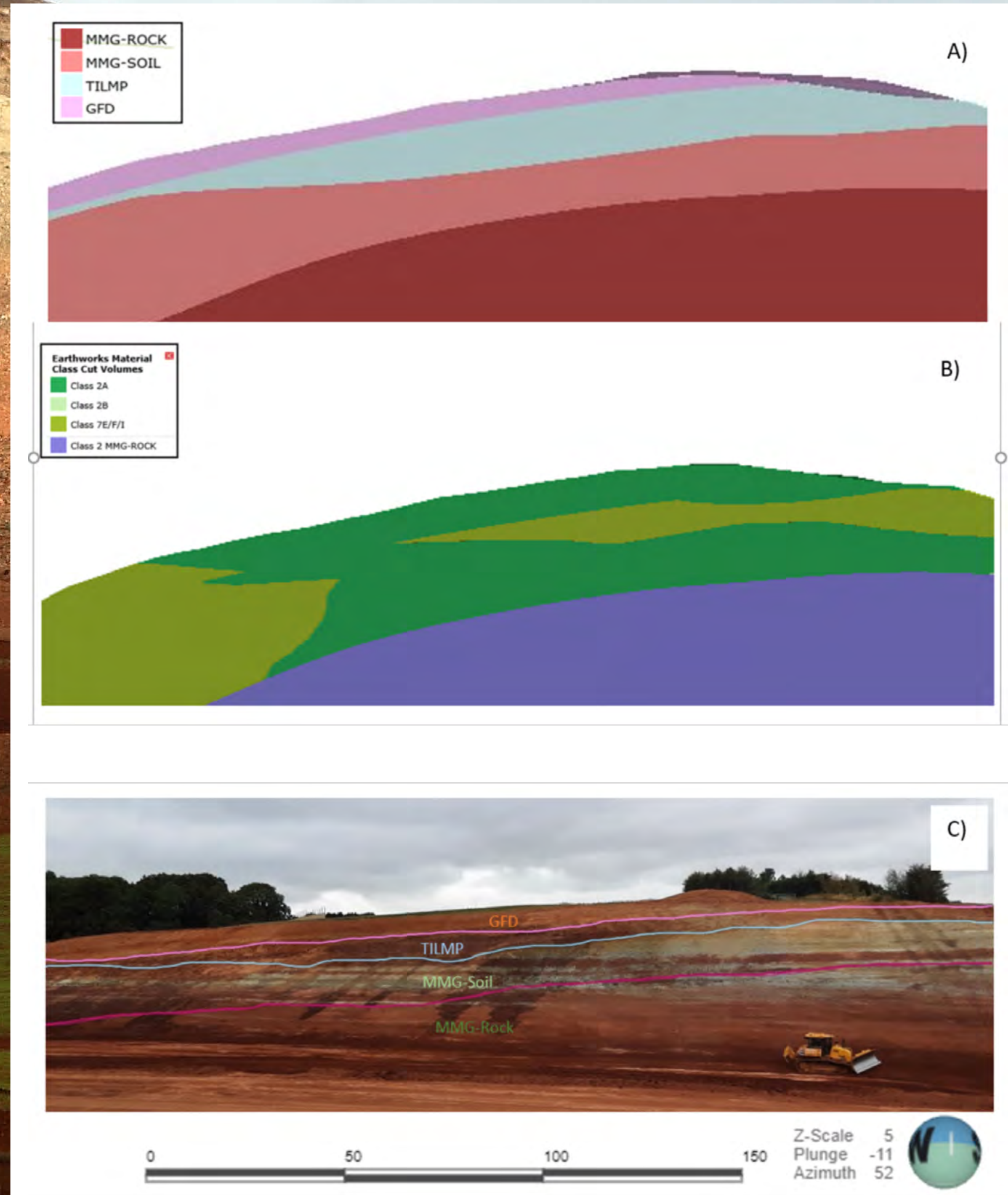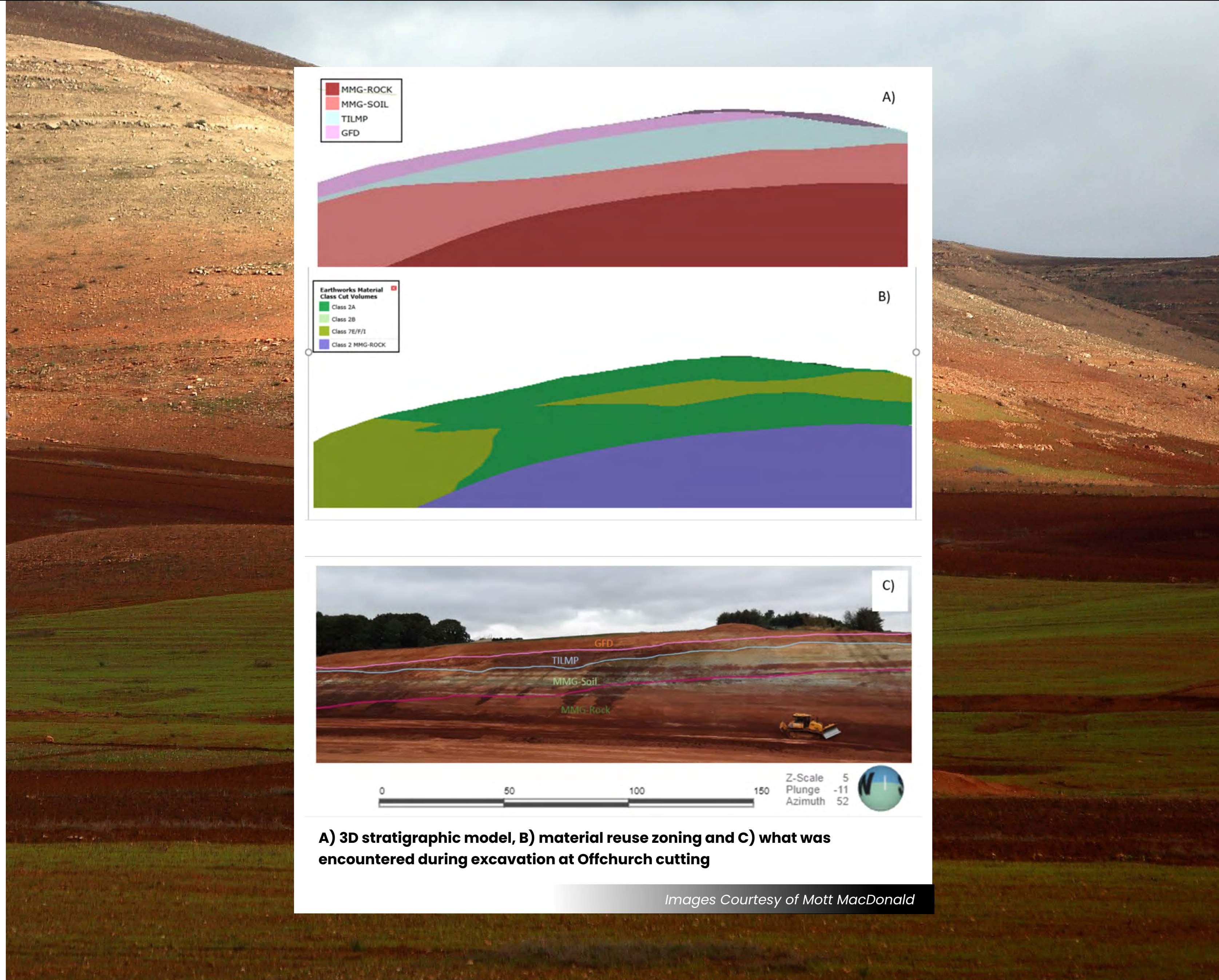
A) 3D stratigraphic model, B) material reuse zoning and C) what was encountered during excavation at Offchurch cutting

Images Courtesy of Mott MacDonald

Healthy Cities and Communities

Cities are simultaneously the biggest perpetrators and the biggest victims of climate change. We need to keep finding ways and technologies to empower thriving cities to balance quality of life, health, decarbonization, and climate resilience.

Tree Modeling and Feature Extraction Using Mobile Mapping
GenMap
Mendoza, Argentina

Trees regulate air quality and make cities more resilient to floods, storms, and heatwaves. The city of Mendoza, Argentina, was built entirely in a desert. GenMap created a digital twin of Mendoza's green infrastructure by quickly identifying 1 million trees. By using Bentley's mobile mapping technology, they digitized, geo-referenced, and obtained the dimensions of each tree, as well as surrounding roads and sidewalks, allowing efficient management of the health condition of each tree.

Image Courtesy of GenMap
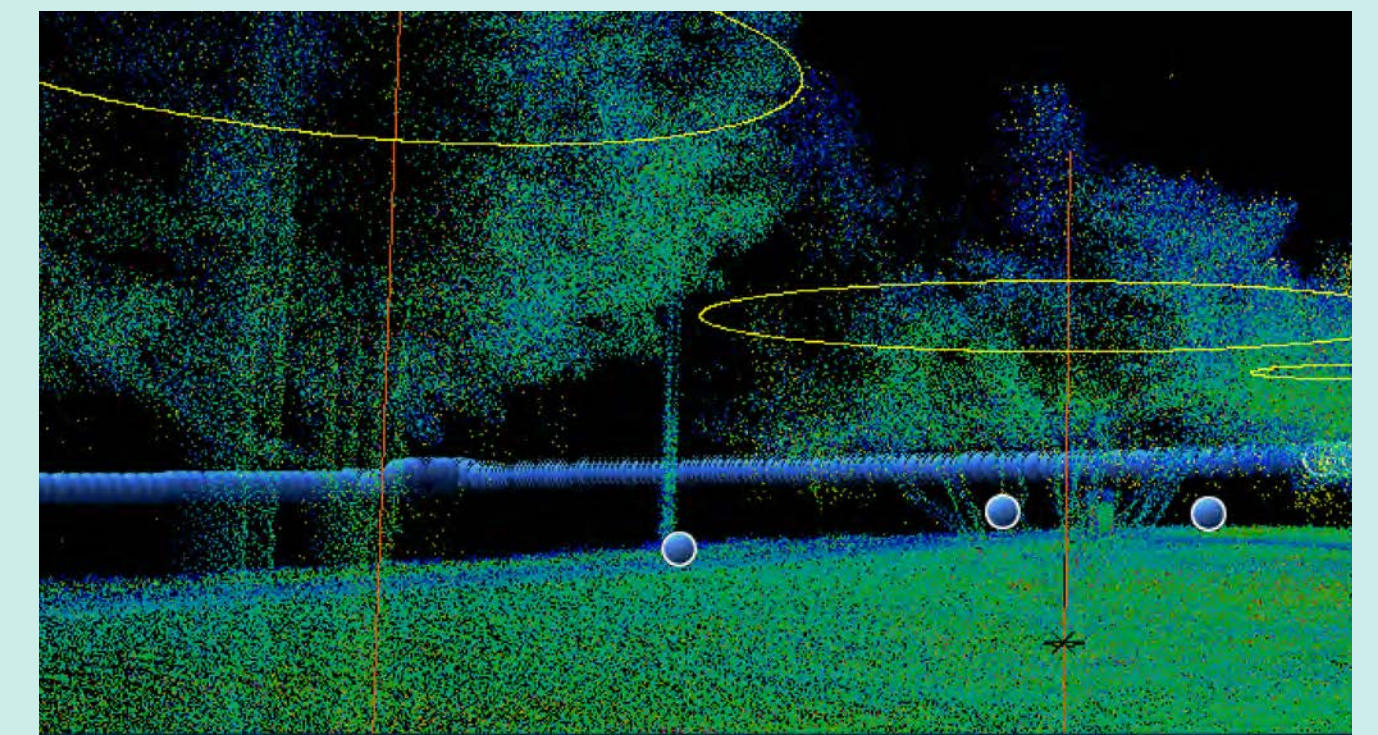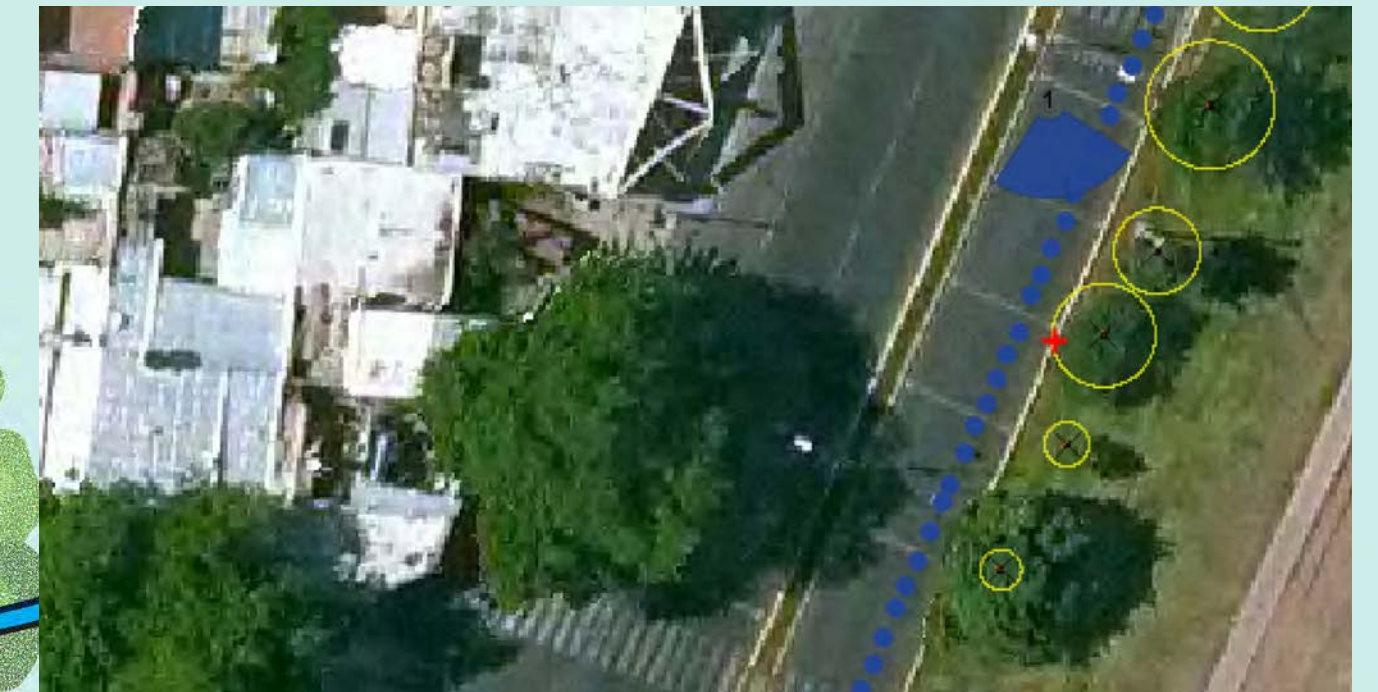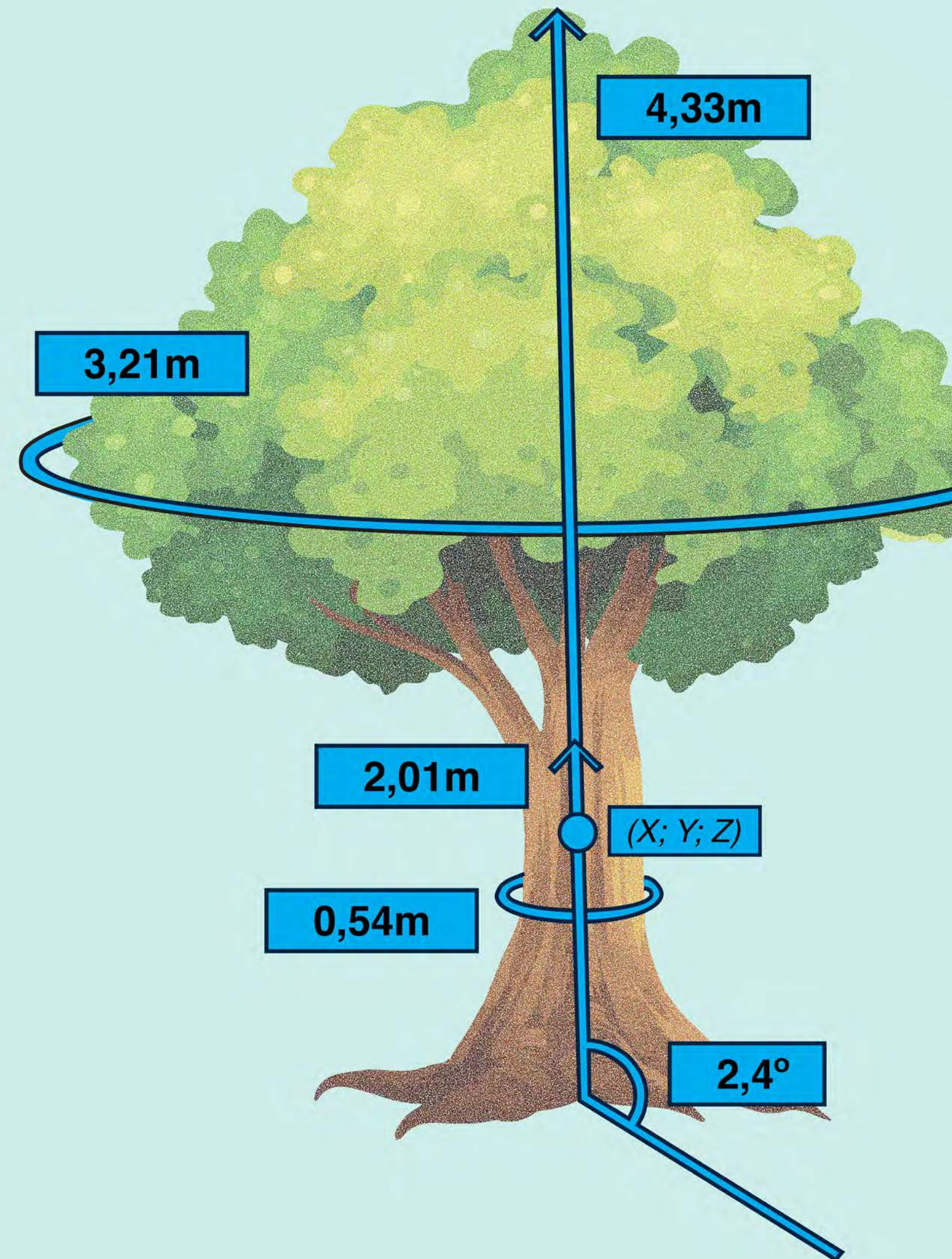
Together Towards Tomorrow

While we are already conscious that empowering the UN SDGs is our most strategic priority for the next decade, we are motivated to help our users, stakeholders, and colleagues engage with us on this journey. That is why we created a network of ES(D)G Ambassadors currently composed of colleagues from around the world with two goals:

> To advocate for a culture of sustainability by informing, inspiring, engaging, and supporting ES(D)G action by colleagues and corporate initiatives.

> To evangelize Bentley's UN SDG *handprint* and promote a consistent, cohesive message by participating in events, activities, initiatives, and communications.

One of the most exciting initiatives powered by ES(D)G Ambassadors is Together Towards Tomorrow (T3). T3 is a series of interactive, informal advocacy sessions addressing the most pressing sustainability topics from an industry angle with an individual or community perspective. T3 is mainly related to infrastructure—but not limited to it. Each session usually includes two or three speakers—guests and ES(D)G Ambassadors—and an online interactive sustainability game that rewards winners with vouchers to be used on sustainable online stores, courses, or events.

Congratulations to Jana Miller, the 2022 T3 Sustainability Champion winner, who accumulated the highest number of points in the sustainability quizzes given at the T3 internal presentations throughout the year.

Ecosystem Partnerships

We believe that no single player in this ecosystem can tackle climate resilience alone. That is why we are actively seeding collective action and ecosystem collaboration with strategic partners, organizations, educational institutions and communities, with carefully selected programmatic initiatives that align with our *handprint* and ES(D)G strategy. These initiatives and partnerships intend to drive acceleration and adoption of infrastructure digital twins by promoting user empowerment, capacity building, pilot initiatives, and technology innovation.

The Carbon Project / Ice Global Carbon Champions:
The Institution of Civil Engineers (ICE) Carbon Project aims to provide the engineering community with information to understand the Net Zero challenge, and meaningfully contribute to reaching the United Kingdom's Net Zero goal. It brings together leaders and experts from across the industry to tackle some of the challenges slowing our progress toward Net Zero. Bentley is a founding sponsor of ICE's Global Carbon Champions initiative and participates in the "measuring, sharing, and benchmarking carbon impacts" workstream.

Groundwater Relief—Technical Support, United Kingdom:
Groundwater Relief is a registered charity in the United Kingdom that provides technical support to the humanitarian and development sector through a global membership of over 390 groundwater experts. For several years Seequent has provided software for specific projects and occasionally offered technical services. Example projects are the Rohingya Refugee camps at Cox's Bazar, as well as refugee camps in Yemen, Uganda, and South Sudan. Recently, Seequent has entered into a more comprehensive software supply arrangement with Groundwater Relief.

ZERO: ZERO is an innovation-focused industry group, accelerating the journey to a zero-impact construction industry. ZERO's vision of the future is an industry that places great importance on carbon efficiency. The mission is to learn, share, and raise awareness of relevant topics. Bentley is a founding member of ZERO, a group of construction professionals that addresses collaboration and support for promoting a low carbon industry, and runs joint webinars, provides knowledge shares, and hosts hackathons.

"I'm so excited to be part of a company that truly values sustainability goals, and have greatly enjoyed the insightful sessions led by industry experts."

Jana Miller
Senior Manager, Product Marketing
2022 T3 Sustainability Champion Winner
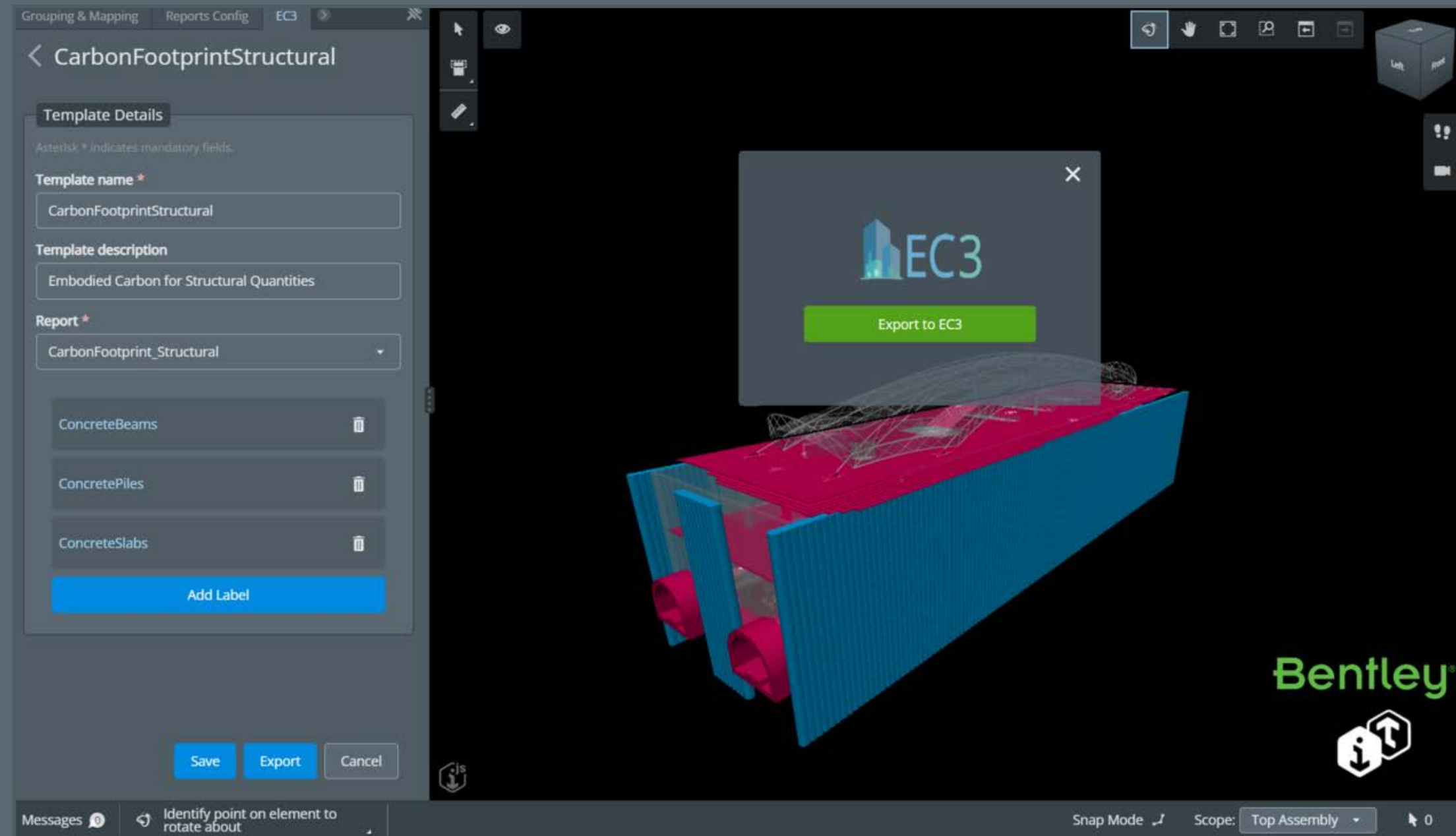
Export to EC3 via Bentley iTwin Platform

Timed with COP27, in November 2022 Bentley announced expanded integrated workflows for embodied carbon calculation in the Bentley iTwin Platform. The new integration enables carbon assessment in infrastructure digital twin solutions, empowered by the Embodied Carbon in Construction Calculator (EC3). Developed by the nonprofit Building Transparency, EC3 is a no-cost, open-access tool that allows benchmarking, assessment, and reductions in embodied carbon, focused on the upfront supply chain emissions of construction materials. Building Transparency provides the education, resources, and tools—including EC3—to address embodied carbon's role in climate change. The EC3 tool and its subsequent effect on the industry are driving demand for low-carbon solutions and incentivizing construction material manufacturers and suppliers to invest in disclosure, transparency, and material innovations that reduce the carbon emissions of their products.

Innovation and Digitization: Acceleration Initiatives

In 2020 we launched Bentley Acceleration Initiatives to help facilitate innovation in software for the design, construction, and operation of all types of physical infrastructure. A key focus of Bentley Acceleration Initiatives is to accelerate innovation and further digitization in the emerging category of infrastructure digital twins. We do this in four primary ways, with a commitment to supporting diversity across all areas:

◆ Acquisition of software companies with innovative solutions for the design, construction, or operation of infrastructure.

◆ Focus on strategic investments in infrastructure digital twin software companies through Bentley iTwin Ventures.

◆ Providing the open source Bentley iTwin Platform to enable software developers to create digital twin solutions or to enable their existing solutions to participate in digital twin workflows.

◆ Incubation of digital integrators, technologies, and marketplaces focused on providing services to deliver and implement digital twin solutions.

Bentley iTwin Platform

The Bentley iTwin Platform is the foundation for many of the infrastructure digital twin solutions designed by Bentley and its strategic partners, digital integrators, system integrators, independent software vendors, and software developers.

The Bentley iTwin Platform is an open, collaborative, vendor-agnostic, scalable cloud platform that provides APIs and services to help developers create digital twin applications for project teams. Owner-operators can use the Bentley iTwin Platform to create, visualize, and analyze digital twins of infrastructure assets.

One example of how the Bentley iTwin Platform supports sustainability initiatives is an automated workflow for lifecycle assessment (LCA) or carbon footprint analysis in infrastructure projects. During 2022, integrated workflows were established with One Click LCA and EC3 (from Building Transparency).

Bentley | iTwin Ventures

Bentley iTwin Ventures

Bentley iTwin Ventures is a $100 million corporate venture capital fund fostering innovation by co-investing in startups and emerging companies strategically relevant to Bentley's objective of advancing infrastructure through going digital. The fund prioritizes seed investments in transformational digital twin solutions supporting design, simulation, construction, or physical infrastructure operations. Bentley iTwin Ventures strives to invest in companies that are consciously working to create diverse leadership teams that are inclusive across gender, ethnicity, age, sexual orientation, disabilities, and national origins. Priority areas for investment include Internet of Things; Transportation; Renewables/Clean Tech; Digital Cities; Utilities Reliability; Environmental; Water Reliability.

Bentley iTwin Ventures also runs iTwin Activate, a multi-week accelerator type program that brings together cohorts of companies aligned to a particular theme. Our first cohort ran through the end of 2022 and focused on grid resiliency. Bentley iTwin Ventures has made 11 investments since inception in late 2020, a few of the founders and their startups are highlighted on this page:

Overstory: Overstory analyzes all vegetation on Earth to prevent wildfires and power outages, enabling smarter infrastructure management and safer communities. Vegetation is the single greatest contributor to power outages and wildfires caused by our electric grid. Overstory provides utilities with visibility, risk analysis, and optimization recommendations for vegetation management throughout the entire service territory. It does this by applying artificial intelligence to satellite imagery.

SewerAI: SewerAI is a global leader in sewer condition assessment and inspection data management. Based in Walnut Creek, California, SewerAI leverages its cloud inspection management platform (Pioneer™) and AI Computer Vision tools (AutoCode™) to help wastewater professionals accelerate productivity, increase accuracy, and reduce the cost of maintaining and renewing aging collection systems. With millions of feet of sewer data under management for municipalities, environmental services contractors, and engineering firms, SewerAI is revolutionizing infrastructure assessment and improving environmental health for people everywhere. Their web-based wastewater and stormwater condition assessment tool promotes increased efficiency in urban water cycle management by reducing inflow/infiltration reduction. Their solution increases production 2x in the field (6x in the office), improves accuracy by >20% and reduces costs by >50%. With millions of feet of sewer data under management for municipalities, environmental services contractors, and engineering firms, SewerAI is revolutionizing infrastructure assessment and improving environmental health for people everywhere.

Transect: The #1 bottleneck delaying all land development is environmental permitting. The key to a successful renewable energy project is location. Transect helps identify environmental viability for those projects, empowering land developers to finally take control of the environmental permitting process, delivering due diligence in minutes—not weeks or months—using automation technology. The Transect's Platform provides a powerful environmental due diligence toolset designed from the ground up to accelerate the land development process and transform the environmental due diligence process.
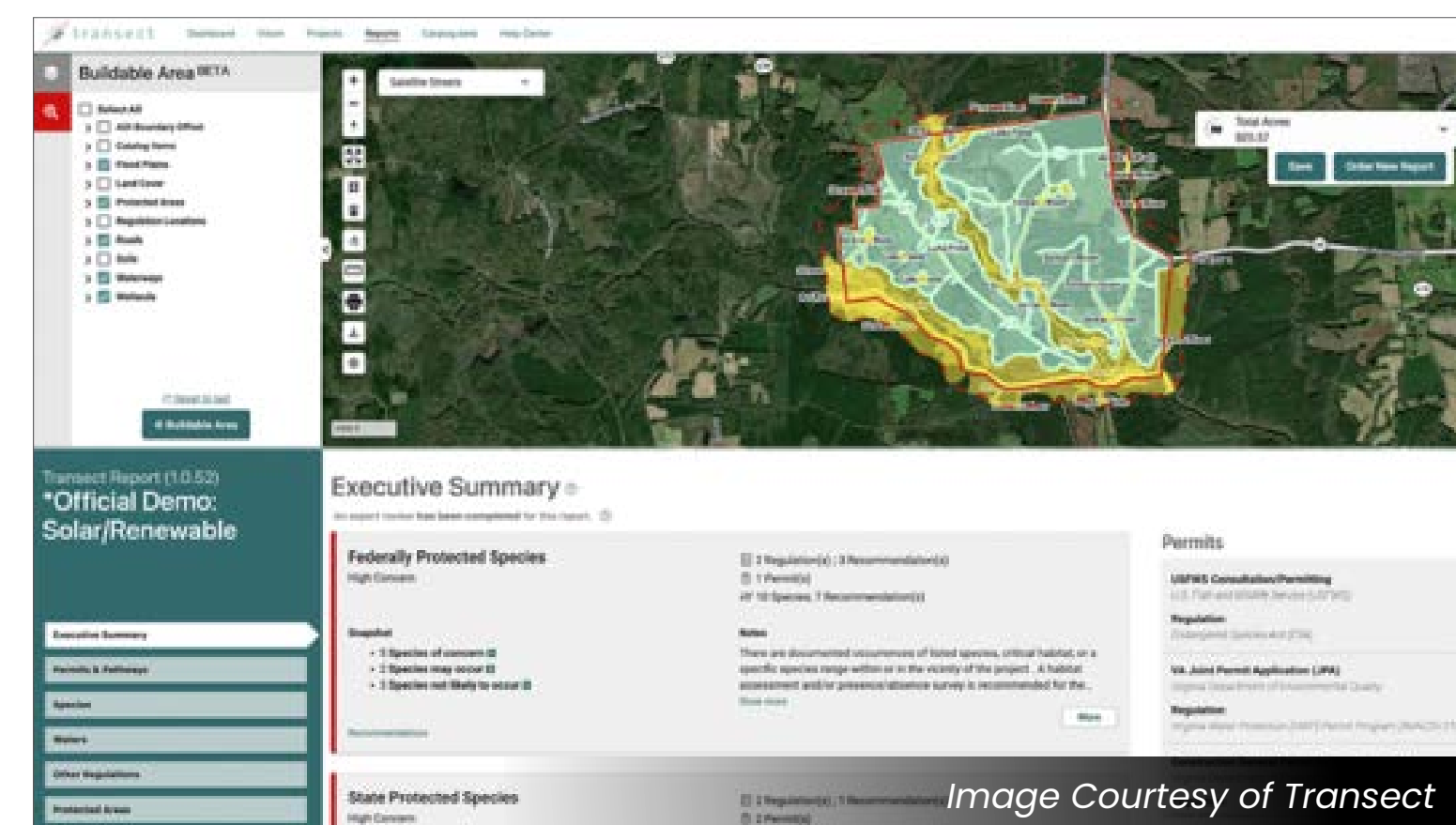

Image Courtesy of Transect

Niricson: Niricson Software Inc. is at the forefront of the digital revolution in infrastructure condition assessment and risk management. Due to the increasing number and frequency of extreme weather events, critical infrastructure resilience and adaptation require more inspection and monitoring than ever before. Building the World's first AI-based Predictive Analytics SaaS Platform for Infrastructure Asset Management, Niricson is one of the fastest-growing start-ups in Canada, having top hydro dam owners and engineering consulting firms as clients worldwide. Niricson deploys proprietary damage assessment equipment and software to verify the structural integrity of key concrete structures, ensuring infrastructure safety. The innovative technology allows data to be collected more safely, efficiently, reliably, and accurately compared to traditional methods, which are laborious, time consuming, costly, dangerous, and highly dependent on subjective human judgment.

Social

At Bentley, we pride ourselves on being engaged members of the global community dedicated to advancing the world's infrastructure. We care about each other, the communities where we live and operate, and the future of our industry. To succeed, we know we must continue to nurture the diverse and inclusive culture we have built, engage with our communities near and far, and contribute to building a more diverse and expansive pipeline of infrastructure engineers. For this reason, our social strategy focuses on three key areas—our culture, our communities, and the next generation.

"What makes Bentley a special place to work is our culture. The fact that we call each other 'colleagues' rather than 'employees' is reflective of the respect and caring that we show for each person."

Suzanne Little
Chief Colleague Success Officer

Our Culture

Our business success is determined by the skills, dedication, passion, and involvement of our extraordinary Bentley colleagues, and the diversity of their contributions. Every colleague brings a welcome and unique perspective that together forms the key components to our inclusive culture and business effectiveness. Our commitment to Diversity, Equity, and Inclusion (DEI), and the many ways we empower our colleagues to thrive in and out of the workplace, are core to the social pillar of our ESG strategy.

Our Communities

Bentley is a global company with key operational teams located around the world. We encourage and support our colleagues in giving back to the causes they are passionate about, either locally or globally, through our matching and volunteer programs. We also contribute to the infrastructure community with programs and policies geared toward helping students of all ages pursue their passion for infrastructure, and for infrastructure professionals to build knowledge and share best practices.

The Next Generation

There is worldwide concern over the growing shortage of engineers, driven by an aging workforce, declining interest in STEM education, and engineers moving into non-engineering roles. As the infrastructure engineering software company, we are committed to doing our part to help grow the pipeline of infrastructure engineers through our education, recruitment, and community engagement programs. We also recognize the need to bring more diversity to the profession so diverse perspectives, backgrounds, and experiences are reflected in the projects our software is used to create.

Summary of 2022 Key Accomplishments

Donated over **$2.2 million** to a variety of causes through corporate and colleague donations and donation matching.

87% of colleagues responded in the 2022 Annual Colleague Engagement Survey that **they would gladly recommend Bentley** as a place to work to people they know and respect.

Surpassed **5,000 colleagues** while maintaining a diverse global population with 30% female colleagues.

Launched **two new employee resource groups**: Veterans at Bentley and IDEA India.

Introduced the **Diversity Champion Award.**

Strengthened **partnerships** with Conference of Minority Transportation Officials and National Society of Black Engineers.

Introduced **A Long Talk About the Uncomfortable Truth,** an anti-racism activation experience.

Launched **Bentley Impact Day,** a paid day off for colleagues to volunteer for an organization of their choice.

Expanded Bentley Education globally to reach 64,360 subscribers, a 16.6% increase over 2021, bringing Bentley applications and resources to more educators and younger students.

Our Culture

Fostering a Diverse and Inclusive Culture

Our colleagues represent many cultures, backgrounds, and perspectives, each contributing their own unique and valued perspective. They are empowered to own their projects and careers, and are driven to be successful through the tools, technology, and career-advancement opportunities we offer.

Diversity, Equity, and Inclusion

Our intentional commitment to DEI makes us successful. It allows each colleague to contribute to their teams, to reach their highest performance and potential, and pursue and achieve their individual goals.

Diversity empowers creativity. We are broadening our professional and internship programs, along with revising our hiring processes, to ensure that our workforce reflects the world in which we live and serve. This will allow us to grow more diverse, more inclusive, and more innovative in shaping the world's infrastructure.

Recognizing each other not only for the work we do, but also celebrating each other for who we are is essential to our success. We're working to make sure all colleagues feel seen, safe, and supported in ways big and small, from auditing our policies for inclusive language to expanding our healthcare options.

We have developed strategies and programs focused on increasing diversity and equity and promoting a culture of inclusion and wellbeing in the workplace. All colleagues should feel respected while bringing their whole selves to work and know that they can reach their potential without fear of discrimination. Our DEI page has more information about our strategies.

DEI Training and Development

We expanded our annual training to ensure that all colleagues understood core DEI concepts and terms—such as microaggressions and unconscious bias— and also to arm them with information on how to deal with inequities in the workplace. The training asked colleagues to pause and reflect on these concepts and on their own personal experiences. It demonstrated the power of empathy and gave colleagues the information and tools to become stronger allies.

Bentley Education and DEI Summit

In late 2021 we welcomed Natalie Plummer, our first Director of Diversity, Equity, and Inclusion.
(Shown far right in the image above)

We have held interactive sessions with our executives, emerging leaders, and talent acquisition in fostering DEI and eliminating unconscious bias and have implemented training for hiring managers to ensure fairness in the interview process.

"A Long Talk" Program

"A Long Talk About the Uncomfortable Truth" is a profound anti-racism program that asks participants to unpack their truth, find their voice, and activate their activism. Small groups of colleagues joined "A Long Talk" founders Kamal Carter and Kyle Williams for interactive sessions with difficult but enlightening conversations. Colleagues came away with an appreciation for the history of racism in the United States and ideas on how to fight biases at work and in our communities.

"All of our efforts have been accelerated by the arrival of Natalie Plummer. Having a dedicated full-time professional overseeing DEI made it crystal clear where we stand as a company and the opportunities ahead. Under Natalie's leadership, the past year has helped us focus our strategy and make significant progress towards our goals."

Angela Curry
VP, Chief Compliance Officer

"For those wanting a factual, no-holds-barred interactive engagement on racism, understanding its history, and working to combat it in the workplace and elsewhere, 'A Long Talk' is for you."

Ed Wright
Senior Enterprise Account Manager

International Women's Day #BreakTheBias Campaign

"Diversity is in our character, in our DNA. It's necessary to succeed in what we do. We want to keep learning and getting better and more diverse, with more assurance of inclusion and equity."

Greg Bentley
Chief Executive Officer

DEI by the Numbers

Age Group Representation by Employment Level (U.S. 2022)

Colleague level:		Under 30	30 to 50	Over 50
U.S. (All Colleagues)	2022	11.3%	48.2%	40.5%
Leadership*	2022	0.8%	49.9%	49.3%
Technical Staff	2022	18.0%	46.8%	35.3%
All Other Colleagues	2022	12.5%	48.3%	39.2%

* Managers and above

Racial/Ethnic Group Representation (U.S. YoY)

Colleague level:		Asian	Black or African American	Hispanic or Latino	White	Other**
U.S. (All Colleagues)	2022	14.3%	3.6%	4.4%	75.2%	2.5%
	2021	14.4%	3.0%	4.2%	76.2%	2.2%
Leadership*	2022	10.8%	1.2%	2.8%	83.0%	2.2%
	2021	11.6%	0.6%	2.2%	84.7%	0.9%
Technical Staff	2022	18.9%	4.1%	4.1%	71.2%	1.7%
	2021	19.2%	3.8%	3.6%	71.6%	1.8%
All Other Colleagues	2022	10.4%	4.5%	5.9%	75.3%	3.9%
	2021	9.9%	3.8%	6.3%	76.5%	3.6%

* Managers and above
** Includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races"

Gender Representation (U.S. YoY & Global 2022)

Colleague level:		Female	Male
U.S. (All Colleagues)	2022	32.0%	68.0%
	2021	30.7%	69.3%
Leadership*	2022	27.0%	72.9%
	2021	25.3%	74.7%
Technical Staff	2022	19.8%	80.2%
	2021	17.6%	82.4%
All Other Colleagues	2022	53.1%	46.9%
	2021	52.5%	52.5%
Global	2022	30.4%	69.6%

* Managers and above

IDEA Program

Our colleagues aren't only looking to leadership for answers—they're suggesting solutions. In 2020, colleagues formed the Inclusion, Diversity, and Equity Alliance (IDEA), which began with four employee resource groups—OpenAbilities, OpenPride, People of Color in the U.S. (POCUS), and Women at Bentley—allowing colleagues to join their peers from all regions and departments with the goals of building community and fostering diversity and inclusion. In 2022 we added two additional IDEA groups—Veterans at Bentley and IDEA India.

The groups give colleagues a safe space to have courageous conversations, propose changes to our culture, foster a sense of community, and establish a platform to reach our colleagues worldwide with programming focused on a core concern: How do we learn from one another's lived experiences and make Bentley a place where everyone can thrive?

Whether it was a personal essay on one colleague's Deaf experience, a panel discussion on the importance of Juneteenth, a book club talk about a woman finding her way through an abusive upbringing, or an article about the importance of pronouns, IDEA programming has been a critical resource for education, and a place to safely have difficult but empowering discussions about discrimination, bias, and allyship. Members of executive management are key sponsors of each group and have been instrumental as sounding boards and in providing access to resources and the leadership team.

OpenAbilities

OpenAbilities provides resources, support, and education for colleagues with disabilities and those supporting people with disabilities. By creating a network for one another through group meetings and programs, OpenAbilities group members have created a safe space to share their personal triumphs and challenges to help those not in the disability community better understand their unique experiences. For example, Deaf colleagues that were traditionally in a support role were empowered to express themselves as leaders in ways they never imagined.

People of Color in the U.S.

Group members are working to eradicate workplace racial inequalities, educate colleagues about historical and systemic inequities, and promote sustainable racial diversity and inclusion. People of Color in the U.S. (POCUS) has been intentional about creating a safe space for open conversations about the BIPOC (Black, Indigenous and People of Color) experience. Those conversations have led to plans and collaborations with industry leaders that share the goal of exposing traditionally marginalized groups to opportunities in STEM.

OpenPride

OpenPride's goal is to increase the visibility and acceptance of LGBTQIA+ colleagues within Bentley and foster a consistent sense of belonging. How do we do it? In ways big and small, which include hosting LGBTQIA+ advocates as speakers, programming focused on being an affective ally, highlighting the intersectionality within the LGBTQIA+ community, and advocating for policy changes that demonstrate respect for all families.

Women at Bentley

Women at Bentley encourages women to pursue their goals without fear of biases or barriers. Members advocate for policy changes that support consistent advancement within Bentley. Women at Bentley has also taken proactive steps, through volunteerism, in ensuring young women and girls are introduced to STEM and have mentors to guide their path. The group also provides advice on navigating a male-dominated field and facilitates challenging discussions through book clubs and speakers to engage all colleagues to think critically about how they can be effective allies.

Veterans at Bentley

We formed the Veterans at Bentley group in 2022 to acknowledge, support, and celebrate those Bentley colleagues who served in the military. The group is open to all colleagues in support of veterans, military family members, and active-duty military. The goal is to foster a workplace that champions the unique skills and critical contributions of those in the veteran community and their families. The group has already hosted an event educating those outside the military community about the challenges of transitioning from a military to a civilian lifestyle, and the sacrifices that military families make. This group is focused on expanding to include global colleagues with military background and increasing strategic volunteerism in the coming year.

IDEA India

Initiated at the end of 2022, IDEA India is Bentley's first regional initiative focused on our global colleagues' specific cultural needs and goals. IDEA India's theme for 2023 is Women's Empowerment. Based on that theme they have actively begun creating an intentional strategy to improve the condition for women and girls in their community through targeted programs and volunteerism.

Women in Infrastructure & Technology Conference, India

Bentley Network of Women (NOW)

Bentley NOW is a program designed to support women at Bentley to develop into leadership roles both in the technical and people management tracks. Participants are offered curated developmental content and sessions, one-on-one mentoring, and networking with like-minded colleagues.

This global mentoring program connects women with mentors who have effectively navigated challenges commonly encountered in the workplace. We aim to bridge gender gaps by challenging women with meaningful work and providing them with the resources they need to reach their potential and excel in their own careers. In 2022, mentee introductory sessions were offered to assist participants in developing specific goals and activities that better leverage their strengths when meeting with mentors. This included a tool kit of resources, additional assessments, interactive sessions, and strategic guest speakers.

Empowering Colleagues to Thrive

Bentley provides an open, collaborative, inclusive, and collegial work environment filled with meaningful professional projects, career opportunities, and inspiring leadership and teams. Colleagues are empowered to own their projects and careers, and they are set up for success through the tools, technology, and career-advancement opportunities. Goals are aligned, clearly defined, and continuously discussed.

Our talent strategy and corporate culture focuses on building a diverse and inclusive global workforce. We make it a priority to develop and support a culture where every voice matters. We achieve this priority with embedded resources, tools, and opportunities throughout the talent lifecycle, and work to create—and maintain—a diverse workforce.

Bentley Workshop

Talent Management

We are committed to investing in our most valuable resource, our colleagues. Our number one goal is to ensure that all colleagues know that they are supported and valued. We provide the tools and opportunities to enhance their professional development and, as a result, their career potential. We enable and empower colleagues with resources to support their learning and skill development as individual contributors, team managers, and/or organization leaders.

We support the development of our colleagues and managers by providing essential resources throughout their career lifecycle at Bentley. We encourage a lifetime of learning through pathways and skills development portals on topics such as goal setting, competency training, coaching, feedback, performance reviews, and career development.

Talent Development and Learning

We invest in our colleagues through training programs, mentorships, performance reviews, recognition programs, and career opportunities to nurture lifelong career growth. We view skill and career development as a shared partnership between managers and colleagues. Open and continuous discussion around development goals and growth paths are encouraged and supported to maximize potential.

We have implemented robust training as part of our annual compliance commitments with topics focused on respect in the workplace, identifying and overcoming bias, and anti-discrimination. We have held interactive sessions with our executives, emerging leaders, and acquired talent in fostering diversity, equity, and inclusion and eliminating unconscious bias, and have implemented training for hiring managers to ensure fairness in the interview process.

Bentley encourages colleagues to create a habit of learning. There are opportunities for individual contributors, managers, and leaders to continue their growth and skill development and enhance personal and professional potential through access to millions of curated articles, videos, courses, podcasts, and events. Additionally, Bentley provides a Colleague Development Roadmap that focuses on core competency building, along with regular coaching, conversation, and connection. This roadmap creates a more profound learning experience, enabling a knowledge-sharing environment and aids in building effective habits that deliver transformational results.

Education Assistance Program

Professional development is further encouraged through formal education so that colleagues may develop job-related skills and enhance career progression within Bentley. Applicable programs include graduate programs, core undergraduate courses, certification programs/tests, language courses, and licensure courses/tests. In addition, professional subscription and industry membership fees, as well as research paper funding, are reimbursable.

In 2022, 100% of our colleagues engaged in our learning experience platform, accessing over 50 content providers.

Colleague Training in 2022		
U.S.	**1,698** colleagues	**6,953** hours
Globally	**5,213** colleagues	**26,378** hours

Bentley colleagues globally tracked over 26,000 hours of training through:
- Onboarding and annual compliance training.
- LinkedIn Learning.
- Instructor-led courses provided by Franklin Covey.
- "LEAD Essentials" leadership development program.
- A colleague-led workshop on transforming the product management mindset.

Bentley colleagues received training beyond the tracked hours through:
- Over 13,500 videos, articles, and courses consumed through our learning management system.
- Internal workshops.
- In-person training events.

CPSR (Colleague Performance Success Review):
- Globally, 96.2% of Bentley colleagues completed their 2022 annual performance review.

IEWP
Infrastructure Empowered Workforce Plan

Infrastructure Empowered Workforce Plan

Our global presence, with a substantial proportion of colleagues reporting to a manager on a different continent, prepared us well for the adaptions that became necessary during the COVID-19 pandemic, and accelerated our learning curve for colleague success. Work flexibility continues to be instrumental both for our business and for our colleagues' wellbeing. Our Infrastructure Empowered Workforce Plan (IEWP) is our approach to drawing colleagues into our facilities to connect for necessary in-person collaboration, while establishing the flexibility to work remotely otherwise, fully enabled by appropriate technologies.

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. We are modernizing our workplace-related policies and processes, and are providing the equipment, facilities, tools, and training for colleagues and managers to work effectively in a globally dispersed environment while enhancing colleague experience and success. IEWP allows our colleagues across the globe to contribute to Bentley's success in a meaningful way while enhancing belonging and work-life balance.

LEAD
Essentials

## Leadership Enablement and Development (LEAD) Program

Through our Leadership Enablement and Development (LEAD) program, participants are partnered with another leader in a cross-functional role at Bentley and together leverage a custom-curated learning pathway that equips participants to succeed in current and future challenges. The program is founded on our leadership competencies and, in addition to developing leadership skills, also facilitates a "one Bentley" mindset through cross-functional collaboration and alignment. The learning pathway features internal and external learning and development content, 360 feedback, personality assessment, reflection, and action to solidify learnings and new skills. In addition to the LEAD program, we also offer foundational skill training and executive coaching as needed to invest in our leaders.

"I am thrilled to be part of Bentley LEAD as it provides a unique opportunity to enhance my leadership capabilities, expand my perspective, and collaborate with a diverse group of peers towards a common goal of growth and success. I have gained valuable insights into my leadership style and how to leverage my strengths to inspire and motivate others."

Sheena Gaynes
Director, Partnerships, Global System Integrators
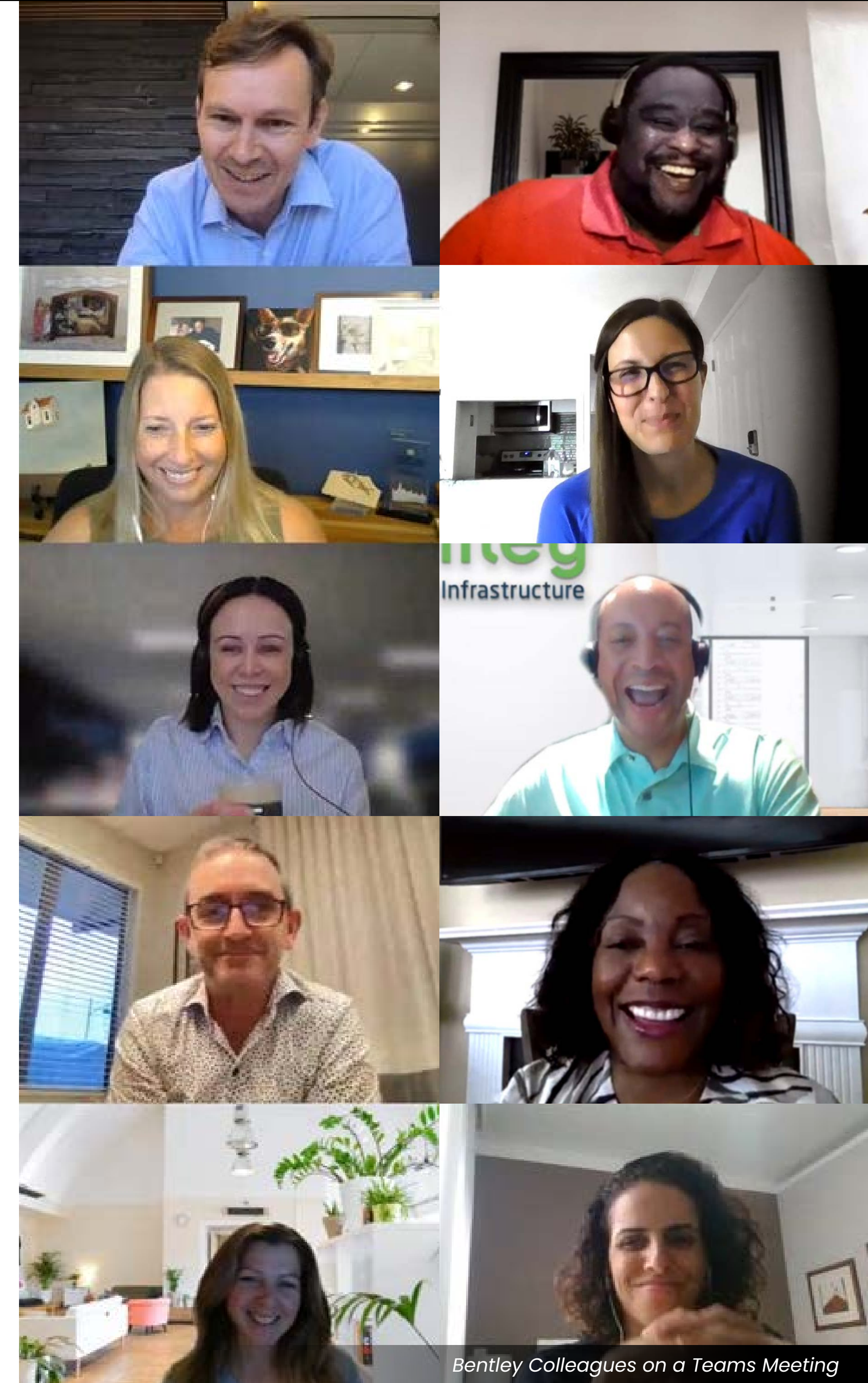
Bentley Colleagues on a Teams Meeting

Rewards and Recognition

Our colleagues work hard every day to help sustain Bentley, our products, and our users' success. Bentley can't achieve this success without our colleagues. Colleagues at every level are encouraged to recognize team members and peers through individual initiatives; however, we also have formal award programs to help celebrate our colleagues throughout the year. These include:

Colleague Service Awards

Recognizing our colleagues when they reach milestone anniversaries in their years of service has always been important to Bentley. The Global Service Awards program recognizes colleagues celebrating their third, fifth, and all subsequent five-year milestone Bentley anniversaries. Service recognition at Bentley is about spotlighting the moments, community, and relationships, as well as celebrating the colleague for who they are and the successes they have achieved.

Diversity Champion Award

In admiration of our colleagues moving DEI at Bentley forward, we introduced a new Founders' Award in 2022: The Diversity Champion Award. Colleagues nominated peers who they believed embodied the ideals of diversity, equity, and inclusion, and the first finalists for the award were announced in late 2022. The first winner will be named in 2023 with the annual Founders' Awards announcements.

Bentley Founders' Awards

Every year, Bentley's top performers are recognized with a Founders' Award. Their outstanding contributions and extraordinary effort, productivity, and reliability are essential to maintaining Bentley's position as a leading provider of software solutions for the world's infrastructure.

Colleague Engagement

As part of our commitment to building a culture in which all colleagues can thrive, we conduct regular engagement and pulse surveys to ensure that we are executing business objectives, providing resources to optimize the performance and potential of our colleagues, and to ensure our colleagues are motivated and engaged.

In our 2022 Annual Colleague Engagement Survey, we were pleased to report a 92% participation rate across the organization, despite the challenges of remote work.

Of the colleagues who participated in Bentley's 2022 Annual Colleague Engagement Survey,
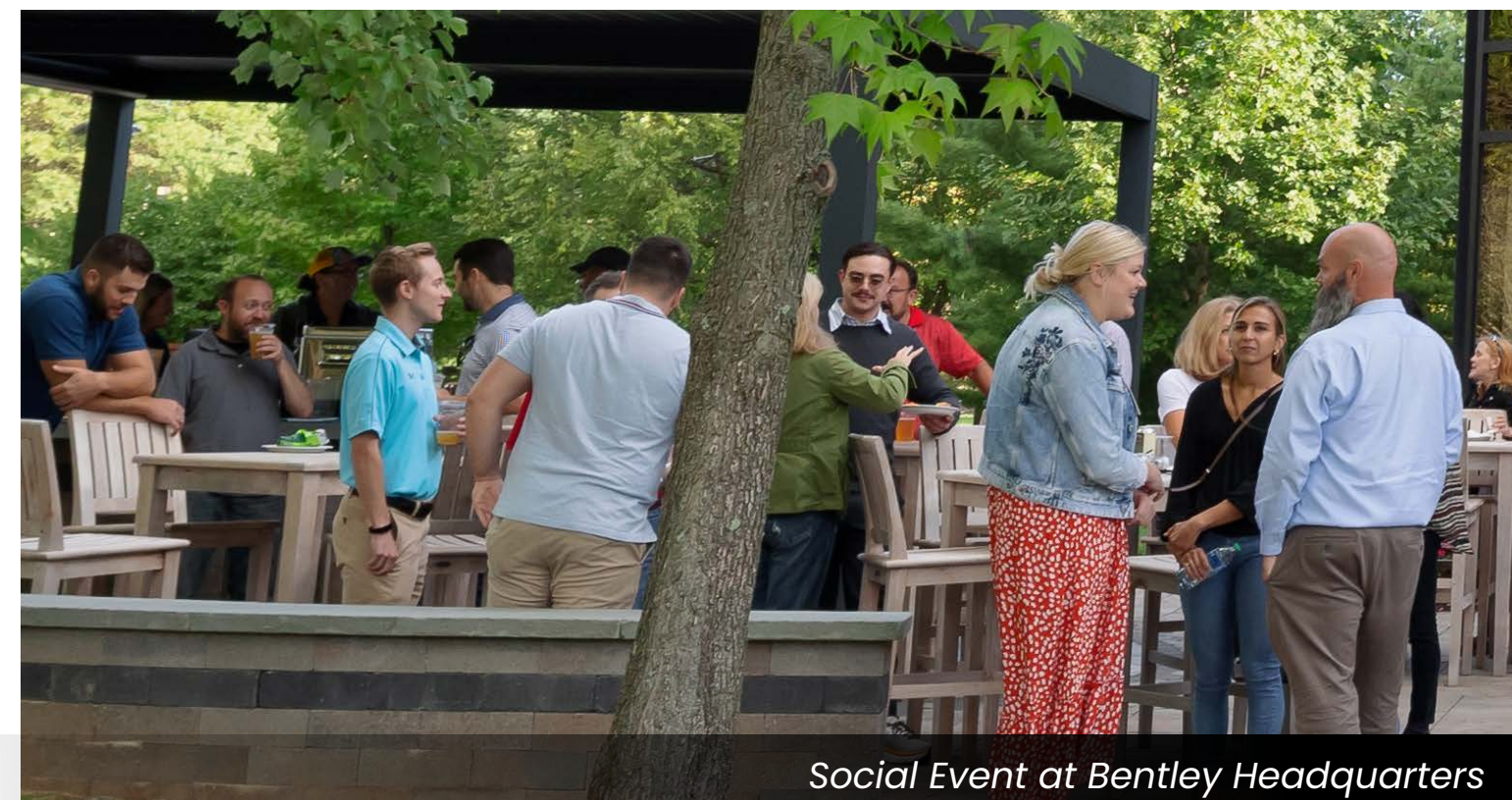
85%
said they were proud to work for Bentley.

87%
would gladly recommend Bentley as a place to work.

Our overall engagement score places Bentley in the top quartile of the Technology Benchmark.

Social Event at Bentley Headquarters

Colleague Engagement (2022)

Region	Engagement Score	Coverage*
Global (All Colleagues)	**79%**	**92%**
U.S.	78%	90%

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

Colleague Engagement , Other Metrics (2022)

Survey Question	Global (All Colleagues)	U.S.
I am proud to work for Bentley.	**85%**	84%
I would gladly recommend Bentley as a place to work to people I know and respect.	**87%**	85%

Trends in Colleague Engagement (Global)

Year	Engagement Score	Change in methodology
2019	77%	No
2020	**73%**	**Scale***
2021	78%	Benchmark Data**
2022	**79%**	**No**

*Colleagues were given more specific response selections than they were previously provided.
**A new partner provided different benchmarking data.

Health and Wellbeing

At Bentley, our colleagues' wellbeing is important. We created My Wellbeing to support our colleagues and maintain a long-standing wellness culture. My Wellbeing promotes health-related initiatives where the outcomes strengthen engagement so that our colleagues around the world can share resources and ideas to inspire healthy living and work-life balance. The program has a strong focus on mental health and provides curated ideas, thoughts, education, research, resources, and interactive elements.

We recognize the strain many of us are under during these volatile times and therefore are focused on increasing support for our colleagues through the wellness program. In 2022, colleagues connected during sessions on stress and burnout and imposter syndrome, joined a day of webinars for World Mental Health Day, enjoyed a calming harp performance by one of our colleagues, and relaxed during virtual yoga sessions for International Day of Yoga.

Rafting in India

In-Office Yoga

Our culture encourages colleagues to support one another, a tenet we emphasized in launching the Mental Health First Aid Program. Colleagues are empowered to earn certification in Mental Health First Aid, joining the 5 million certified worldwide, and offer support to colleagues who are struggling until they can find professional help or the crisis resolves.

We also support colleagues' personal growth and help them mitigate the effects of stress. In 2022 we sponsored many team social events that included activities such as pottery making in Beijing, rafting in India's Kundalika River, and enjoying a happy hour at our headquarters in Exton, Pennsylvania.

> "We encourage our colleagues to take care of themselves and offer them tools to help them do so. Through educational outreach, resources, and social programming, we aim to keep our colleagues connected and healthy so they can bring their best selves to Bentley."

Cristina Dertouzos
Colleague Experience Program Manager

Global Benefits

While our Total Rewards Package is a strategic tool to attract top talent, more importantly, it motivates the top talent already within Bentley—our colleagues—to continually strive for success. We are constantly reviewing and assessing our benefits offerings to ensure we are meeting the needs of all colleagues over time.

For example, we recently increased our Paid Parental Leave (PPL) for all U.S. colleagues to a maximum of six weeks at 100% base pay. This would be on top of any short-term disability or extended leave colleagues qualify for, so new parents—those who welcome a child through birth, adoption, surrogacy, or placement through foster care—have up to 16 weeks paid time off in the first year following the child's arrival.

Bentley provides colleagues with a wide variety of benefits designed to enhance physical and mental health, financial wellness, and work-life balance. Our benefit programs vary by country to reflect local markets and colleague needs. Depending on location, these may include:

Social Event at Bentley Headquarters

- Healthcare benefits
- Retirement and savings plans
- Insurance protections (e.g., life and disability)
- Time-off programs
- Discount programs
- Health savings accounts
- Dependent care reimbursement
- Identity protection
- Legal insurance

Other benefits we offer our global colleagues include:

Employee Stock Purchase Plan
Bentley colleagues can purchase Bentley Systems (Nasdaq: BSY) shares through our Employee Stock Purchase Plan (ESPP). The ESPP allows colleagues to set aside a portion of their monthly pay to purchase Bentley shares at the end of the offering period at a discount to market prices.

Colleague Assistance Programs
Colleague Assistance Programs include confidential counseling and referral services, fully paid by Bentley, are available to colleagues and eligible dependents to support work-life balance and help manage life's challenges, including family issues, life transitions, addictions, and emotional difficulties.

"Our Total Rewards program is an important aspect of our overall colleague experience strategy. As we focus on building a diverse and inclusive global workforce, we continuously evaluate our offerings and adapt to remain competitive enabling us to attract and retain our top talent."

Vicki Wilson
Senior Director, Total Rewards

Our Communities

Engaging Our Communities

Our founders have embraced a culture of giving back to our communities since Bentley's inception. We continue to be passionate about helping the communities where we live and work, in every country where we operate. We support initiatives from local to global, including both colleague and corporate-driven.

Values-Driven Giving

At Bentley, we use our resources, talents, and influence to impact the environment and quality of life responsibly and positively around the world. The Bentley family has always led by example with giving back and volunteering. Colleagues of Bentley believe in the power of a connected community, and through this connection comes unity of passion, motivation, and innovation. These are our values that guide the way we give back.

Donations, Matching, and Volunteering

Our approach to donation matching and volunteering is aligned with our values-driven giving strategy. We align our corporation donations with the causes and organizations our colleagues are engaged with, provide 1:1 donation matching for humanitarian efforts and disaster relief that our colleagues choose to support, and give every colleague eight hours of paid time off to volunteer each year where they want through our Bentley Impact Day.

"We support those things in the community that our colleagues are involved with because they know best what the community needs. Bentley's ambition is to be a part of healthy holistic communities around the globe. If someone is unsure of where their next meal is going to come from, debating on whether to pay the electric bill or the pharmacy bill, or lives in an unsafe environment—it makes it really difficult to get anything else done."

Dan Koval

Corporate Initiatives Manager

Bentley Impact Day

Bentley Impact Day

Corporate Donation Summary: Top 5 (2022)

Focus Area	Strategic Program or Organization Name	Donation Amount ($USD)	Impact
Mission	**Engineers Without Borders—International**	189,000	By supporting Engineers Without Borders International, as well as a number of its national organizations, we are helping connect those in the industry to build a more sustainable and equitable world, and funding volunteer efforts to help underserved communities.
STEM	**DiscoverE - Future City Program**	150,000	Through DiscoverE we encourage middle school students, especially those in lower socio-economic areas, to engage with engineering through fun and challenging projects.
Humanitarian Relief	**Project HOPE**	123,000	Our donations to Project HOPE support communities impacted by natural disasters and other catastrophic events.
STEM	**University of Delaware—Endowed Engineering Chair**	100,000	Bentley created and endowed the Bentley Systems Early Career Professorship in the Department of Civil and Environmental Engineering at the University of Delaware to help shape the next generation of infrastructure professionals.
Community	**Chester County Food Bank**	60,000	We help combat food insecurity in our community by supporting the Chester County Food Bank and its holistic approach of distributing nutritious foods as well as promoting wellness, education, and gardening initiatives.

Corporate Donations

Our 2022 corporate donations spanned a variety of programs and focus areas, from education, to health, to community support, all driven by the causes where our colleagues are engaged. A few highlights include:

DISCOVER E ENGINEERING

DiscoverE - Future City Program

For nearly three decades, Bentley colleagues and users have served as Future City coordinators, judges, mentors, speakers, sponsors, and volunteers. The Future City Program is an international STEM competition where the regional finalists out of 65,000+ students demonstrate the results of their months of hard work and mentorship, to develop the world's best solutions for the annual challenge theme. In addition to committing human resources and increasing social awareness, Bentley has provided the backbone financial support to make Future City feasible.

Chester County FoodBank

Chester County Food Bank

Bentley's work with the Chester County Food Bank began in 2009 and in 2014 strengthened when the Food Bank moved into the same complex where Bentley is headquartered. In October 2022, Bentley called for community help with a "meet the need" matching gift challenge, offering a dollar-for-dollar match for all monetary contributions to the Food Bank up to $200,000. By the end of the year, through a combination of corporate donations and colleague donations, Bentley had reached its goal, with a total of $202,929 donated to the Food Bank.

Chester County Food Bank Truck at Bentley Headquarters

"For over a decade, I have invested my time as a Future City judge because we support the brightest school teams to showcase realistic engineering solutions for the world's mightiest and growing challenges. It is my life's mission to inspire the next generation of infrastructure engineers. I am 100% convinced that our world will be a better place to live because of these brilliant future engineers."

Shar Govindan
Director, Success Operations and Programs, Water

"Thanks to the close partnership between Bentley and the Chester County Food Bank, I have served on the Board of the Food Bank for over a year now. I get to experience firsthand the great work carried out by the Food Bank team and the volunteers who generously offer their time, energy, money, and support to those in need of food security."

Florence Zheng
Senior Advisor

ENGINEERS
WITHOUT
BORDERS
INTERNATIONAL

Engineers Without Borders

As champions of infrastructure and its ability to improve lives around the world, Bentley is proud to support Engineers Without Borders (EWB) International, the foundational movement that connects and supports over 27 national organizations. We also support the group's efforts on a national level in Australia, Ireland, New Zealand, Singapore, the United Kingdom, and the United States.

Bentley's cumulative donations to EWB International and each of the national chapters totaled $189,000 in 2022.

With many of the chapters in the United States based at universities, the organization helps give burgeoning engineers real-world experience and an opportunity to give back to communities around the world. In 2022, the program at the University of Delaware, sponsored by Bentley, helped rebuild a connection between a small community and economic, educational, and healthcare opportunities.

In Jatun Pampa, Bolivia, a rural area dependent on farming, an old footbridge had become dangerously outdated, leaving hundreds of residents without a safe way to cross a local river. Students with the University of Delaware chapter of Engineers Without Borders teamed up with students from other universities and Engineers in Action to build a new bridge for the residents of this small farming community. In August 2022, the team traveled to Bolivia to construct the bridge, building anchors on either side of the crevasse using masonry and concrete, then hoisting cables and laying decking. Students not only got hands-on experience in their field, but also explored a new culture, playing soccer with local children, working shoulder-to-shoulder with residents to build the bridge, and experiencing a different way of life.

$189,000
Total donations in 2022

Image Courtesy of Engineers Without Borders, University of Delaware

Bentley Impact Day

To further enhance the volunteerism of colleagues, Bentley Impact Day was introduced in 2022 to allow colleagues to take a day off from work to volunteer with an organization of their choice.

Examples of the ways our colleagues used this day include preparing a community house for refugees in Poland, packing meals for underserved communities in Philadelphia, planting trees in a deforested area of Mexico, and learning to teach adaptive skiing in Canada.

Colleagues in the United Kingdom volunteered through WellChild, a national charity offering support for seriously ill children and their families by helping them thrive at home. The group spent time helping create a safe and accessible garden space for Oscar, a child with TARP Syndrome who relies on adults and equipment for mobility.

As we continue to build out the program, we plan on piloting organized days of giving at select offices to increase participation, engagement, and awareness.

Planting Trees in Mexico

"Making a positive impact on society is why we exist as an organization and why it was a very natural and simple decision for us to support the WellChild charity through our Impact Day volunteering program."

Andy Bowles
Senior Regional Director,
Northern Europe

United Way

Bentley has long partnered with United Way to support its efforts to improve the health, education, and economic mobility of communities. Colleagues in North America (Canada and U.S.) have the opportunity to donate 1% or more of their salary to the United Way, and in return Bentley will donate $600 per year to a nonprofit organization of the colleague's choosing. This is another way that Bentley is empowering colleagues to help direct Bentley corporate contributions to nonprofits that support their values.

Humanitarian Efforts and Disaster Relief

Through corporate giving, Bentley provides financial support for global and local organizations, such as The Hunger Project, Habitat for Humanity, American Red Cross, and many others. These organizations help provide necessities—such as food, water, and shelter—to people in need all around the world. Bentley also matches donations made by colleagues to relief organizations that are helping those impacted by natural disasters. Bentley colleagues can access 1:1 matching ratios for up to $1,000 in charitable donations, available to full-time, contracted, and part-time colleagues as well as retirees and corporate board members.

In 2022, colleagues donated $224,000 to support relief efforts after natural disasters and Bentley contributed $187,000 in corporate matched dollars.

$224,000
Total donations to support relief after natural disasters

$187,000
In corporate contributions

Image Courtesy of American Red Cross

Ukraine Response and Relief

Colleagues around the world were shaken in early 2022 when Ukraine was invaded. They rallied behind the Ukrainian community, donating funds and necessities such as sleeping bags and backpacks. Our colleagues in Europe worked with refugees and those fighting in Ukraine to determine what was most needed and worked together to provide and deliver it. They prepared shelters for refugees, and in some cases welcomed those fleeing their home country and gave them a place to stay.

To further support their neighbors in Ukraine, colleagues in Lithuania voted to donate a significant portion of their social budget, which would typically have been used to fund seasonal get-togethers, to help those in Ukraine.

Bentley helped remove the financial barrier for colleagues who chose to host Ukrainian refugees by reimbursing those colleagues for incremental costs such as food, travel, toiletries, and other necessities. At the close of 2022, colleagues and Bentley together had given $110,000 through donation matching to those impacted by the crisis in Ukraine.

Floods in Pakistan

Severe flooding in Pakistan has impacted millions, took thousands of lives, and destroyed millions of acres of land and infrastructure starting from July 2022 due to abnormal monsoon downpours. Across the country, farming and agriculture have been a primary source of income. These catastrophic floods have devastated the economy, leaving families and children struggling to access food, drinking water, shelter, healthcare, and other essentials.

Salman Abeed, is proud that Bentley immediately set up a relief fund with matching contributions and directed these funds to reputable organizations that were involved in flood-affected communities providing lifesaving services, distributing supplies, and setting up medical camps and safe spaces.

"Yesterday, two Ukrainian women came to my house after just fleeing Ukraine. They will live here temporarily, maybe for a month...both want to go back to Ukraine as soon as possible. I asked if I could buy something for them and they responded: 'We do not want to use more than we already have, we are okay now, we are safe, we have shelter and food. We think the money should go where it's needed most, to those who stayed.' This made me realize how much of a need there is for not just the refugees but even more so, the people still in Ukraine."

Dalia Jasiniauskiene
Director, Software Development,
iTwin Platform Development

Ukraine Response and Relief Donation

"This immediate response is heartily appreciated by Pakistani colleagues across the world by knowing their own organization has their back. And it motivates local colleagues to participate in volunteer work going to remote areas where possible. It also helps in spreading the information across multiple offices and brings colleagues from different nations closer as they want to know more about the realities in the affected areas."

Salman Abeed
Senior Manager,
Software Development

The Next Generation

Building the Next Generation of Infrastructure Leaders

Instilling our passion for infrastructure in younger generations is a large part of our education, recruitment, and community engagement efforts. We have also increased our focus on diversifying the industry by providing outreach and education to groups often underrepresented in STEM and working with diverse institutions to recruit future colleagues. While we have long engaged with budding engineers through our Future Talent Programs and STEM education outreach, our expanding portfolio of programs for students and young professionals highlight this commitment to building and diversifying the next generation of infrastructure leaders. Those include both collaborative partner programs and Bentley-led programs.

Collaborative Partner Programs

FOCUS (Fostering Opportunities for Colleges and Universities in STEM)

In the U.S., we recruit at Historically Black Colleges and Universities (HBCUs), including Howard, Alabama A&M, and Morehouse, to be purposeful in our outreach to the Black and African American candidate pool. We also provide free Bentley software access to HBCU students.

In 2022, we deepened our relationship with HBCUs through the FOCUS program alongside Jacobs Engineering and Prince Georges County to give Howard University's College of Engineering and Architecture students 16 laptops, technology, software, and a real-world project—including mentor advisors—for their senior design course. The collaboration introduced students to new technology, connected them with potential role models, and gave them real-world experience typically reserved for an internship.

Our colleagues are developing relationships with the National Society of Black Engineers (NESBE) college chapters and Conference of Minority Transportation Officials (COMTO) with the goal of expanding the FOCUS program to more schools and taking the real-world learning of an internship to the classroom

In addition to FOCUS, we have partnered with educational and professional organizations, such as InventiveLabs, COMTO and NSBE to provide internships, scholarships, grants, and networking opportunities that support groups underrepresented in technology.

CodePath

CodePath works with employers to diversify the nation's most competitive technical roles. They are the largest pipeline and training provider for early career software engineers, with over 7,000 computer science students participating in rigorous, industry-backed programs annually. Bentley has partnered with CodePath's Internship Connection Program that supports junior year Black, Latino/a, and Indigenous computer science students with the professional and technical skills they need to land their first technical internship. Bentley also sponsors the Emerging Engineering Summit that connects us to 5,000+ diverse students seeking full-time roles and internships in the tech field across the U.S.

iTwin4Good — Enactus Challenge

The new iTwin4Good Challenge is a collaboration between Bentley and Enactus UK, which uses the framework of the Sustainable Development Goals to support students in their aim to create social change. Students participating in the iTwin4Good Challenge are asked to create an iTwin app that promotes positive environmental or social impact in their city or community. Teams of at least three students, including one who studies computer science and one engineering, are tasked with building an app that addresses at least one of the following: Good health and wellbeing, affordable and clean energy, sustainable cities and communities, responsible consumption and production, and climate action. The first winners will be announced at the Enactus UK National Expo in April 2023.

Bentley Interns in Philadelphia

Bentley-Led Programs

STEM Grant Program

In 2008, Bentley introduced the STEM Grant initiative in the U.S., a homegrown program started by our executives as a way to encourage colleagues to participate in their communities and raise the next generation of engineers. The next year it expanded globally and the STEM Grant program has been a mainstay of Bentley giving ever since. Bentley offers each full-time colleague $250 or equivalent every year to donate to a STEM education program of their choosing. Originally, the program a colleague funded had to be within their home or work country, but a decision was made in 2022 to expand the program. Starting in 2023 all colleagues will have the ability to send funds internationally to a program that they find interesting, compelling, or aligns with their passion. For example, these funds could be used for books, robotics kits, science camps, and countless other initiatives meant to spark an interest in STEM.

Hundreds of programs are started, supported, and funded by designations from colleagues around the world. Colleagues have been inventive in how they use their grants, often bundling them together to increase the impact. From trips to science museums and robotics kits to engineering competitions and math supplies, all facets of STEM are covered and even beyond. Some colleagues have used the program to help create, build, and restore educational infrastructure to provide a healthy and safe environment for the students to thrive. Recently, a 40-colleague team in Islamabad bundled their STEM grants to fix a contamination problem at the Government Girls Elementary School, which did not have a proper water system for students or teachers. Our colleagues not only provided clean water for the 300-student school and its educators, they also provided the school with furniture so students no longer had to sit on the ground during classes.

Career Day for Students in a STEM Grant Program, Bentley Headquarters

Bentley Education Program

The Bentley Education Program was created in 2021 to help engage the next generation of infrastructure professionals and has since expanded globally. The program's student and educator entitlements include learning licenses for more than 60 of our most popular applications as well as learning through the Bentley Education portal at no cost. The portal, which has had more than 1 million visits so far, gives students and educators access to not only Bentley applications, but also training resources, project-based learning content, and insights from leading industry professionals and current engineering students.

In 2022 the Bentley Education Program expanded its reach and started targeting middle and high schools For example, we piloted a paid summer internship program for Philadelphia high school students, with the goal to expand the internship to other high schools. Another highlight from last year includes a partnership between Bentley and the Kaunas Technical University in Lithuania. Together they launched the Building Digital Twin hackathon, one of the many competitions we sponsored around the world in 2022.

Bentley Education also offers students guidance via the FUTUREngineering Career Talks and Infrastructure Star Talks Podcast and gives them the opportunity to work on do-it-yourself projects. Right now, students can take the following prompt—work out a housing plan for a two-story building with a total of 3,000 square feet—and then use Bentley's MicroStation software and a guided learning path to model the building.

In 2022, Bentley Education had nearly 65,000 unique users—a 16.6% increase from 2021.

Governance

As a family-owned business and now a public company, Bentley has always operated with a strong commitment to effective governance. We have established ESG accountability at the board level, created a cross-functional steering committee of Bentley leadership, and have formalized the rigor of our ESG policies and disclosures.

At Bentley, we believe that the success of our ESG program is tied to the formality of our governance and the ways in which we conduct our business to develop and bake in our ESG strategy. We are proud to have designed a governance structure that coordinates efforts across our teams to meet our ESG strategy and reporting needs.

Corporate Governance

At Bentley, we believe in an integrated, formal approach to ESG governance. In 2022, we continued to drive good governance of ESG across our organization through regular engagement and enhanced policies. The Sustainability Committee of our Board of Directors met quarterly to assess the progress of our ESG efforts, including engagement in our Materiality Assessment. We also published new ESG-related policies, including our global tax policy, to ensure proper controls of priority topics and increased the size of our internal ESG Steering Committee to include additional business function leads for better governance.

Board of Directors
Manages ESG governance through the Sustainability Committee

Executive Management
Accountable for ESG strategy, implementation, and performance

ESG Steering Committee
Cross-functional leadership driving progress on ESG initiatives

Summary of 2022 Key Accomplishments

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

Increased ratings with **"A" rating** from MSCI and a **"Low-Risk" rating** from Sustainalytics.

Achieved **98.5%** Annual Compliance Training Completion.

Conducted our inaugural **ESG Materiality Assessment**.

Increased the size of our internal **ESG Steering Committee** to include additional business function leads for better governance.

Published **FY2021 Disclosures** including Human Capital Management, Climate GHG Scopes 1, 2, and 3, SASB, and GRI.

Board of Directors

Our Board directs and oversees the management of the business in a manner consistent with the best interests of Bentley and its stockholders. Our Board's responsibility is one of oversight, and in performing its oversight role, our Board serves as the ultimate decision-making body, except for those matters reserved for Bentley's stockholders. Our Board sets high standards for colleagues, officers, and directors. Implicit in this philosophy is the importance of sound corporate governance. Our Board selects and oversees the members of senior management, who are charged by the Board with conducting the business of Bentley. Our Board exercises direct oversight of strategic business risks.

The Board is a controlled board comprised of the four Bentley brothers who founded the company and they share their detailed perspectives on being a founder-led company here. The Board has three independent directors—two of which have short tenures and joined in proximity to our Initial Public Offering in 2020 and one member who has much valued institutional knowledge.

ESG Steering Committee

Environmental			Social			Governance		
Sustainable Infrastructure	Climate and Energy	Environmental Management	Diversity, Equity, and Inclusion	Talent Management	Community Engagement	Ethics and Compliance	Data Security and Privacy	ESG Governance

Audit Committee of the Board

The Audit Committee reviews guidelines and policies governing the process by which management assesses and manages Bentley's exposure to risk, including our major financial and operational risk exposures and the steps management takes to monitor and control such exposures.
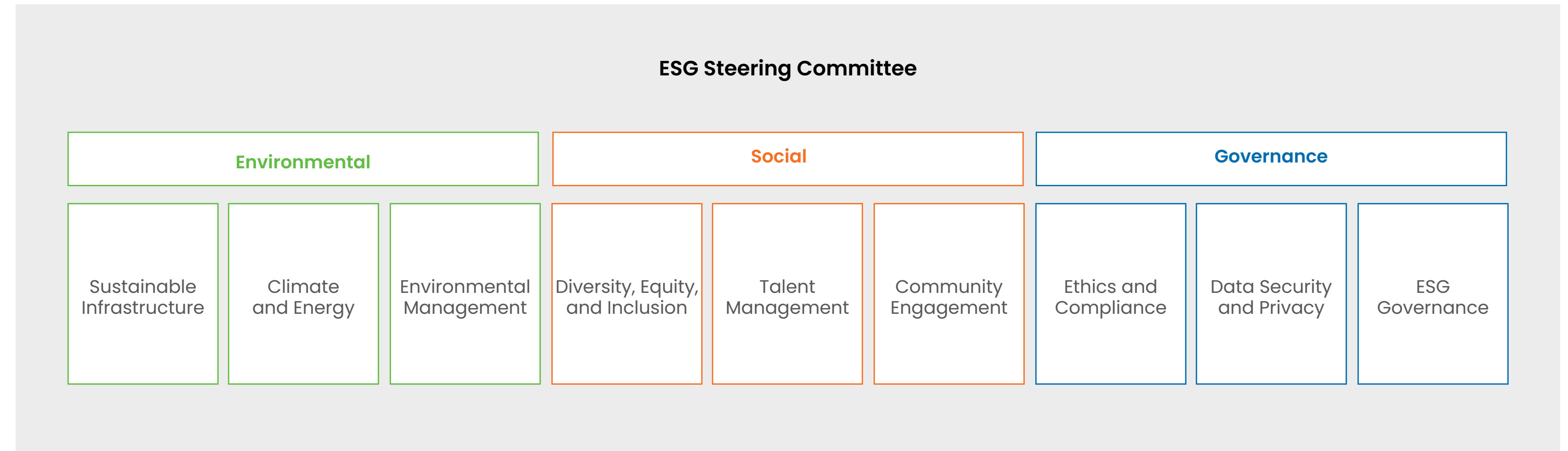
Governance Documents

A complete list of our Corporate Governance documents can be found here, including:

Code of Conduct

Bylaws

Certificate of Incorporation

Corporate Governance Guidelines

Sustainability Committee of the Board

Bentley has established board-level accountability and oversight of ESG through our Sustainability Committee, a board committee of independent directors. The Sustainability Committee meets regularly to review and approve the company's ESG strategy and reporting plans, as well as compensation policies and practices, and oversees and evaluates programs and risks associated with Board organization, membership, structure, corporate governance, and social responsibility, including ESG and DEI matters. The Sustainability Committee directly coordinates with the leadership of the ESG Steering Committee, executive leaders of all Bentley business units. Our Board, through the Sustainability Committee, evaluates Bentley's corporate governance policies on an ongoing basis with a view toward maintaining the best corporate governance practices in the context of Bentley's current business environment and aligning our governance practices closely with the interests of our stockholders.

Executive Management

Bentley's executive management team has operational responsibility for ESG strategy and implementation, and accountability for performance on ESG goals and objectives.

ESG Steering Committee

The operational duties of our ESG function are coordinated through our ESG Steering Committee, chaired by our VP, chief compliance officer. Members of the committee constitute a broad group of colleagues that have responsibilities for key areas of ESG strategy. This includes colleagues from our talent, legal, investor relations, community engagement, operations, finance, and communications functions. The committee meets regularly to make progress on implementing and enhancing ESG strategy as well as developing ESG disclosures.

Ethics and Compliance

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

In 2022, 98.5% of our colleagues completed our annual commitments to compliance and ethics.

Awareness and Training — We have implemented robust compliance and ethics training as part of our annual compliance commitments. All global colleagues are required to take the training upon hire and then on an annual basis thereafter. Bentley's annual training consists of reviewing and acknowledging our Code of Conduct and Information Security Policy. In addition, we have implemented e-learning training for anti-bribery and corruption, privacy and data protection, respect and diversity in the workplace, and preventing discrimination and harassment. We localize our policies and e-learning courses in multiple languages. In 2022, 98.5% of our colleagues completed our annual commitments to compliance and ethics.

Intellectual Property

We believe that 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. Nevertheless, we rely 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 nondisclosure agreements to protect it.

Privacy

Both privacy and data security play a fundamental role at Bentley. We recognize that privacy and data security comprise critical areas of trust for our colleagues, users, and business partners. We strive to build and bake in privacy and data security into our products, services, and business operations. Bentley is committed to continually evolving and improving its practices to meet or exceed legal and regulatory requirements. We know that earning the trust of our users and colleagues, and prospective users, in relation to how we handle and process their data is fundamental to the success of our business.

Image Courtesy of Strong Force-MGC W.L.L.

Bentley recognizes privacy as a critical business imperative for all of our stakeholders including our users, accounts, and colleagues. We design privacy directly into our products, services, culture, and processes to keep pace with a rapidly evolving regulatory landscape and ensure that we continue to support our users in the following ways.

- **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.

- **Data Localization** — responding to user requirements and in compliance with applicable laws Bentley offers data localization for a number of its cloud-based services empowering accounts and users to decide where their data should be located.

- **Privacy-related Statements** — Bentley maintains a number of privacy-related statements to improve transparency with users, colleagues, and prospective users.

  Privacy Statement — how we handle personal data, how such data can be accessed and updated, and how we protect this data when interacting with third parties.

  GDPR Compliance Statement — the steps taken by Bentley to comply with the GDPR and other global privacy laws.

  Data Processing Addendum — how Bentley will support our users and accounts in terms of complying with global privacy and security laws when acting as a processor or service provider (including our approach to supporting data subject rights and international data transfers).

  Cookie Policy — the way Bentley uses cookies, tags, and pixels on our websites and in our applications. It contains a link to a tool for users to set their cookie preferences depending on their geographic location.

Data Security

Bentley's data security program is founded on the principle that protecting data is core to the success of our company. We recognize our responsibility to protect the 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, security controls, and leverages industry best practices, as defined by our various information security frameworks. Bentley has elected to pursue and maintain a number of industry leading security certifications and Bentley's security program is regularly subject to internal and external audits, attestations, and third-party security assessments. Bentley's Trust Center provides more information about our security program and industry-leading certifications, including:

Application Security — Bentley has a Common Vulnerability Exposure (CVE) program that strives to publish important security advisories that help our users mitigate risks for a subset of our desktop products. These advisory pages are Bentley's source of information to our user community for potential risks in our products. Although we generally recommend updating to the latest product versions, some advisories include more detailed information about risk mitigation and specifics of affected versions. Our advisories are often linked with CVE entries. This process, the information in the advisories, and the website are all subject to change.

Responsible Disclosure — Our Responsible Disclosure Program provides detailed instructions for reporting and resolving data security issues; and forms an integral part of our broader security program.

Attestations and Certifications — Bentley has elected to pursue and maintain a number of industry-leading security certifications including:

- **ISO 27001** — ISO/IEC 27001:2013 is one of the most widely recognized information security standards. Compliance with ISO/IEC 27001:2013 is certified by A-LIGN, an ANAB accredited ISO 27001 certification body. ISO 27001:2013 recertification audit completed: September 17, 2021. Certificate.

- **SOC** — Bentley's information systems as a service are designed to keep user data secure with enterprise grade security and are audited annually against the SOC reporting framework by qualified independent computer-security auditors. See Trust Center.

- **Bentley Systems (UK) Limited t/a Cohesive** — Cohesive™ delivers services across the whole asset lifecycle and maintains a number of certifications including: ISO 9001 Quality Management Certification, ISO 14001 Environmental Management Certification, and Cyber Essentials Plus.

- **Cloud Security Alliance** — Bentley is a Cloud Security Alliance Security, Trust & Assurance Registry registrant and has completed the Consensus Assessments Initiative Questionnaire (CAIQ) for multiple products and services. See Trust Center.

Bentley has also obtained a number of industry specific certifications including the Cyber Defense and Risk accreditation from the UK Ministry of Defense and expects to receive FedRAMP authorization in 2023 for a number of products and services from the U.S. federal government.

> "Embedding privacy and data security into our culture allows us to utilize our most powerful resource—our colleagues—to help us keep pace with evolving regulations and user expectations."

Patrick Noctor
Global Data Protection Officer

Responsible Use of AI and ML — Bentley is committed to using Artificial Intelligence and Machine Learning ("AI/ML") responsibly to support our business and users. We are engaging with our dedicated team of AI/ML scientists and specialists to build controls including the completion of algorithmic impact assessments to ensure that best practices are being used in the development and deployment of AI/ML enabled products and services.

Advocacy of Privacy and Security — Bentley is an active member of the BSA | The Software Alliance and support their work advocating for public policies that improve privacy and security standards globally.

Governance of Privacy and Security — In late 2021 and into 2022, the Board increased its ongoing oversight role over cybersecurity and privacy risks, receiving regular updates from Bentley's information technology security team regarding our primary risk areas and directing management to report back at regular intervals regarding such matters.

Human Rights

Bentley is committed to good corporate citizenship and the highest ethical standards. Due to the technical and professional nature of our business, we believe there is a low risk of Bentley engaging in modern slavery or human trafficking. Moreover, we are not aware of any situation that would be considered an instance of a labor violation. As outlined in our Modern Slavery Act Statement and Conflict Minerals Policy, we are aware of the complex nature of identifying modern human slavery and will conduct additional diligence to ensure the requirements of the act are upheld.

Bentley conducts business in countries that may be more vulnerable to human rights abuses than others. Accordingly, Bentley has a zero-tolerance policy for such abuses. Bentley has developed processes to communicate this zero-tolerance policy and a framework for the actions we are taking in order to uphold the obligations set forth in the Act. We support the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work's eight conventions. These fundamental conventions uphold workers' rights to organize and collectively bargain; eliminate forced labor; bar 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.

Suppliers and Business Partners

We are committed to conducting business with integrity and upholding high standards for business ethics and responsibility. This commitment extends to our suppliers, vendors, and other business partners. Our Supplier Code of Conduct details our commitments to responsible business throughout our supply chain.

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

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

Public Policy

Bentley's global Government Relations team advocates and engages with policymakers to transform and advance the world's infrastructure, sustaining the global economy and environment. We champion policies that will advance design, construction, and operations of roads and bridges, rail and transit, water and wastewater, public works and utilities, buildings and campuses, and industrial facilities. We do this by encouraging a "digital transformation" in our federal and state policy that allows for infrastructure to be more resilient, sustainable, adaptable, and equitable, all while being designed, constructed, and operated in an efficient way.

Geopolitical Risk Assessment and Mitigation

As a global company, Bentley is constantly monitoring relevant geopolitical risks in each of the markets that we operate and ensuring our business has strong continuity and adaptive strategies in the face of uncertain geopolitical events. In 2022, Bentley moved quickly to mitigate customer and operational risks in Russia and Eastern Europe, and ultimately ceased doing business in Russia as it was no longer viable. As part of our ESG strategy, we are continually monitoring and assessing these risks as they arise and addressing as needed.

Appendix

Policies and Resources

Environmental Policy

Equal Employment Opportunity and Affirmative Action Statement of Policy

Conflict Minerals Policy

Responsible Marketing Policy

Tax Policy

For a comprehensive list of all ESG Resources, visit the Bentley Data Center.

For more information about ESG at Bentley, visit www.bentley.com/esg.

Awards and Recognitions

2022 Chambers and Partners Diversity and Inclusion Awards: North America winner

2022 Corporate Secretary's annual Corporate Governance Awards: Best Compliance and Ethics Program, shortlisted

2022 Constructech Top Products Awards: Bentley Systems SYNCHRO Field

Philadelphia Foundation's 2022 Civic 50 Greater Philadelphia Awards: Honoree as a top community-minded company in Philadelphia

Distintivo ESR® 2022 "Socially Responsible Company" Award winner (Mexico)

Philadelphia Foundation's 2022 Civic 50 Greater Philadelphia Awards Honoree

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.

Image Courtesy of National Highways

SASB Disclosures

Bentley reports in alignment with the SASB Software and IT Services Industry Standard v2018-10. Metrics were selected based on the results of our Materiality Assessment.

Code	Title	Link
TC-SI-130a.1	Energy Use by Source	GHG Inventory
TC-SI-130a.3	Environmental Discussion	Environmental Discussion
		Environmental Management
		Targets
		Environmental Policy
TC-SI-220a.1	Advertising and Privacy Discussion	Advertising and Privacy
TC-SI-220a.2	Customer Information Use	Data Processing Addendum
		Privacy Policy
		GDPR Compliance Statement
		Trust Center
TC-SI-220a.3	Customer Privacy Legal Losses	Customer Privacy Legal Losses
TC-SI-220a.4	Requests for Customer Information	Requests for Customer Information
TC-SI-220a.5	Data Privacy Discussion	Data Privacy Discussion
TC-SI-230a.1	Data Breaches	Data Breaches
TC-SI-230a.2	Data Security Discussion	Data Security Discussion
TC-SI-330a.1	Foreign Employees	Foreign Employee Strategy
TC-SI-330a.2	Employee Engagement	Colleague Engagement
TC-SI-330a.3	Employee Representation - Gender	DEI by the Numbers
TC-SI-330a.3	Employee Representation - Race/Ethnicity	DEI by the Numbers
TC-SI-520a.1	Anti-Competitive Behavior Litigation	Anti-Competitive Behavior Litigation
TC-SI-550a.1	Technology Disruptions	Bentley Cloud Services Dashboard
		Service Level Agreement
TC-SI-550a.2	Technology Disruptions Discussion	Responsible Disclosure Program
		Risk Factors (10-K)

Image Courtesy of Hatch

GRI Disclosures

Bentley reports in alignment with the GRI Core Reporting Standard. We formally engaged our stakeholders to identify material topics and aligned our reporting with relevant GRI indicators following the results of our assessment.

Code	Title	Link
2-1	Organizational Details	Organizational Details
2-2	Entities Included in the Organization's Sustainability Reporting	Subsidiaries of Bentley Systems, Incorporated (10-K)
2-3	Reporting Period	2022 Form 10-K
2-6	Activities, Value Chain and Other Business Relationships	Our Solutions (10-K)
2-7	Employees	DEI by the Numbers
2-9	Governance Structure and Composition	Governance
		Committee Composition
2-23	Policy Commitments	Governance Documents
		ESG Data Center
		Trust Center
		Bentley Legal
2-25	Processes to Remediate Negative Impacts	Administration and Disciplinary Action (Code of Conduct)
2-26	Mechanisms for Seeking Advice and Raising Concerns	Whistleblower Hotline
2-28	Membership Associations	Select Associations
2-29	Stakeholder Engagement	Materiality Assessment
3-1	Process to Determine Material Topics	Materiality Assessment
3-2	List of Material Topics	Materiality Assessment
3-3	Management of Material Topics	Materiality Assessment
203-1	Infrastructure Investments and Services Supported	Communities
203-2	Significant Indirect Economic Impacts	Community Engagement
205-2	Communication and Training about Anti-Corruption Policies and Procedures	Awareness and Training
		Business Conduct (Code of Conduct)
206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	Anti-Competitive Behavior Disclosure
207-1	Approach to Tax	Tax Policy
207-2	Tax Governance, Control, and Risk Management	Critical Accounting Policies and Estimates (10-K)
		Notes to Consolidated Financial Statements (10-K)
301-2	Recycled Input Materials Used	Environmental Management
305-1	Direct (Scope 1) GHG Emissions	GHG Inventory

Code	Title	Link
305-2	Energy Indirect (Scope 2) GHG Emissions	GHG Inventory
305-3	Other Indirect (Scope 3) GHG Emissions	GHG Inventory
305-4	GHG Emissions Intensity	Emissions Intensity and Energy Use
308-1	New Suppliers that were Screened Using Environmental Criteria	Environmental Policy
401-1	New Employee Hires and Employee Turnover	Global Hire and Turnover Data
401-2	Colleague Benefits	Global Benefits
404-1	Average Hours of Training Per Year Per Employee	Colleague Training in 2022
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Talent Management
		Talent Development and Learning
		Education Assistance Program
		Infrastructure Empowered Workforce Plan
		LEAD Program
		Bentley Careers
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Talent Development and Learning
405-1	Diversity of Governance Bodies and Employees	DEI by the Numbers
		Executive Bios
405-2	Ratio of Basic Salary and Remuneration of Women to Men	Gender Pay Data
406	Non-Discrimination	Workplace Conduct (Code of Conduct)
		Awareness and Training
407	Collective Bargaining	Workplace Conduct (Code of Conduct)
408	Child Labor	Workplace Conduct (Code of Conduct)
409	Forced or Compulsory Labor	Workplace Conduct (Code of Conduct)
		Statement Against Modern Slavery and Human Trafficking
414	Supplier Social Assessment	Supplier Code of Conduct
418	Customer Privacy	Trust Center
		Privacy Policy
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Substantiated Data Breaches
427	Marketing and Labeling	Responsible Marketing Policy

Bentley®
Advancing Infrastructure

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