

## Bentley Systems 2021 Talent Management and Diversity, Equity, and Inclusion Data

Bentley is a global company and with key operational teams located around the world. We reflect the planet’s peoples and cultures - we are engaged, functioning members of the global community. Our successes are determined by the skills, dedication, and involvement of our extraordinary Bentley colleagues, and the diversity of their contributions.

As part of our ESG strategy, we commit to report annually on key data for our talent management as well as our diversity, equity, and inclusion practices. We seek to manage these indicators each year and to demonstrate progress over time as part of our commitment to our colleagues and to ESG practices.

<b>Talent Management</b>	
<b>Total number of full-time colleagues</b>	4,750
<b>Regional breakdown of colleagues [percent of colleagues]</b>	
Americas	39.64%
Asia Pacific	32.63%
EMEA	27.73%
<b>Turnover</b>	
Total Turnover	14.80%
Voluntary Turnover	12.50%
<b>Engagement</b>	
Engagement Score [score from 1-100]	78
Engagement Score Industry Comparison	Top Quarter

# Bentley Systems 2021 Talent Management and Diversity, Equity, and Inclusion Data

## Diversity, Equity, and Inclusion

Global Gender Diversity	
Total number of full-time colleagues	4,750
Global Workforce	
Male	70.29%
Female	29.71%
Leadership*	
Male	81.53%
Female	18.47%
Tech**	
Male	76.43%
Female	23.57%

US Racial and Ethnic Diversity	
US Workforce	
White	71.78%
Asian	14.00%
Hispanic or Latino	3.98%
Black or African American	2.95%
Native American or Alaska Native	0.15%
Native Hawaiian or Pacific Islander	0.15%
Two or More Races	1.84%
Not specified	5.16%
US Leadership*	
White	82.76%
Asian	9.36%
Hispanic or Latino	1.97%
Black or African American	0.99%
Native American or Alaska Native	0.00%
Two or More Races	1.48%
US Tech**	
White	63.88%
Asian	20.33%
Hispanic or Latino	4.31%
Black or African American	2.63%
Native American or Alaska Native	0.24%
Native Hawaiian or Pacific Islander	0.00%
Two or More Races	1.44%
Not specified	7.18%

\*Leadership: Director and above roles

\*\*Technical Staff: Colleagues with job functions in IT, Product Management, Software Development, and Tech Support

For inquiries, please email us at [ESG@bentley.com](mailto:ESG@bentley.com)