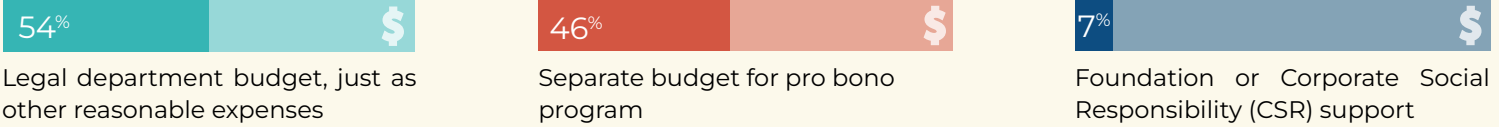


In-House Pro Bono Budgets

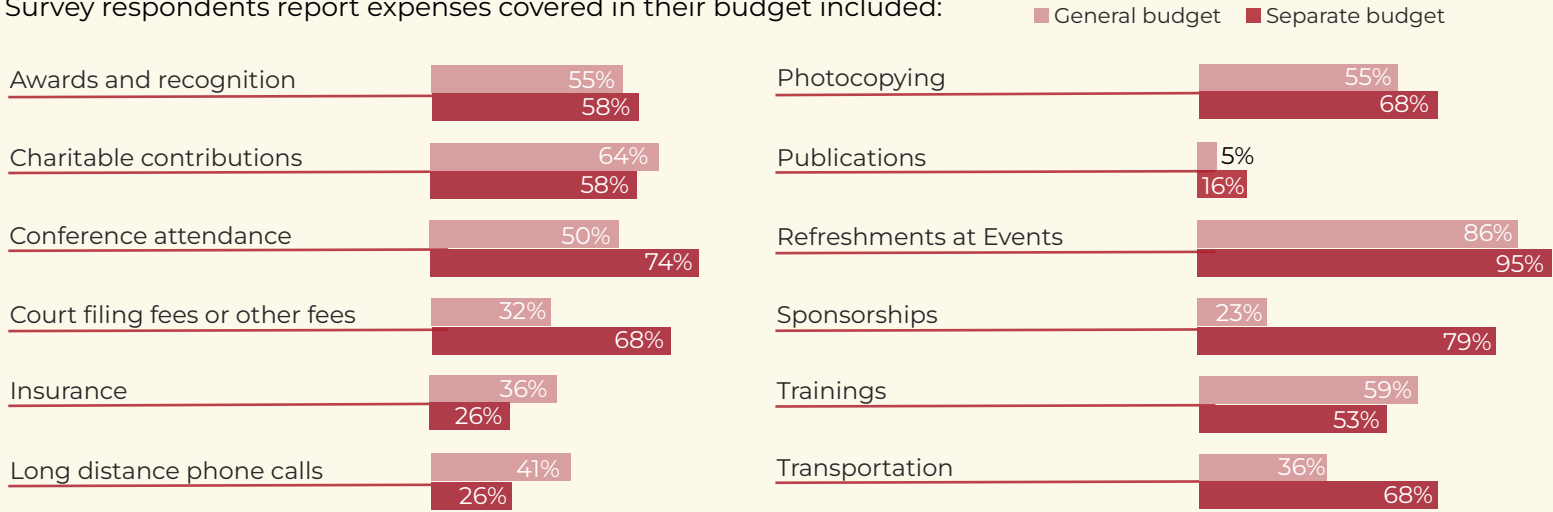
In-house pro bono programs do not require a large budget to be successful, but funding is an important element. Responses to the 2024 CPBO Benchmarking Survey provide insight into amounts budgeted, funding sources, and how money is spent.

Expenses

Survey respondents report legal departments cover pro bono expenses with:



Survey respondents report expenses covered in their budget included:

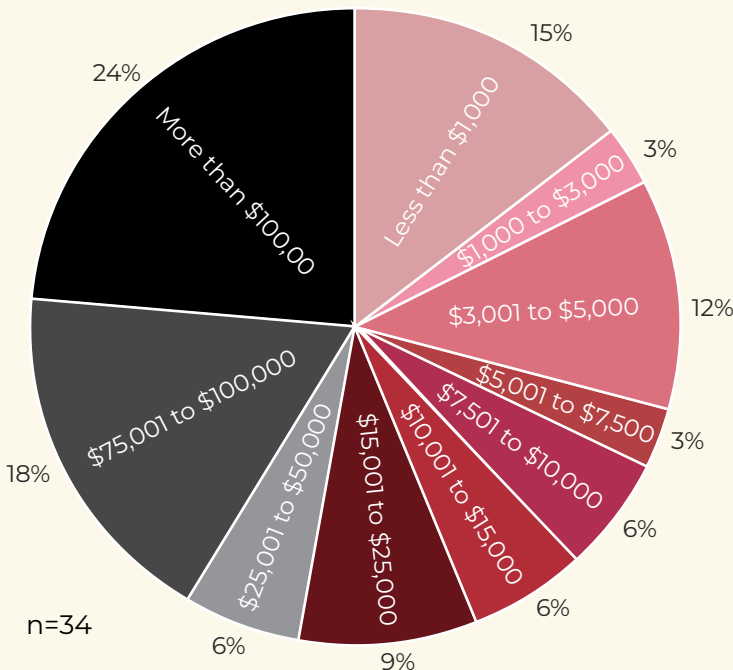


*Foundation/CSR covered only charitable contributions (100%)(n=3). No companies used Foundation/CSR funding for other pro bono program expenses.

n=46

Budgeting

Survey respondents report that if pro bono programs had a separate budget or a line item within the legal department's budget, the annual budget in 2024 was:



“Financial support for Pro Bono programs is as critical as the talents and services provided by our attorneys and staff. The funding allows us to drive a greater impact on important issues and causes that help those in need gain access to equal justice.”

Jennifer Zachary, EVP and General Counsel Merck

- 73%** of departments allow expenditures on pro bono to exceed the budgeted amount if necessary (n=41)
- 60%** of departments That have an annual pro bono budget of less than \$1,000 are made up of less than 50 employees (n=5)
- 50%** of departments that have an annual pro bono budget of more than \$100,000 are made up of 250 Employees or More (n=8)