



Sustainability Report 2025 – GRI content index and facts and figures

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Flying Spur Speed in Brooklands Green by Mulliner at the Drivecenter Arena, Sweden

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Material topics and GRI Topic Standards

As part of our [materiality assessment](#), conducted in 2024, we identified the sustainability topics that represent Bentley's most significant impacts on the economy, environment, and people. These material topics form the basis of both the 2025 Sustainability Report and this report. Further information on the associated impacts and Bentley's initiatives across these topics is provided on pages 12 to 14 of the [2025 Sustainability Report](#).

The table below provides a mapping of our material topics to the relevant GRI Topic Standards, showing where disclosures aligned to each topic can be found. Some GRI Topic Standards refer to topics addressed within the Sustainability Report that are not classified as material and are therefore not included in the list below.

Material topics	Mapping to GRI Topic Standards
Climate Change Air Quality Energy	GRI 305: Emissions GRI 201: Economic Performance GRI 302: Energy
Sustainable Manufacturing and Resources Sustainable Products and Materials	GRI 301: Materials
Resource Scarcity Animal Welfare Circular Economy	The GRI Standards do not include a Topic Standard that aligns with or covers this topic.
Transparent and Responsible Supply Chain	GRI 204: Procurement Practices GRI 308: Supplier Environmental Assessment GRI 407: Freedom of Association and Collective Bargaining GRI 408: Child Labor GRI 409: Forced or Compulsory Labor GRI 411: Rights of Indigenous Peoples GRI 414: Supplier Social Assessment
Vehicle Safety	GRI 416: Customer Health and Safety GRI 417: Marketing and Labeling
Product Quality	The GRI Standards do not include a Topic Standard that aligns with or covers this topic.
Innovation	The GRI Standards do not include a Topic Standard that aligns with or covers this topic.
Future Skills and Employee Development	GRI 404: Training and Education
Stakeholder Dialogue	GRI 413: Local Communities GRI 418: Customer Privacy
Governance and Integrity Risk Management and Compliance	GRI 201: Economic Performance GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior GRI 207: Taxes GRI 415: Public Policy



GRI content index

Bentley's 2025 Sustainability Report has been prepared with reference to the GRI Standards. This document serves as the GRI content index for the disclosures contained in the 2025 Sustainability Report. The information presented relates to the reporting period from 1st January 2025 to 31st December 2025, and we have applied GRI 1: Foundation 2021 throughout this report.

GRI Standards	Page reference and / or additional information
GRI 2: General Disclosures 2021	
The organisation and its reporting practices	
2-1 Organisational details	p. 9 (Sustainability Report 2025) Our headquarters is registered at Pyms Lane, Crewe, Cheshire, CW1 3PL, England, UK.
2-2 Entities included in the organisation's sustainability reporting	p. 9 (Sustainability Report 2025)
2-3 Reporting period, frequency and contact point	p. 9 (Sustainability Report 2025) Bentley's Sustainability Report covers the 12-month period from 1st January 2025 to 31st December 2025. It is aligned with the financial reporting cycle. The Sustainability Report is published annually in April. For any questions or further information, please contact us at communications@bentley.co.uk
2-4 Restatements of information	There were no restatements of previously reported information during the reporting period.
2-5 External assurance	The 2025 Sustainability Report is not externally assured.
Activities and Workers	
2-6 Activities, value chain and other business relationships	pp. 7, 9, 12–14, 15, 91–93 (Sustainability Report 2025) We are a manufacturer of luxury cars and SUVs. We design, engineer, hand-build, and market our cars.
2-7 Employees	p. 14 (GRI facts and figures)
2-8 Workers who are not employees	p. 14 (GRI facts and figures)
Governance	
2-9 Governance structure and composition	pp. 19–21, 87–89 (Sustainability Report 2025), p. 15 (GRI facts and figures)
2-10 Nomination and selection of the highest governance body	The highest governing body at Bentley Motors Limited is our Board of Directors. These members are appointed through the Group selection process.
2-11 Chair of the highest governance body	pp. 5–6 (Sustainability Report 2025) For the year ending 31st December 2025, Dr. Frank-Steffen Walliser served as Chairman and CEO of Bentley. The following functions reported directly to Dr. Frank-Steffen Walliser: Quality, Product Line Directors, Mulliner and Motorsport, Corporate Strategy, Product Portfolio Planning, Communications, Corporate Audit, Government Relations, Design, and Procurement. The governance structure is further defined by Bentley Operating Procedure (BOP) 024 on organisational design, which outlines the organisation's steering committees, and by Article 4 of the Standing Order for the Board of Management of Bentley Motors Limited, which sets out requirements for managing conflicts of interest.



GRI Standards	Page reference and / or additional information
2-12 Role of the highest governance body in overseeing the management of impacts	<p>pp. 11, 19–21 (Sustainability Report 2025)</p> <p>In 2025, Bentley fully embedded its purpose, vision, and mission into business decision-making, with the Beyond100+ strategy continuing under Board-approved direction. Oversight of sustainability impacts, actions, and risks is exercised through the Sustainability Action Field governance structure, including the monthly Beyond100+ Board Steering Committee. This framework ensures that all sustainability initiatives are actively managed, with progress, KPIs, and risks tracked through structured reviews that maintain alignment between strategic intent and operational delivery.</p>
2-13 Delegation of responsibility for managing impacts	<p>pp. 19–21 (Sustainability Report 2025)</p> <p>The Sustainability Field of Action within the Beyond100+ strategy has three Board Sponsors who are responsible for strategic sustainability decisions. The Head of Sustainability has overall responsibility for driving progress against the sustainability strategy, and each initiative under the Sustainability Field of Action has a designated lead accountable for delivering outcomes, tracking progress against KPIs, and managing risks. The outcome of the monthly Sustainability Beyond100+ Board Steering Committee meeting is reported back to the monthly Beyond100+ Portfolio Board meeting.</p>
2-14 Role of the highest governance body in sustainability reporting	<p>pp. 11, 19–21 (Sustainability Report 2025)</p> <p>The Board reviewed and approved the 2024 Materiality Assessment, which forms the basis of the 2025 Sustainability Report. The Board also approves the 2025 Sustainability Report prior to publication. Board engagement takes place at key milestones across the report creation process, including one-to-one meetings and attendance at official Board meetings for collective approval.</p>
2-15 Conflicts of interest	<p>Conflicts of interest are governed by Bentley BOP 035, the company's HR Compliance Policy. All mid-to-senior level managers and above are required to declare any actual, potential, or absence of conflicts of interest upon appointment. Any declarations are assessed by a dedicated Review Committee to determine whether a conflict exists and, if so, whether it can be accepted or must be mitigated. Individual conflicts may be disclosed to stakeholders as appropriate and determined by the Review Committee.</p>
2-16 Communication of critical concerns	<p>p. 88 (Sustainability Report 2025)</p> <p>Critical concerns are escalated to the highest governance body through defined committee structures, in line with BOP 024. For example, the Product Safety Committee, which is a high-level governance forum, reports critical concerns directly to the highest governance body, although it operates without a separate management system (as governed under BOP 004). The organisation maintains a comprehensive Compliance Management System (CMS), as confirmed in the 2024 report. The CMS is underpinned by a suite of internal policies and procedures.</p> <p>Additional management systems that facilitate the escalation of critical concerns to the highest governance body include:</p> <ul style="list-style-type: none">- Data Protection Framework (BOP 002)- QMS (BOP 009)- Sustainability Management in Supplier Relations (BOP 012)- ECMS (BOP 017)- Risk Management System (BOP 033)- HR Compliance Management System (BOP 035)- PCMS (BOP 043)- Automotive Cyber Security and Software Update Management System (BOP 045) <p>Each of these systems incorporates governance and escalation processes that ensure significant compliance and risk issues are communicated to the highest levels of leadership in a timely and structured manner.</p>



GRI Standards	Page reference and / or additional information
2-17 Collective knowledge of the highest governance body	This is done through engagement with the Sustainability Council, attendance at Sustainability Board Steerco meetings, and the inclusion of the Board in all mandatory training.
Strategies, Policies and Practices	
2-22 Statement on sustainable development strategy	pp. 5–6, 16-18 (Sustainability Report 2025)
2-23 Policy commitments	<p>pp. 87–89 (Sustainability Report 2025)</p> <p>Compliance and Risk Human Rights and Modern Slavery Statement</p> <p>Bentley’s policy commitments include binding anti-corruption standards regulated through the Prevention of Corruption, Fraud, and Money Laundering Policy, conflict-of-interest controls and Business Partner Due Diligence requirements.</p> <p>In 2025, Bentley launched a new web-based Prevention of Corruption, Fraud, and Money Laundering training for all white-collar and indirect employees, and issued a new Prevention of Economic Crime policy supported by updated guidance.</p> <p>Human Rights and Modern Slavery commitments, external guidance on bentleymotors.com, supply-chain policies and due-diligence processes remain unchanged, with no amendments to policy scope or human rights training during the reporting period.</p> <p>Our Anti-Corruption Policy sets binding standards and regulates the principles of conduct relating to the granting and acceptance of benefits to and from public officials, politically exposed persons (PEPs), business partners, and third parties where a legitimate corporate interest exists. It also sets out the requirements for managing potential conflicts of interest that may arise between the private interests of Bentley colleagues and the interests of Bentley and Volkswagen.</p> <p>We provide regular mandatory training for colleagues and key business partners on Human Rights – Respect and Observance. Our Business Human Rights Policy applies to all colleagues and aims to raise awareness of legislation relating to business and human rights, including our compliance obligations. It also supports Bentley’s commitment to eliminating modern slavery and preventing human rights abuses.</p>
2-24 Embedding policy commitments	<p>pp. 87–89 (Sustainability Report 2025)</p> <p>Please see our compliance and risk website. Any policies that are not included on our website are for internal purposes only and therefore not publicly available.</p>
2-25 Processes to remediate negative impacts	pp. 10–15 (Sustainability Report 2025)
2-26 Mechanisms for seeking advice and raising concerns	<p>p. 88 (Sustainability Report 2025) Bentley’s Whistleblower System offers various channels to report potential misconduct by Bentley employees, violations of the Code of Conduct for business partners, or serious risks and violations relating to human rights and the environment in our supply chain. The Bentley Whistleblower System is managed by the Audi Investigation Office (AIO). Roles at Bentley that may be involved in whistleblower investigations receive regular training.</p> <p>Please see our compliance and risk website.</p>
2-27 Compliance with laws and regulations	Any known cases of actual or suspected compliance violations are isolated incidents without a systemic cause. The total number of cases is not disclosed for confidentiality reasons.



GRI Standards	Page reference and / or additional information
2-28 Membership associations	<p>Bentley has membership associations with the following entities:</p> <ul style="list-style-type: none"> - The Society of Motor Manufacturers & Traders (SMMT) - Confederation of British Industry (CBI) - Northern Automotive Alliance - South Cheshire Chamber of Commerce <p>Bentley is also a member of the Automotive Council.</p> <p>Sally Hepton represents Bentley on the Crewe Town Board, and we work closely with Cheshire East Council.</p>
Stakeholder Engagement	
2-29 Approach to stakeholder engagement	<p>Materiality assessment process, p. 11 (Sustainability Report 2025)</p> <p>Sustainability Council, p. 21 (Sustainability Report 2025)</p> <p>Supplier Sustainability Days, p. 41 (Sustainability Report 2025)</p> <p>Logistics Green Day, p. 46 (Sustainability Report 2025)</p> <p>Colleague surveys and engagement, pp. 60–79 (Sustainability Report 2025)</p> <p>Customer surveys and engagement points (sales and marketing), pp. 82–86 (Sustainability Report 2025)</p> <p>Engagement with local government and charities (community investment), pp. 82–86 (Sustainability Report 2025)</p> <p>Retailer engagement, p. 85 (Sustainability Report 2025)</p> <p>Stakeholder engagement, pp. 91–93 (Sustainability Report 2025)</p>
2-30 Collective bargaining agreements	<p>p. 59 (Sustainability Report 2025)</p> <p>67 per cent of Bentley colleagues have their working conditions and terms of employment regulated through collective bargaining agreements. The collective bargaining unit covers all Tarif colleagues, defined as non-management, excluding Industrial Placements, casual workers and inbound Foreign Services Employees (FSEs). It does not apply to Tarif+ roles and above, defined as management and leadership.</p> <p>Certain terms and conditions apply across all grades (for example, holiday entitlement, sickness absence and family leave), while matters specific to Tarif roles are subject to consultation and negotiation with the recognised Trade Unions.</p>
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	p. 11 (Sustainability Report 2025)
3-2 List of material topics	p. 11 (Sustainability Report 2025)
GRI 201: Economic Performance 2016	
3-3 Management of material topics	<p>pp. 7, 11–14 (Sustainability Report 2025)</p> <p>For more information, please refer to our 2024 Annual Report.</p>
201-1 Direct economic value generated and distributed	p. 7 (Sustainability Report 2025)



GRI Standards	Page reference and / or additional information
201-2 Financial implications and other risks and opportunities due to climate change	p. 24 (Sustainability Report 2025) Information reported in the Bentley Motors Limited Annual Report (UK Climate-related Financial Disclosures section), in line with statutory requirements. For more information, please refer to our 2024 Annual Report , published in September 2025.
201-4 Financial assistance received from government	For more information, please refer to the Audi Report 2025 and Bentley's 2024 Annual Report . Bentley utilises research and development tax credits. The most recent year with a formal claim submitted to the UK Government is in relation to the year to 31st December 2024, accounted for in the year ended 31st December 2025 with a value of £13.4m, offset against corporation tax charge.
GRI 204: Procurement Practices 2016	
3-3 Management of material topics	pp. 39–41 (Sustainability Report 2025)
GRI 205: Anti-corruption 2016	
3-3 Management of material topics	pp. 87–89 (Sustainability Report 2025)
205-1 b. Significant risks related to corruption identified through the risk assessment	Corruption risks are assessed on a case-by-case basis under Bentley's Operating Policies, including the Prevention of Corruption, Fraud, and Money Laundering Policy, the Risk Management Policy, the Business Partner Due Diligence Policy, and the Sponsorships and Donations Policy. This structured approach enables us to proactively manage risks, ensure ethical business practices, and maintain integrity across our operations and value chain.
205-2 Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated	p. 15 (GRI facts and figures)
205-3 Confirmed incidents of corruption and actions taken	There have been no confirmed incidents.
GRI 206: Anti-competitive Behavior 2016	
3-3 Management of material topics	Anti-competitive behaviour is addressed through Bentley's internal governance framework, as outlined in Section 3 of the Bentley Code of Conduct .
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The organisation was not identified as a participant in any legal action in 2025.
GRI 207: Tax 2019	
3-3 Management of material topics	Please see our management approach for our Tax Strategy on the Bentley website.
207-1 Approach to tax	



GRI Standards	Page reference and / or additional information
207-2 Tax governance, control, and risk management	Any concerns regarding tax can be reported to any member of the tax department, whose names and contact details are provided on the intranet. There is also a whistleblowing hotline, which can be used for tax matters. Please see our Tax Strategy on the Bentley website. The Head of Tax is responsible for day-to-day management of taxes - they report into the relevant Board Member who is ultimately responsible and is regularly updated and informed. Oversight is also exercised by the tax departments of Audi AG and Volkswagen AG. EY audits the tax disclosures in the financial statements, both for the Bentley element of the Group financial statements and the disclosures in the UK statutory accounts of Bentley Motors Limited.
207-3 Stakeholder engagement and management of concerns related to tax	Bentley seeks to build transparent and collaborative relationships with HMRC to create and maintain "good corporate citizenship". Bentley participates in a number of industry bodies and is active in responding to Government consultations on tax.
207-4 Country-by-country reporting	Bentley is included within the Country-by-Country Report from the Group which is submitted to the German tax authority.
GRI 301: Materials 2016	
3-3 Management of material topics	pp. 34–38 (Sustainability Report 2025)
301-1 Materials used by weight or volume	p. 35 (Sustainability Report 2025), p. 17 (GRI facts and figures) Bentley is working with Audi and the Group on the definition of renewable materials. For this year's report, it is not possible to break down this information into renewable and non-renewable material.
GRI 302: Energy 2016	
3-3 Management of material topics	pp. 22–28 (Sustainability Report 2025)
302-1 Energy consumption within the organisation	p. 18 (GRI facts and figures)
302-3 Energy intensity	p. 18 (GRI facts and figures)
302-4 Reduction of energy consumption	p. 18 (GRI facts and figures)
GRI 305: Emissions 2016	
3-3 Management of material topics	pp. 22–28 (Sustainability Report 2025)
305-1 Direct (Scope 1) GHG emissions	p. 20 (GRI facts and figures)
305-2 Energy indirect (Scope 2) GHG emissions	p. 20 (GRI facts and figures)
305-4 GHG emissions intensity	p. 20 (GRI facts and figures)
305-6 Emissions of ozone-depleting substances (ODS)	p. 20 (GRI facts and figures)
GRI 308: Supplier Environmental Assessment 2016	
3-3 Management of material topics	pp. 39–41 (Sustainability Report 2025)



GRI Standards	Page reference and / or additional information
308-1 New suppliers that were screened using environmental criteria	pp. 39–41 (Sustainability Report 2025) 100 per cent of new production suppliers were screened using environmental criteria.
308-2 Negative environmental impacts in the supply chain and actions taken	pp. 39–41 (Sustainability Report 2025) 100 per cent of production suppliers are in scope for S-Rating. No suppliers are identified as having actual or significant negative environmental impacts in the supply chain.
GRI 404: Training and Education 2016	
3-3 Management of material topics	pp. 60–67 (Sustainability Report 2025)
404-1 Average hours of training per year per employee	p. 21 (GRI facts and figures)
404-2 Programs for upgrading employee skills and transition assistance programs	pp. 60–67 (Sustainability Report 2025)
404-3 Percentage of employees receiving regular performance and career development reviews	p. 21 (GRI facts and figures)
GRI 407: Freedom of Association and Collective Bargaining 2016	
3-3 Management of material topics	pp. 39–41, 59 (Sustainability Report 2025)
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Compliance with these requirements is mandatory for achieving an S-Rating and applies to 100 per cent of our production suppliers. Bentley supports the right of all workers to freedom of association and collective bargaining. These rights are embedded in our internal policies and extended across our supply chain through contractual terms and supplier expectations.
GRI 408: Child Labor 2016	
3-3 Management of material topics	pp. 39–41 (Sustainability Report 2025) For more information, please refer to our Modern Slavery Statement .
408-1 Operations and suppliers at significant risk for incidents of child labor	Child labour and young workers is a mandatory requirement within the Supplier Working Conditions policy for S-Rating, and applies to 100 per cent of production suppliers. The contracts and terms in place with non-production suppliers, for example labour suppliers, require them to comply with all statutory obligations and uphold the same legislative requirements as Bentley.
GRI 409: Forced or Compulsory Labor 2016	
3-3 Management of material topics	pp. 39–41 (Sustainability Report 2025) For more information, please refer to our Modern Slavery Statement .
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Requirements to prevent forced or compulsory labour are clearly defined in the Supplier Working Conditions Policy for S-Rating and applies to 100 per cent of production suppliers. The contracts and terms in place with non-production suppliers, for example labour suppliers, require them to comply with all statutory obligations and uphold the same legislative requirements as Bentley.
GRI 410: Security Practices 2016	
3-3 Management of material topics	p. 88 (Sustainability Report 2025)



GRI Standards	Page reference and / or additional information
410-1 Security personnel trained in human rights policies or procedures	100 per cent of security personnel have received formal training in the organisation’s human rights policies or specific procedures, and their application to security. All security personnel provided through our third-party security supplier, GMS, have received formal training. This includes 23 officers representing 100 per cent of personnel deployed.
GRI 411: Rights of Indigenous Peoples 2016	
3-3 Management of material topics	pp. 39–41 (Sustainability Report 2025)
411-1 Incidents of violations involving rights of indigenous peoples	There were no incidents reported involving violations of the rights of indigenous peoples.
GRI 413: Local Communities 2016	
3-3 Management of material topics	pp. 82–86 (Sustainability Report 2025)
413-1 Operations with local community engagement, impact assessments, and development programs	<p>pp. 82–86, 91–93 (Sustainability Report 2025)</p> <p>Impact assessment and reporting: An impact assessment is carried out annually by the Cheshire Community Foundation (CCF) for the funds managed by CCF on behalf of Bentley Motors. In addition, post-grant impact questionnaires are completed for all donations made through Bentley’s National Small Grants programme, managed by the Charities Aid Foundation (CAF). Public disclosure detailing our impact is available via our year-end press release: Bentley Motors celebrates continued positive impact on regional and national communities in 2025.</p> <p>Community partnerships and long-term support: Bentley has a long history of supporting its local communities, particularly around our heartland in Crewe and the surrounding Cheshire area. In 2012, we became a founding partner of the CCF, which helps businesses understand local community needs and connect with charities delivering meaningful change. For more than a decade, we have worked with CCF to provide financial and non-financial support to communities in and around Crewe. Key milestones include:</p> <ul style="list-style-type: none"> - Support for the founding of Crewe University Technical College in 2016. - Co-creation of a community endowment fund with CCF after the Covid-19 pandemic to secure long-term support for Crewe. - Establishment of the Crewe Town Fund with CCF to coordinate local donors into a unified community impact programme. - In recognition of these efforts, Bentley was presented with a Global Gold Winner award in the 2025 Green World Awards for Community Contribution. <p>Advancing life chances strategy: Bentley’s Advancing Life Chances strategy is guided by four strategic themes. These were developed through a social audit conducted in partnership with CAF, involving engagement with:</p> <ul style="list-style-type: none"> - Board members - Colleagues - Local councils - Local and national partners - Community groups <p>This process identified key social issues and challenges both locally and nationally. In 2024, we also completed a materiality assessment aligned with the GRI Standards, supplemented by topics from MSCI, SASB, and CSRD.</p>



GRI Standards	Page reference and / or additional information
413-1 Operations with local community engagement, impact assessments, and development programs (continued)	<p>Board based local community consultation committees: Bentley continues to play an active regional role as a member of the Crewe Town Board, which helps shape the town’s vision, secure funding, and support the delivery of key local projects. Bentley is also a member of the Northern Automotive Alliance, supporting regional employment, skills development and social mobility.</p> <p>Youth provision and regional participation: In 2025, we continued our support for youth provision in Crewe as a founder patron of The Dome, Crewe Youth Zone. We have also invited the Head of Youth Work from The Dome to be part of our Advancing Life Chances Crewe panel.</p> <p>Governance and oversight of community investment: We ensure that resources within our Advancing Life Chances strategy are directed where they are needed most. We achieve this through a consultative panel of external community stakeholders, including representatives from charities, a local housing association, education providers and the South Cheshire Chamber of Commerce. The panel brings knowledge and helps to guide our decisions on where Bentley’s resources can have the most impact. Internally, our charitable activities and grants are governed by a cross-functional Charities Committee, made up of colleagues from Corporate Social Responsibility, People and Culture, Governance, Risk and Compliance, and Communications. The committee follows clear policies and processes to ensure decisions are consistent, fair and impartial.</p> <p>Access and grievance channels: Local communities and customers can contact Bentley through our communications email address or via our main company telephone number. Any grievances received are reviewed and addressed by the relevant internal teams.</p>
GRI 414: Supplier Social Assessment 2016	
3-3 Management of material topics	pp. 39–41 (Sustainability Report 2025)
414-1 New suppliers that were screened using social criteria	pp. 39–41 (Sustainability Report 2025) 100 per cent of new production suppliers are screened using social criteria, as part of S-Rating.
414-2 Negative social impacts in the supply chain and actions taken	None of our suppliers are identified as having significant actual or potential negative social impacts in the supply chain. No relationships with our suppliers have been terminated as a result of them having significant actual or potential negative social impacts.
GRI 415: Public Policy 2016	
3-3 Management of material topics	pp. 87–89 (Sustainability Report 2025)
415-1 Political contributions	We do not make any financial or in-kind contributions to political parties, politicians, or political causes.



GRI Standards	Page reference and / or additional information
GRI 416: Customer Health and Safety 2016	
3-3 Management of material topics	pp. 47–50 (Sustainability Report 2025)
416-1 Assessment of the health and safety impacts of product and service categories	100 per cent of products sold are monitored under Product Safety policy BOP 004.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Three incidents progressed through the product safety process and resulted in a safety or non-compliance recall; however, there were zero fines, penalties, warnings or voluntary codes.
GRI 417: Marketing and Labeling 2016	
3-3 Management of material topics	pp. 47–50 (Sustainability Report 2025)
417-1 Requirements for product and service information and labeling	100 percent of products are covered by the compliance assessment.
417-2 Incidents of non-compliance concerning product and service information and labeling	There was 1 incident of non-compliance to European regulations identified through the product safety process. This did not result in a fine, penalty, warning or voluntary codes.
417-3 Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance.
GRI 418: Customer Privacy 2016	
3-3 Management of material topics	p. 89 (Sustainability Report 2025)
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In the year to 31st December 2025 there were no externally reported data breaches relating to customer personal data.



GRI facts and figures

This section presents Bentley's quantitative disclosures prepared in line with the GRI Standards, providing a consolidated view of key workforce, governance, environmental, and social performance data for the 2025 reporting period.

GRI 2-7 Employees				
Employees by Gender	Female	Male	Other (gender specified by employees)	Total
Total number of employees (head count / FTE)	853	3,475	0	4,328
Number of permanent employees (head count / FTE)	791	3,344	0	4,135
Number of temporary employees (head count / FTE)	62	130	0	192
Number of non-guaranteed hours employees (head count / FTE)	0	1	0	1
Number of full-time employees (head count / FTE)	754	3,430	0	4,184
Number of part-time employees (head count / FTE)	99	44	0	143

GRI 2-7 Employees		
Employees by Region	Region: UK	Region: Outside UK
Total number of employees (head count / FTE)	4,254	74
Number of permanent employees (head count / FTE)	4,064	71
Number of temporary employees (head count / FTE)	189	3
Number of non-guaranteed hours employees (head count / FTE)	1	0
Number of full-time employees (head count / FTE)	4,111	73
Number of part-time employees (head count / FTE)	142	1

GRI 2-8 Workers who are not employees		
Total number of workers who are not employees and whose work is controlled by Bentley		
Contractual relationship	Type of work being performed	Total number of workers
Third party agency	Contractor	527

The data has been compiled using a headcount methodology in alignment with the Group's approach and in accordance with the Corporate Sustainability Reporting Directive (CSRD) requirements. Industrial placements have been excluded from the employee count, consistent with Group methodology. The only exception is one casual worker included in Bentley's figures but not in the Group's count. There is no significant fluctuation in the number of employees.



GRI 2-9 Governance structure, including committees of the highest governance body	
Composition of the Bentley Board	
Executive members	6
Non-executive members	0
Gender-Male	5
Gender-Female	1
Gender-Others	0

GRI 205: Anti-corruption		
Communication and training about anti-corruption policies and procedures		
a) Percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, broken down by region.		
	Number	%
Within UK	6	100
Outside UK	0	No Board members outside of the UK
b) Percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.		
	Number	%
Within UK	Employees - 4,090 Trainees - 262	100
Outside UK	Employees - 26	100

All employees have access to register on the Bentley intranet for guidance, news and policy updates, including on personal devices.

Anti-corruption awareness forms part of the annual Integrity & Compliance communication plan.

Anti-corruption guidance is available on the GRC intranet page and in the GRC section in BDOCS.

People and Culture headcount data used for this disclosure was extracted from SuccessFactors on 6th January 2026 and excludes regions, contractors and non-headcount roles. The dataset therefore includes only colleagues based in Crewe and Europe, where the Bentley Motors Ltd policy applies locally.



c) Percentage of business partners to which the organisation's anti-corruption policies and procedures have been communicated, broken down by type of business partner and region. Describe if the organisation's anti-corruption policies and procedures have been communicated to any other persons or organisations.

	Number	%
Within UK	Suppliers - 1,257 Retailers - 17	100
Outside UK	Suppliers - 3,529 Retailers - 207	100

d) Percentage of governance body members that have received training on anti-corruption, broken down by region

	Number	%
Within UK	6	100
Outside UK	0	0

e) Percentage of employees that have received training on anti-corruption, broken down by employee category and region.

		Number	%
Within UK	Permanent	594	23
	Apprentices	33	32
	Industrial placements	56	50
	Global employee inbound	2	15
	Global employee outbound	1	17
	Graduates	20	42
	Temporary	0	0
	Undergraduate	2	67
Outside UK	Permanent	6	23

Anti-corruption policies are communicated to business partners in the [VW Code of Conduct for business partners](#) which is included in terms and conditions or contractual clauses with all business partners.

All business partners have access to the VW Code of Conduct training for business partners with a focus on Anti-corruption, it is available on the VW supplier portal or via Bentley Retailer Academy.

The VW Code of Conduct for business partners is also published on the [Bentley Motors](#) website.

Training roll-out: A new web-based module on Prevention of Corruption, Fraud, and Money Laundering was launched to 2,865 eligible employees in October 2025, with completions monitored through eAcademy. The data presented in the table reflects the new training module and aligns with Group reporting boundaries, representing completion progress within the required three-to-six-month timeframe following roll-out.

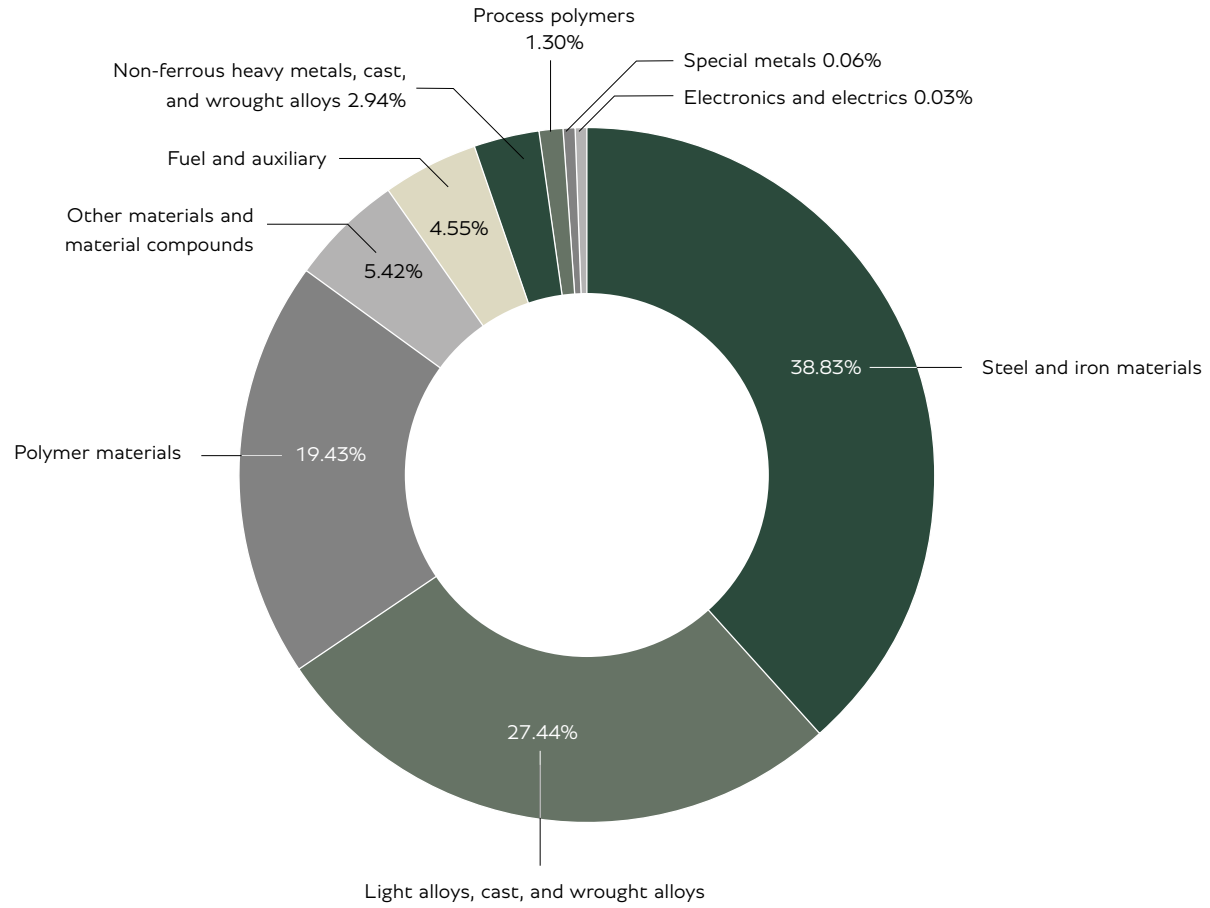
By 8th October 2025, 97 per cent of employees had completed the former Anti-Corruption module.



GRI 301: Materials

Materials used by weight (kg)

*Data is based on the manufactured figures for Bentley Motors. Development vehicles are not included in the material usage data reported.





Energy consumption per vehicle

Energy consumption per vehicle calculated using the Volkswagen Group UEP methodology.¹ (kWh/veh)

Energy consumption per vehicle						
	2025	2024	2023	2022	2010 (baseline year)	Reduction from 2010 in per cent
Energy consumption per vehicle	9,739	9,603	8,757	8,039	23,289	58.2%

Energy consumption

Total fuel consumption within the organisation including fuel types used (MWh)

GRI 302: Energy					
Types of fuels		2025	2024	2023	2022
Non-renewable fuels	Diesel oil	268	29	35	30
	Petrol	3,381	3,948	4,199	2,860
	Diesel	711	824	831	1,067
	LPG	1	0	1	0
	Natural gas	0	80	132	0
Renewable fuels	Biogas	61,369	67,771	73,206	88,257
Total electricity consumption		44,209	41,172	41,181	44,751
Total energy consumption within the organisation ² (MWh)		109,939	113,824	119,585	136,965

¹This table shows Bentley's UEP energy consumption per vehicle, which is calculated using the Volkswagen Group's Environmental Improvement Production (UEP) methodology. UEP measures the specific environmental impact of production per vehicle, using a Group-wide calculation that includes only energy used at the main manufacturing site.

For further information see p. 33 of the [Sustainability Report 2025](#).

Compared with the 2010 baseline of 23,289 kilowatt-hours per vehicle, the 2025 figure represents an overall 58.2 per cent reduction in energy consumption per vehicle.

Further details on the UEP methodology are available in the [Volkswagen Group sustainability disclosures](#).

²Conversion factors used are from VW 98000 and UK Government guidance on [Greenhouse gas reporting: conversion factors for 2025](#).

For further information see p. 33 of the [Sustainability Report 2025](#).



GRI 302: Energy consumption outside the organisation			
	2025	2024	2023
Energy intensity ratio for the organisation (MWh/veh)	11	10	9
Types of energy included in the intensity ratio ¹			
Fuel			
Electricity			
Biogas			

¹The energy intensity ratio is calculated using energy consumption across all UK sites.



Scope 1 and Scope 2 emissions

Direct (Scope 1) and Indirect (Scope 2) emissions in tonnes of CO₂e.

GRI 305: Emissions	2025	2024	2023	2022	2018 (baseline year)
Total Direct Scope 1 Emissions ¹	1,907	2,051	2,498	2,215	17,482
Total indirect Scope 2 Emissions ² (location-based)	6,540	7,209	7,404	7,614	10,179
Total Indirect Scope 2 Emissions ² (market-based)	0	3.24	4	59	0
Total Scope 1 and Scope 2 Emissions (location-based)	8,447	9,260	9,902	9,829	27,661
Total Scope 1 and Scope 2 Emissions (market-based)	1,907	2,054	2,502	2,274	17,482
GHG emissions intensity ³ (location-based)	0.82	0.82	0.77	0.600	3
GHG emissions intensity ³ (market-based)	0.18	0.18	0.19	0.139	1.9
Biogenic CO ₂ emissions ⁴	11,042	12,356	13,351	14,837	0

¹Scope 1 represents direct GHG emissions that occur from sources that are owned by Bentley Motors Limited in the UK.

²Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by Bentley Motors Limited in the UK.

³Our emissions intensity calculations include both Scope 1 and Scope 2 emissions per vehicle, but do not include any biogenic emissions.

⁴We report our biogenic emissions (CO₂ emissions from the burning of biogas) which we purchase to power our operations separately from our direct Scope 1 emissions. This is in accordance with guidance from the Greenhouse Gas Protocol.

Scope 3 emissions

Other indirect (Scope 3) GHG emissions in tonnes of CO₂e.

GRI 305: Emissions	2025	2024	2023	2022	2020 (baseline year) ¹
Business travel	3,177	5,938	6,534	2,032	1,753

Methodology: The methodology to calculate Scope 1, 2 and 3 GHG emissions was developed to be in accordance with the requirements of The UK Government Environmental Reporting Guidelines (including streamlined energy and carbon reporting guidance) for unquoted large companies and was used to measure the GHG emissions and baseline of Bentley Motors Limited's UK operations.

Additional information: In 2025, our operational emissions continued to decline across Scopes 1-3, reflecting efficiency improvements, reduced business travel and fewer vehicles manufactured.

¹For business travel our baseline year is 2020 as this was the first year in which we measured emissions for this Scope 3 category.

2020 was a particularly low year due to Covid-19 lockdowns and travel restrictions.



Training and career development

Average hours of training that the organisation's employees have undertaken during the reporting period

GRI 404-1: Training and Education						
Group	Sub-group	2025	2024	2023	2022	2021
By gender	Male	13.3	12.3	16.8	13.5	7.6
	Female	12.6	14.2	15.9	14.0	9.2
	Other	0	0	0	0	0
By employee category	Trainees	22.3	37.4	21.3	17.5	16.5
	Non-management	12.1	10.1	15.1	10.5	5.3
	Management	15.3	14.7	15.7	14.9	13.0
	Leadership	9.3	17.0	33.3	44.4	13.4

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period

GRI 404-3: Training and Education						
Group	Sub-group	2025	2024	2023	2022	2021
By gender	Male	100	100	99	97	98
	Female	100	100	99	96	98
	Other	0	0	0	0	0
By employee category	Trainees	100	100	97	88	96
	Non-management	100	100	99	96	99
	Management	100	100	100	100	100
	Leadership	100	100	100	100	100

These figures represent internal training hours only, external training and professional qualifications are not included in the numbers.

Fluctuations in average training hours are largely due to strategic changes in how we approach mandatory training. This includes changes to the Induction Catalog and a review of mandatory learning (which has reduced learning requirements for trainees but increased learning requirements for some other colleague groups).

In addition, leadership training has reduced as we build on the work we did for the Charge Forward Leadership Programme and refocus our attention to the Charge Forward Management Programme, to be launched in 2026.



GRI 417: Marketing and Labeling	
417-1 Requirements for product and service information and labeling	
Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	100
417-2 Incidents of non-compliance concerning product and service information and labeling	
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:	
i. incidents of non-compliance with regulations resulting in a fine or penalty;	0
ii. incidents of non-compliance with regulations resulting in a warning;	0
iii. incidents of non-compliance with voluntary codes.	0
417-3 Incidents of non-compliance concerning marketing communications	
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:	
i. incidents of non-compliance with regulations resulting in a fine or penalty;	0
ii. incidents of non-compliance with regulations resulting in a warning;	0
iii. incidents of non-compliance with voluntary codes.	0

Disclaimer

This report contains certain forward-looking statements that express the way in which Bentley intends to conduct its activities. These statements typically contain words such as 'anticipate,' 'believe,' 'expect,' 'estimate,' 'forecast,' 'intend,' 'plan,' 'project' or similar expressions. Such statements are based on assumptions made using currently available information that is subject to a range of uncertainties that could cause actual results to differ from these projected or implied statements. Any forward-looking statements contained in this report are therefore not promises or guarantees of future conduct or policy, and thus Bentley assumes no obligation to publicly update any statements made in this report. Bentley relies on information obtained from sources believed to be reliable but does not guarantee its accuracy or completeness.