

20th
Anniversary

Corporate Pro Bono Challenge® Initiative
Celebrating 20 Years

PBI

PRO BONO
INSTITUTE

CORPORATE PRO BONO PROJECT

2026

Report on the Corporate Pro Bono Challenge® Initiative

CORPORATE PRO BONO

Founded in 2000, the **Corporate Pro Bono (CPBO®)** project is a global initiative of **Pro Bono Institute® (PBI®)**.

MISSION

CPBO's mission is to explore and identify new approaches to and resources for the provision of legal services to the poor, disadvantaged, and other individuals or groups unable to secure legal assistance to address critical problems. CPBO does so by supporting, enhancing, and transforming the pro bono efforts of in-house legal departments in the U.S. and around the world. Since its inception, CPBO has worked with more than 1,200 legal departments and Association of Corporate Counsel (ACC) chapters.

THE CORPORATE PRO BONO CHALLENGE® INITIATIVE

In 2006, at the urging of Chief Legal Officers, CPBO launched an initiative enabling legal departments to identify, benchmark, and communicate their support for pro bono service. The CPBO Challenge initiative is the standard for in-house pro bono. It is a simple, voluntary statement of commitment to pro bono service by legal departments and their lawyers and staff.

Specifically, the CPBO Challenge statement calls for Chief Legal Officers to:

- » encourage and promote pro bono service by their legal department staff;
- » use their best efforts to encourage their staff, including at least one-half of their legal staff, to support and participate in pro bono service; and
- » encourage the outside law firms with whom they work to acknowledge publicly their support for pro bono by becoming signatories to the PBI Law Firm Pro Bono Challenge® initiative.

CORPORATE PRO BONO STAFF

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Genevieve Timm, Project Coordinator

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SNAPSHOT OF SIGNATORIES

193 CPBO Challenge Signatories
(as of June 2026)

47 Fortune 100 Companies

49 2025 Survey Respondents

49% Average U.S. Lawyer
Participation

INTRODUCTION

The **20th Anniversary 2026 CPBO Challenge® Report** presents a snapshot of in-house pro bono in 2025, drawing on responses from 49 legal departments (out of 190 eligible to take the survey). The survey matched last year's response rate, which was the highest number of respondents since the 2016 CPBO Challenge survey. The sustained increase in survey participation strengthens the usefulness of the data and provides additional insights into how in-house pro bono may be evolving, while supporting more informed benchmarking across departments.

The data reveals a nuanced pro bono landscape. Overall participation rates for 2025 increased for U.S. lawyers and U.S. legal staff, compared to 2024. Among the subset of legal departments that responded to the survey in consecutive years, however, from 2024 to 2025, U.S. lawyer participation declined while U.S. legal staff participation increased. While many legal departments maintained or grew their pro bono engagement, others saw participation decrease.

The mixed results between all respondents and repeat respondents legal departments suggest that year-over-year participation trends are likely being shaped by multiple factors, including internal and external factors, as well as differences in which legal departments respond to the survey each year. Overall, the data reflects a field that remains active and committed, but one that continues to experience evolving participation patterns.

Pro Bono by the Numbers: Comparative Trends Among Repeat Respondents

Among the 49 respondents, **34 were repeat respondents that completed the Challenge survey in both 2024 and 2025**, providing a **year-over-year comparison** for pro bono participation. On average, the repeat respondents showed the following:

- **U.S. lawyer participation:** Forty-five percent of U.S. lawyers participated in pro bono in 2025, down from 48% in 2024. Thirty-eight percent of these legal departments met the Challenge benchmark of 50% participation in 2025, down from 44% in 2024.
- **U.S. legal staff participation:** Thirty-four percent of U.S. legal staff participated in pro bono in 2025, up from 33% in 2024. Thirty-three percent of these legal departments met the Challenge benchmark of 50% participation in 2025, up from 21% in 2024.

Among legal departments that responded in both years, the data reflects a mixed but informative picture of engagement trends. Lawyer participation and the percentage of departments meeting the 50% participation benchmark for lawyers declined from 2024 to 2025, while legal staff participation increased. Notably, the percentage of departments meeting the 50% participation benchmark for legal staff rose significantly, from 21% to 33%, suggesting growing success in expanding and strengthening department-wide engagement in pro bono for repeat respondents.

Pro Bono by the Numbers: Snapshot of All 2025 Respondents

The following findings reflect **all 49 legal departments that completed the Challenge survey in 2025**, with the important caveat that different departments respond each year, so this is **not a direct year-over-year comparison**:

- **U.S. lawyer participation:** Forty-nine percent of U.S. lawyers participated in pro bono in 2025, up from 46% of U.S. lawyers participating in pro bono in 2024. Forty-seven percent of respondents met the Challenge benchmark of 50% participation for U.S. lawyers in 2025, up from 42% of legal departments in 2024.
- **U.S. legal staff participation:** Thirty-eight of U.S. legal staff participated in pro bono in 2025, up from 31% of U.S. legal staff participating in pro bono in 2024. Thirty-six percent of respondents met the Challenge benchmark of 50% participation for U.S. legal staff in 2025, up from 21% of legal departments in 2024.

INTRODUCTION (CONTINUED)

- **Global engagement:** Seventy-four percent of global departments reported pro bono activity outside the U.S. in 2025, up from 59% in 2024. Departments did pro bono in 53 countries in 2025, compared to 42 countries in 2024. On average, 28% of lawyers outside the U.S. participated in pro bono in 2025, up from 25% in 2024.
- **Participation outside legal department:** Thirty-six percent of legal departments reported participation by lawyers at the company who work outside of the legal department in both 2025 and 2024. Fourteen percent reported pro bono participation by company staff outside the legal department, down from 27% in 2024.
- **Participation by legal department size:** In 2025, legal departments with 51-100 lawyers had the highest average participation rate (60%), compared to 2024, when legal departments with 26-50 lawyers had the highest average participation (59%). Departments between 1 – 100 lawyers on average exceeded the Challenge goal of 50 percent participation. The average headcount of respondents increased slightly for U.S. lawyers, from 115 in 2024 to 120 in 2025, while average headcount declined for U.S. legal staff, from 173 U.S. legal staff in 2024 to 134 in 2025.
- **Partnerships with law firms:** Law firm collaboration increased from 69% of legal departments reporting partnerships in 2024, to 82% of legal departments reporting partnerships in 2025. Fewer departments reported considering law firm pro bono performance when evaluating outside counsel, from 33% in 2024, down to 29% in 2025.
- **Reported pro bono hours:** In 2025, 34 legal departments reported over 37,500 pro bono hours, compared to in 2024, when 30 legal departments reported over 32,000 pro bono hours. As always, the true number of in-house pro bono hours exceeds this number, as many departments do not track or report total hours.

The 2025 data reflects continued strength and expansion in many areas of in-house pro bono participation. Respondents reported increases in lawyer participation, legal staff engagement, global pro bono activity, law firm partnerships, and total reported pro bono hours. Particularly notable was the significant increase in the percentage of departments meeting the 50% participation benchmark for legal staff and the continued and meaningful growth of pro bono engagement outside the U.S.

Beyond the Numbers: Impactful Pro Bono Projects in 2025

CPBO also asked signatories to highlight their most impactful pro bono projects in 2025. These narrative responses reflect the breadth of in-house pro bono participation across subject matter areas, nature of the work, and client populations served. For example, legal departments reported the following pro bono projects 2025:

- Assisted human trafficking survivors with legal petitions and advocacy support;
- Supported low-income homebuyers with land trust and contract negotiation matters;
- Assisted veterans with military discharge upgrades through file review, direct representation, and advocacy;
- Prepared wills, estate plans, and life-planning documents for veterans, service members, first responders, seniors, and low-income individuals;
- Supported small businesses, entrepreneurs, and nonprofits;
- Supported green technology startups through a collaborative legal assistance initiative;
- Assisted individuals experiencing homelessness with obtaining birth certificates and identification documents;
- Helped community members regain driving privileges through driver's license restoration clinics;
- Supported individuals in accessing employment, housing, and public benefits through expungement clinics;
- Helped individuals prepare pardon applications and seek post-conviction relief;

INTRODUCTION (CONTINUED)

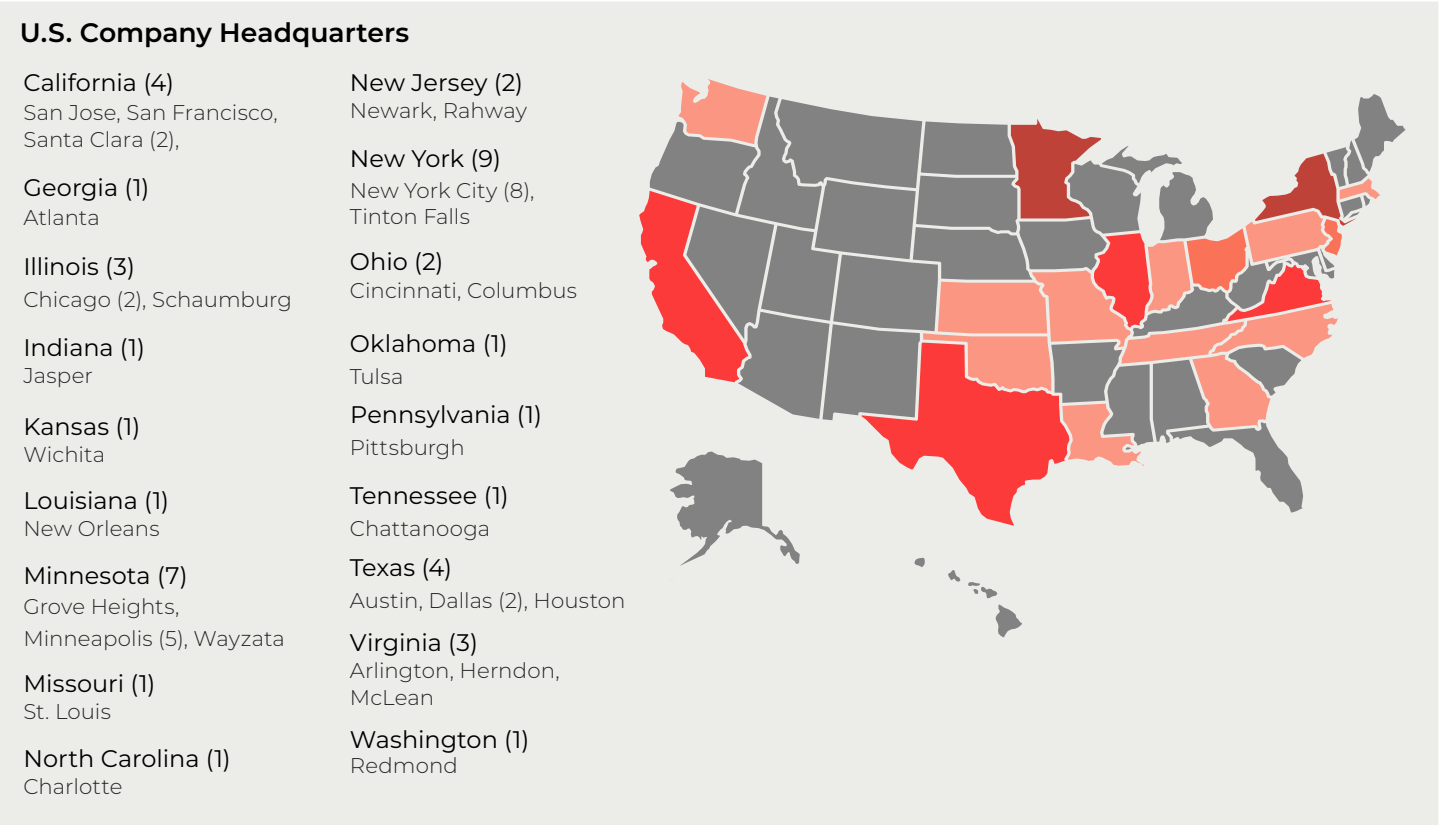
- Provided guardianship and education advocacy support through a medical-legal partnership serving children and families;
- Represented survivors of domestic violence in protection order matters;
- Advised immigrants, refugees, asylum seekers, unaccompanied children, and families seeking reunification;
- Supported low-income individuals through debt relief, bankruptcy, and small claims assistance clinics;
- Advised parents of students with disabilities through special education rights intake clinics, helping families advocate for educational services and accommodations;
- Participated in global research sprint-style pro bono initiatives focused on issues such as human rights, homeless youth, and disability rights;
- Launched global initiatives encouraging offices worldwide to establish pro bono programs simultaneously;
- Created informational legal materials and brochures for legal aid organizations;
- and much more.

CPBO will feature select projects in the [PBI Signatory Showcase](#) over the coming year.

COMPANY HEADQUARTERS: 2025

Headquarters of CPBO Challenge Survey Respondents

Companies that responded to the CPBO Challenge survey are headquartered in cities around the U.S. and internationally, with offices and legal staff around the globe.

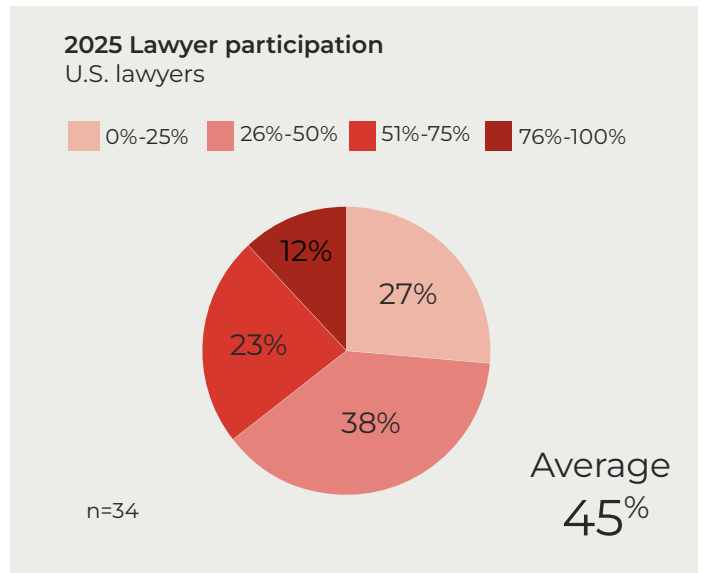
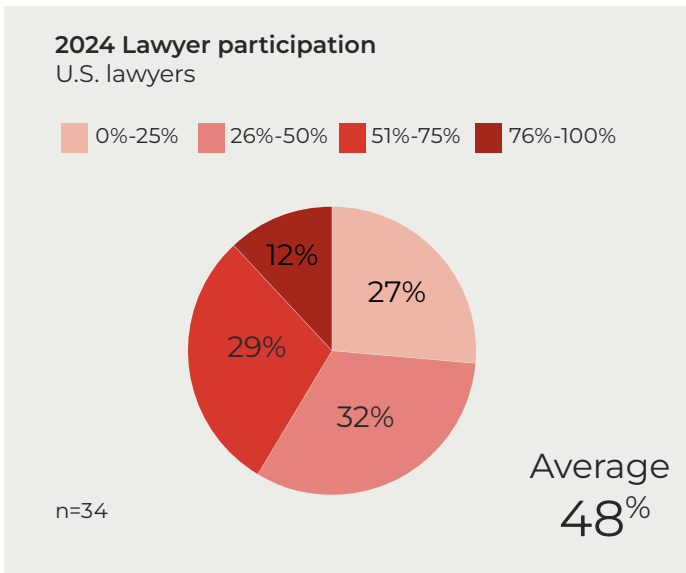


LEGAL DEPARTMENT PARTICIPATION: COMPARISON OF 2024 AND 2025

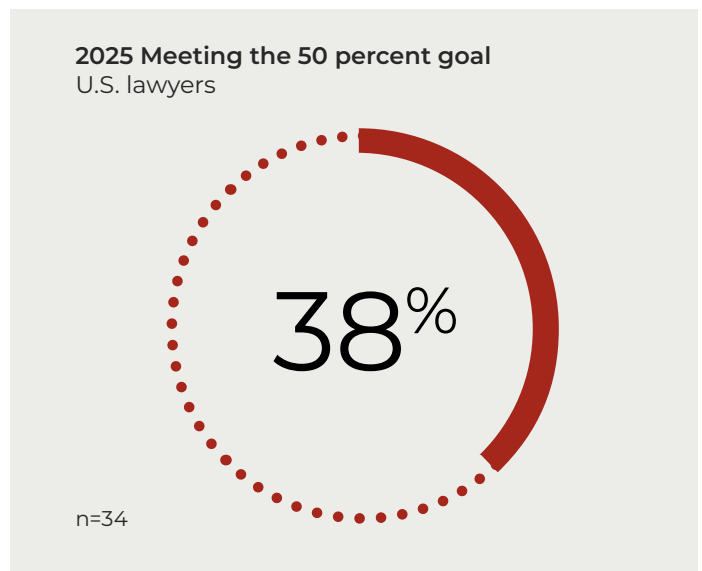
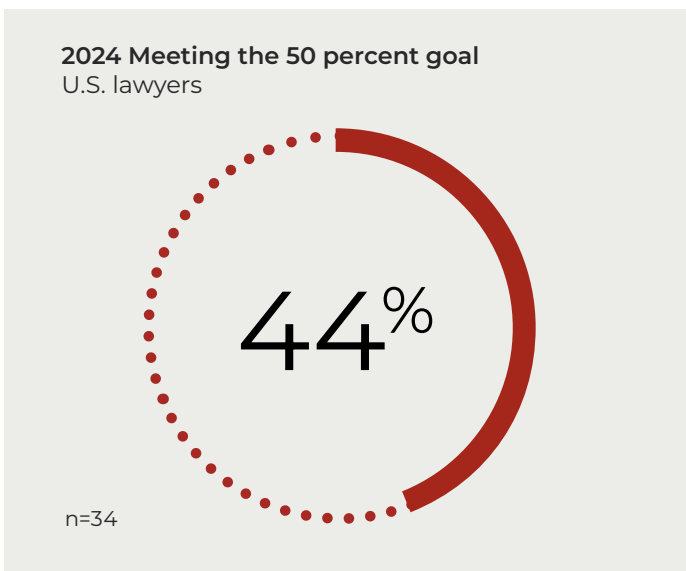
When legal departments sign the CPBO Challenge statement, they commit to encourage 50 percent of their lawyers and legal staff to participate in legal pro bono service. This 50 percent participation rate is an aspirational goal that also serves as a meaningful benchmark. The data below and on the following page reflect responses from the subset of signatories that completed CPBO Challenge surveys in both 2024 and 2025, allowing for a direct year-over-year comparison.

U.S. Lawyer Participation

U.S. lawyer participation in pro bono decreased from 48 percent in 2024 to 45 percent in 2025 among signatories that responded to the CPBO Challenge surveys in both years.



The percentage of companies that met or exceeded the 50 percent participation goal for U.S. lawyers decreased from 44 percent in 2024 to 38 percent in 2025 among signatories that responded to the CPBO Challenge surveys for both years.

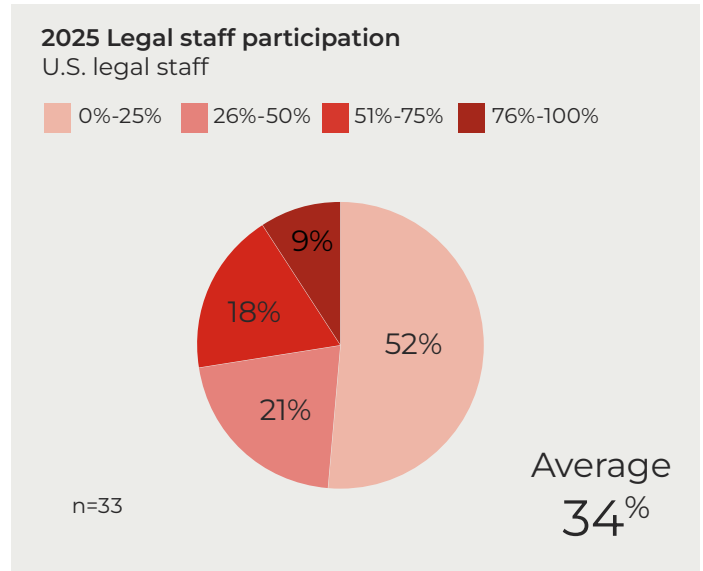
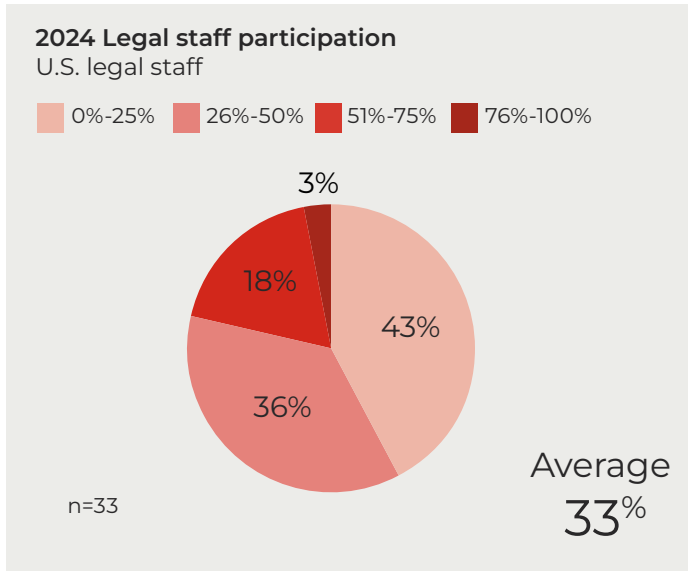


Throughout this publication, “n” is used to denote the total respondents in the relevant sample.

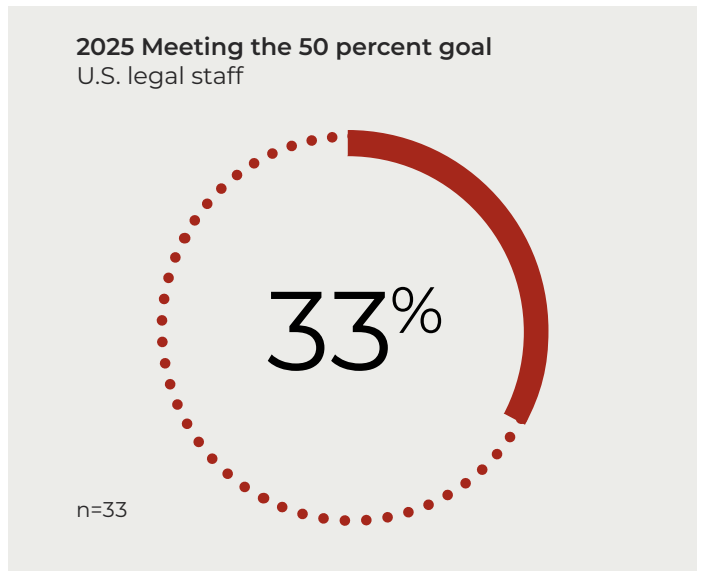
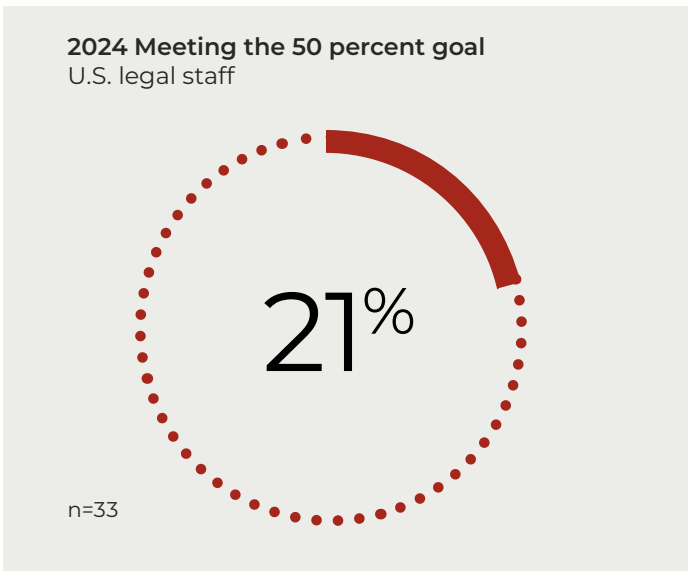
LEGAL DEPARTMENT PARTICIPATION: COMPARISON OF 2024 AND 2025 (CONTINUED)

U.S. Legal Staff Participation

U.S. legal staff participation in pro bono increased from 33 percent in 2024 to 34 percent in 2025 among signatories that responded to the CPBO Challenge surveys in both years.



The percentage of companies that met or exceeded the 50 percent participation goal for U.S. legal staff increased from 21 percent in 2024 to 33 percent in 2025 among signatories that responded to the CPBO Challenge surveys for both years.

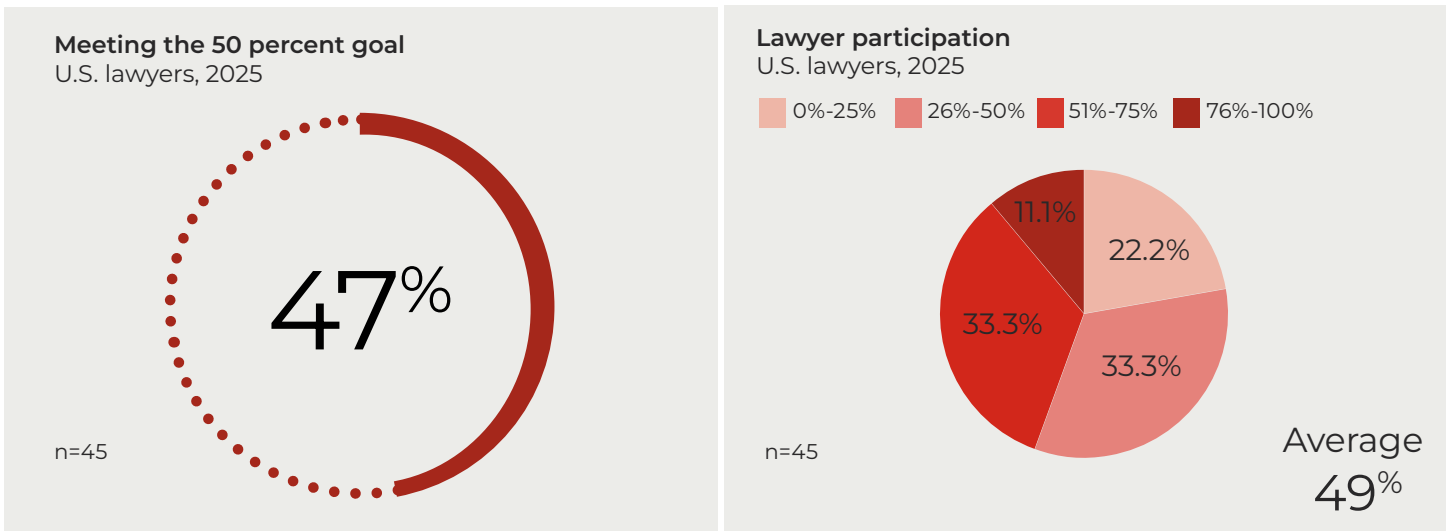


LEGAL DEPARTMENT PARTICIPATION: 2025

When legal departments sign the CPBO Challenge statement, they commit to encourage 50 percent of their lawyers and legal staff to participate in legal pro bono service. This 50 percent participation rate is an aspirational goal that also serves as a meaningful benchmark. The data below reflects responses from all signatories that completed CPBO Challenge survey in 2025.

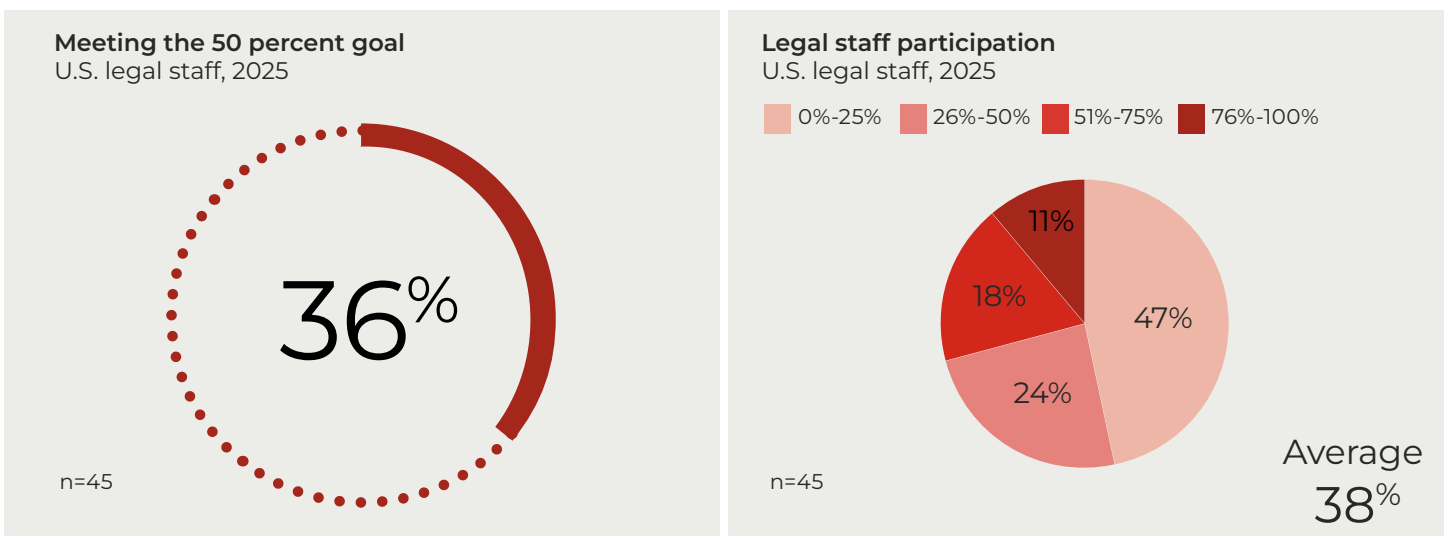
U.S. Lawyer Participation

Forty-seven percent of signatories that responded to the CPBO Challenge survey covering 2025 met or exceeded the 50 percent participation goal for U.S. lawyers. The average U.S. lawyer participation rate was 49 percent.



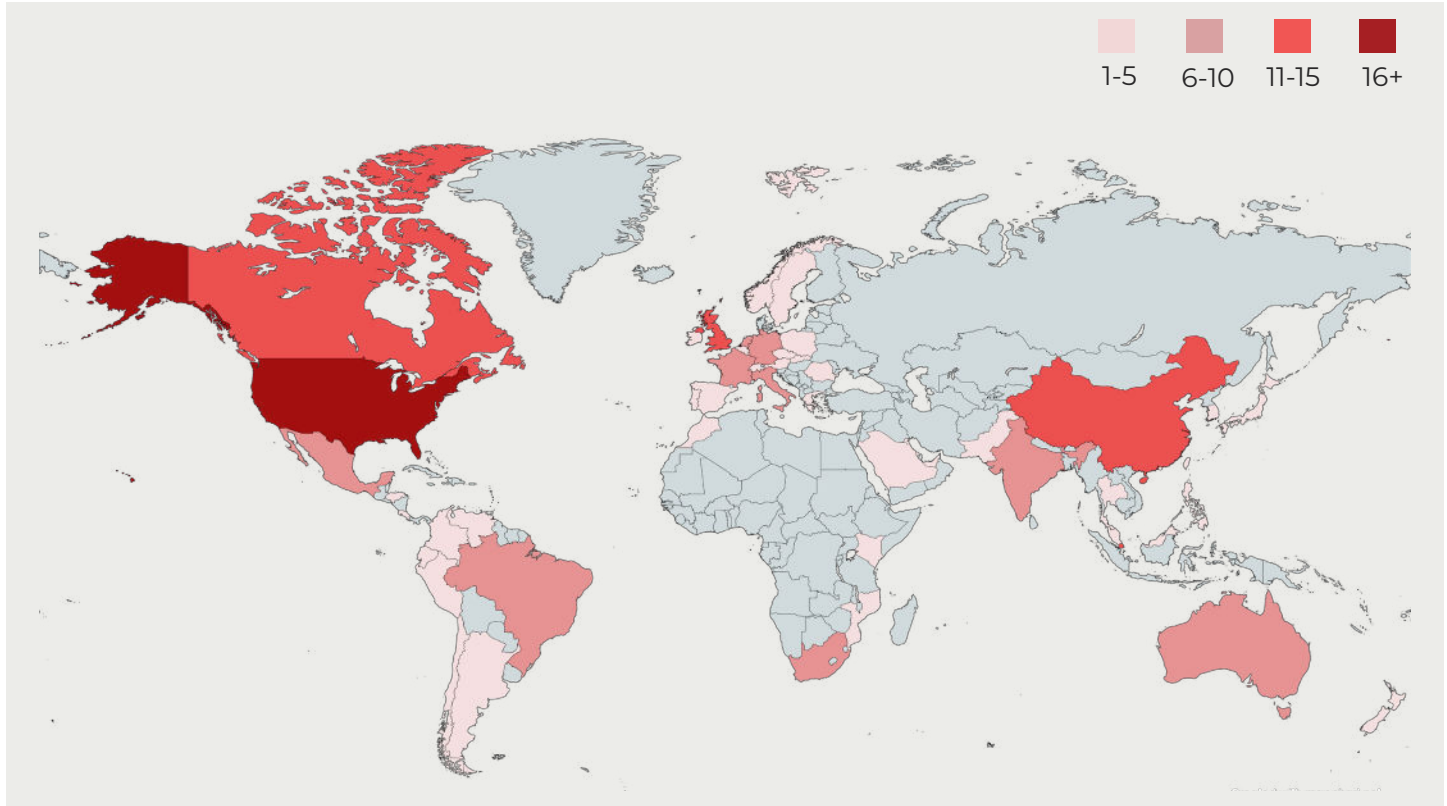
U.S. Legal Staff Participation

Legal departments are encouraged to engage all legal staff, including paralegals, legal assistants, compliance experts, and other professionals in pro bono. Thirty-six percent of signatories that responded to the CPBO Challenge survey covering 2025 met or exceeded the 50 percent participation goal for U.S. legal staff. The average U.S. legal staff participation rate was 38 percent.



GLOBAL PRO BONO: 2025

Legal departments engaged in pro bono, 2025



Countries where legal departments engaged in global pro bono, 2025*

Africa (9)

- Kenya (2)
- Morocco
- Mozambique
- South Africa (8)

Asia (19)

- Bahrain
- China (11)
- Hong Kong
- India (7)
- Japan (4)
- Kuwait
- Malaysia (4)
- Pakistan
- Phillipines

Saudi Arabia

Singapore (13)

South Korea (2)

Taiwan

Thailand

United Arab Emirates (2)

Australia (12)

- Australia (8)
- New Zealand (4)

Europe (22)

- Austria
- Belgium (5)
- Czech Republic (2)
- France (6)

Germany (10)

Greece

Ireland (4)

Italy (9)

Luxembourg (3)

Netherlands (7)

Norway

Poland (4)

Portugal

Romania (3)

Slovakia (2)

Spain (5)

Sweden

Switzerland (4)

United Kingdom (15)

North America (44)

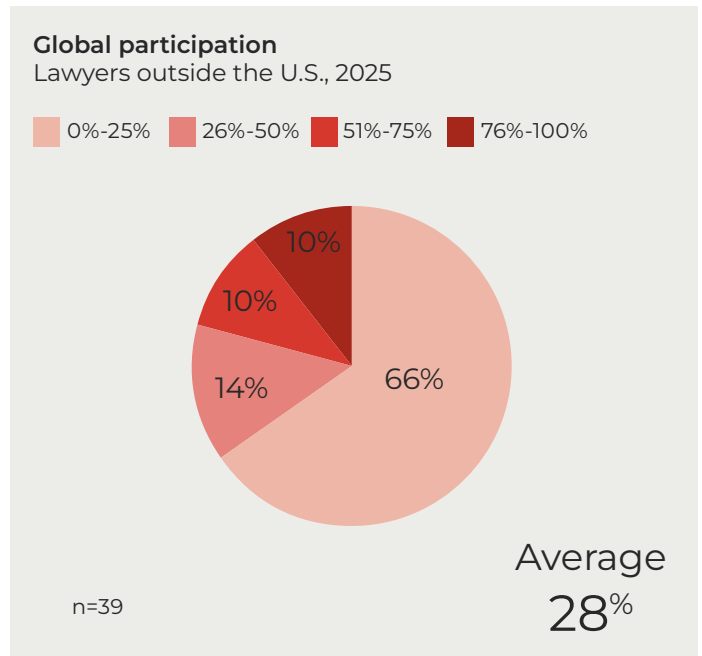
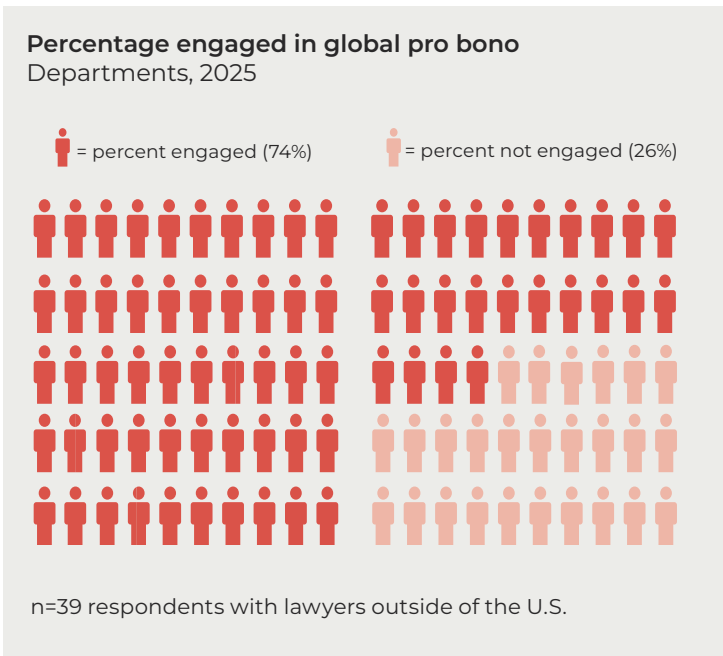
- Canada (13)
- Costa Rica (2)
- Honduras
- Grenada
- Mexico (10)
- United States (44)

South America (14)

- Argentina (5)
- Brazil (9)
- Chile (2)
- Colombia (4)
- Ecuador
- Peru
- Venezuela

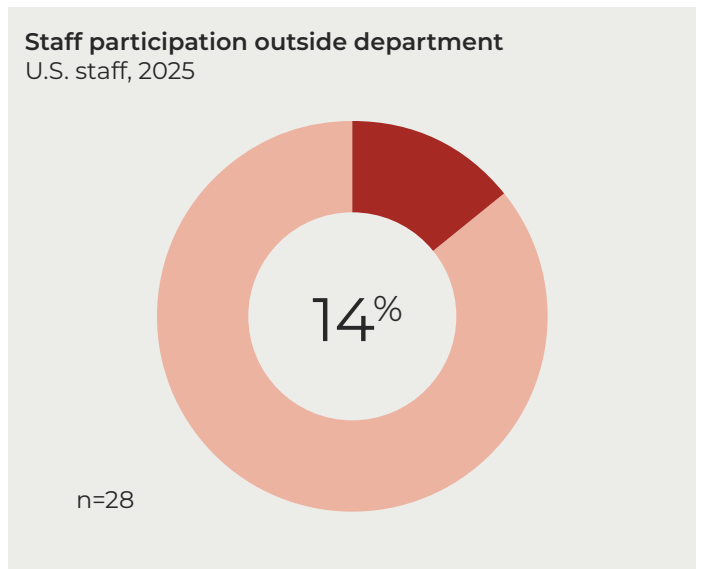
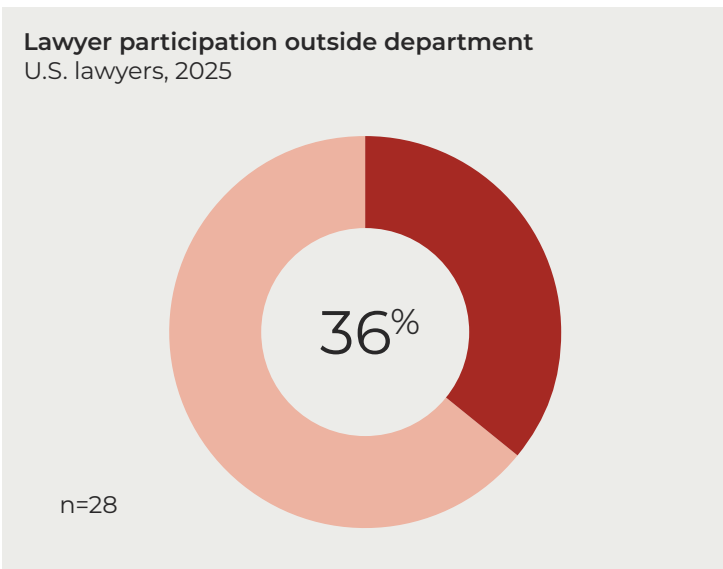
*This summary reflects how many legal departments reported engaging in pro bono work across each continent, along with the distribution of that activity within individual countries. Countries listed without a figure indicate that exactly one department reported pro bono work there during the survey period. Some legal departments reported that they did pro bono on a continent but did not identify specific countries.

GLOBAL PRO BONO: 2025 (CONTINUED)

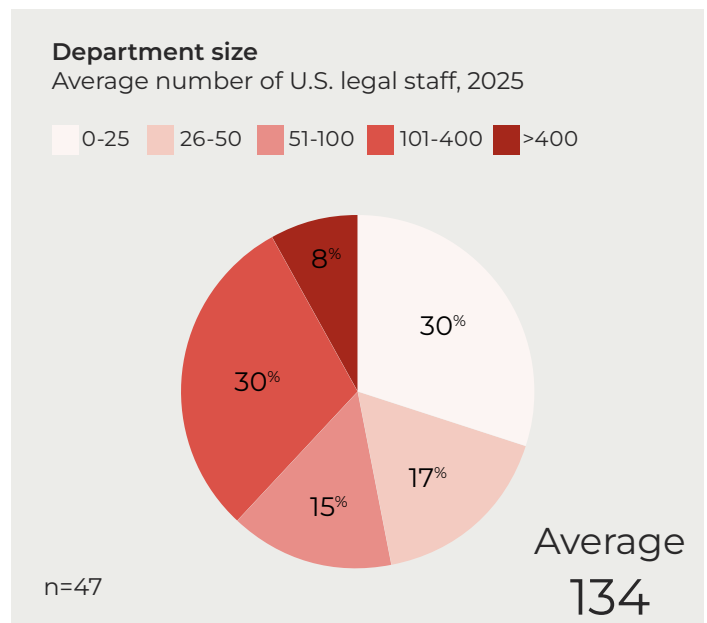
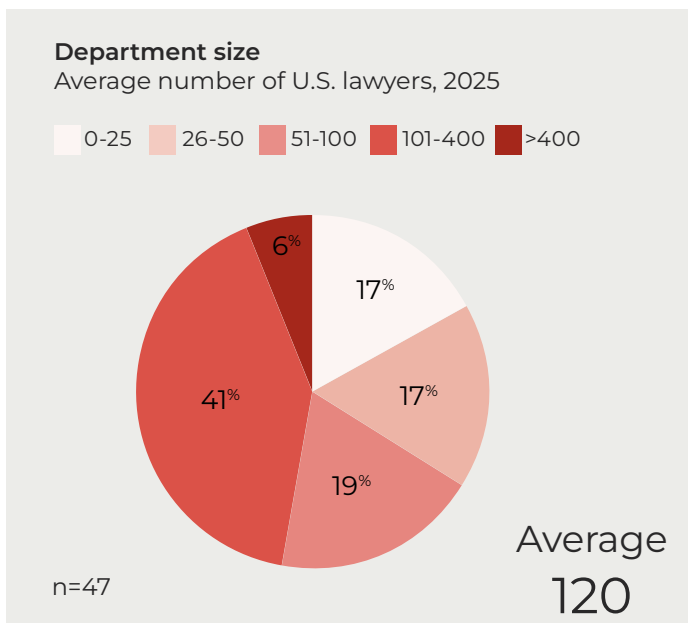
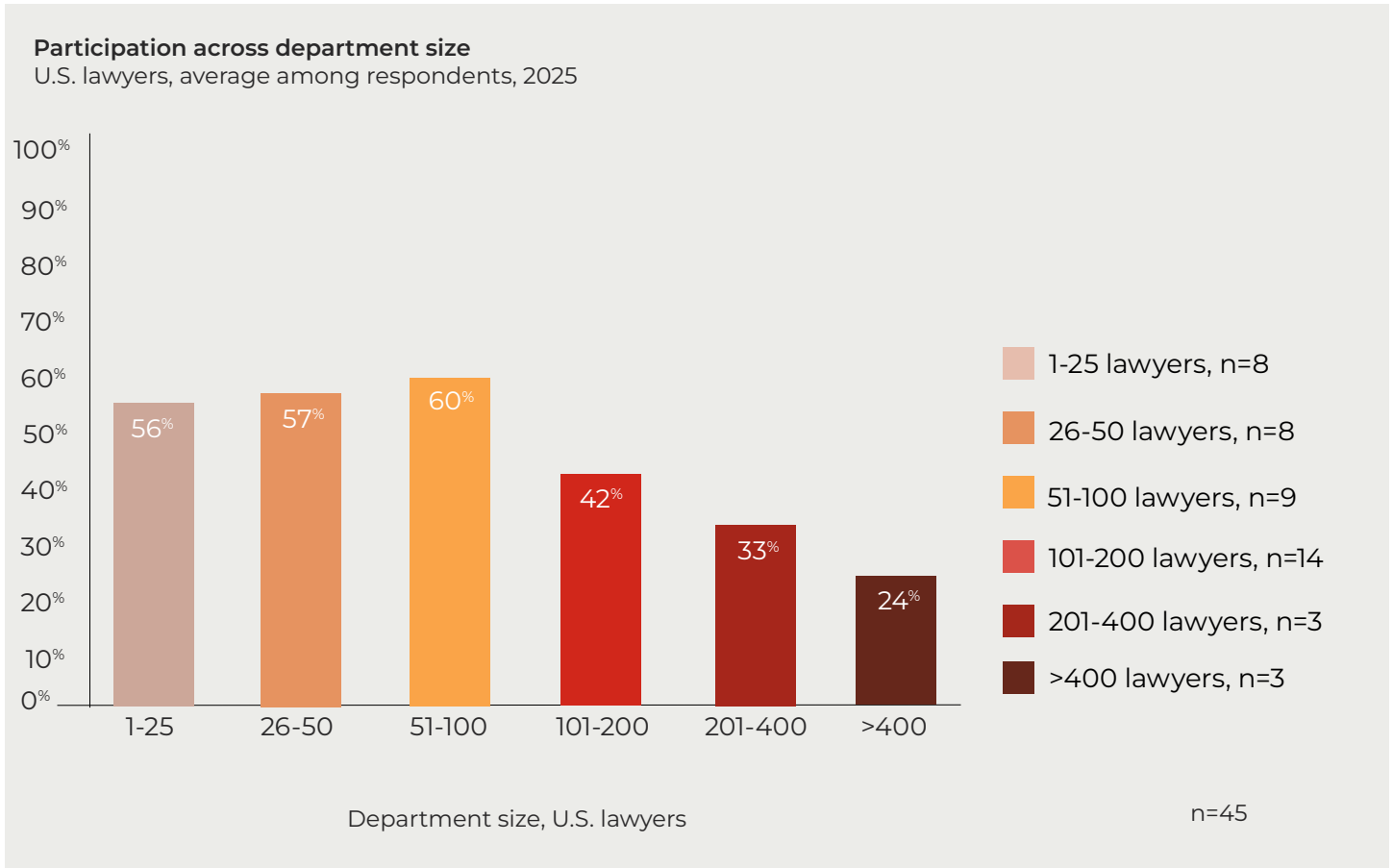


PARTICIPATION OUTSIDE LEGAL DEPARTMENT: 2025

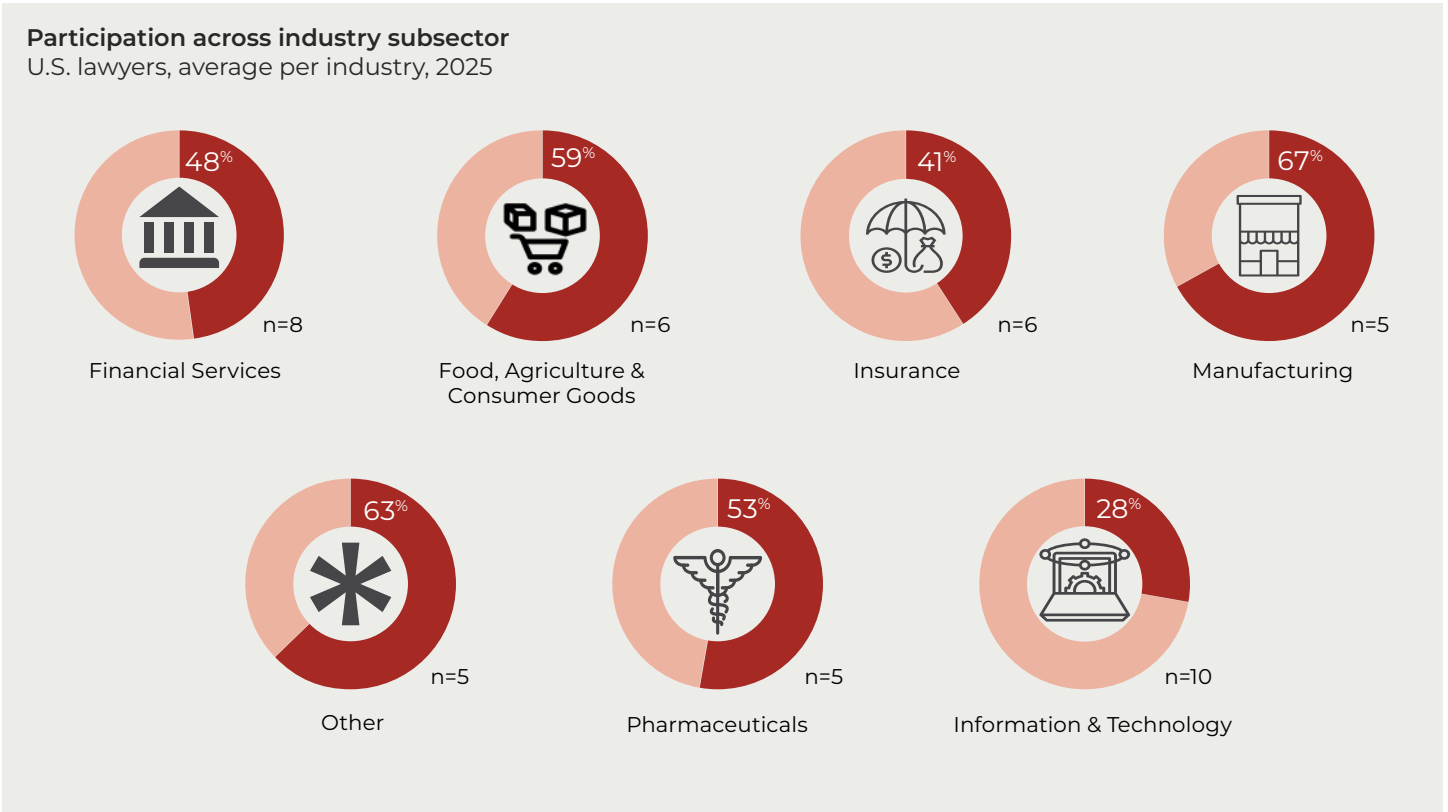
Thirty-six percent of signatories that responded to the CPBO Challenge survey covering 2025 reported that some U.S.-based lawyers outside the legal department participated in the department’s pro bono program. Fourteen percent reported that some U.S.-based staff outside the legal department engaged in pro bono service. Zero percent of respondents indicated participation by lawyers outside the legal department in global pro bono efforts and only 7 percent by staff.



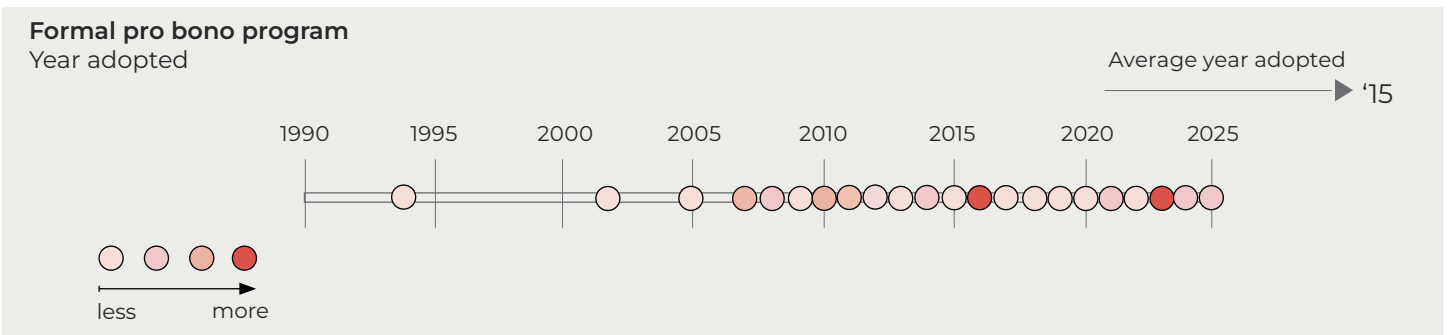
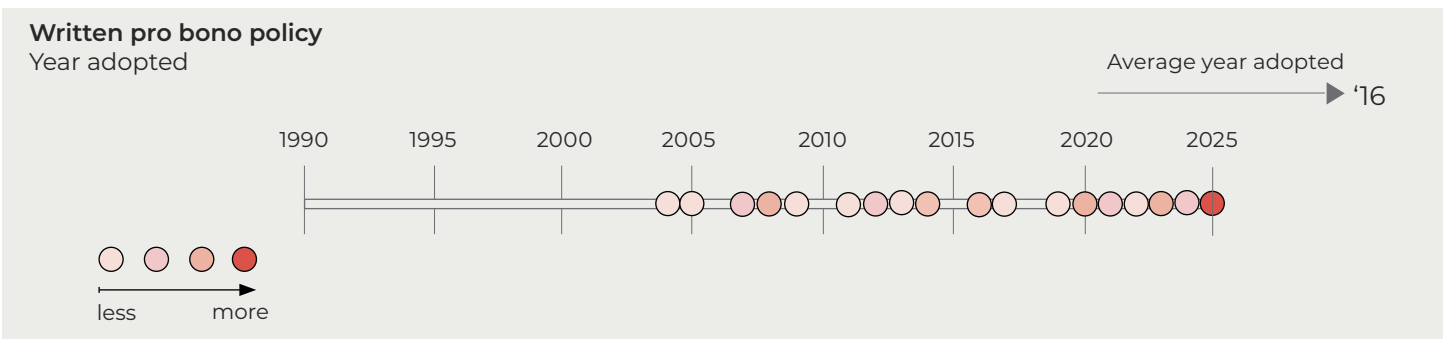
DEMOGRAPHICS: 2025



DEMOGRAPHICS: 2025 (CONTINUED)

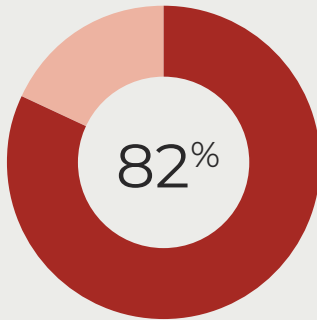


PRO BONO PROGRAMS AND POLICIES, 2025



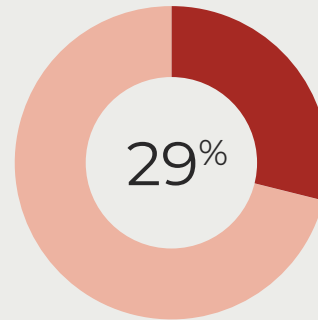
PARTNERSHIPS WITH LAW FIRMS: 2025

Engage in partnerships
with law firms, 2025



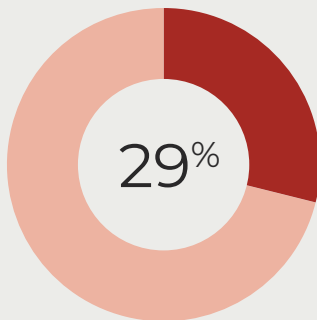
n=49

Consider law firm pro bono performance
when evaluating outside counsel, 2025



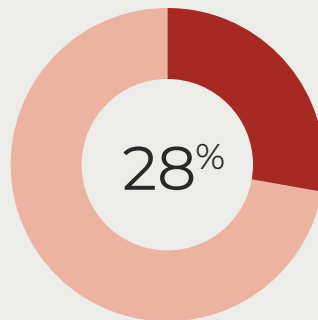
n=48

Inquire about law firm pro bono performance
in RFPs, 2025



n=49

Encourage law firms to join
the Law Firm Pro Bono Challenge® initiative, 2025



n=46

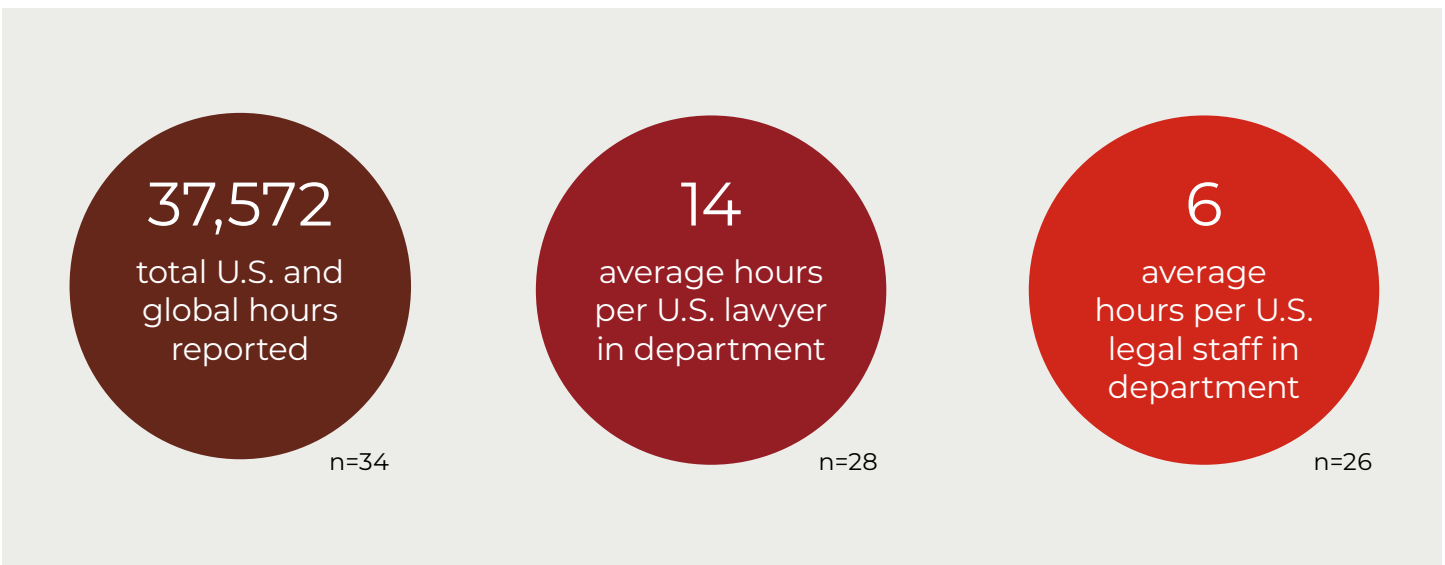
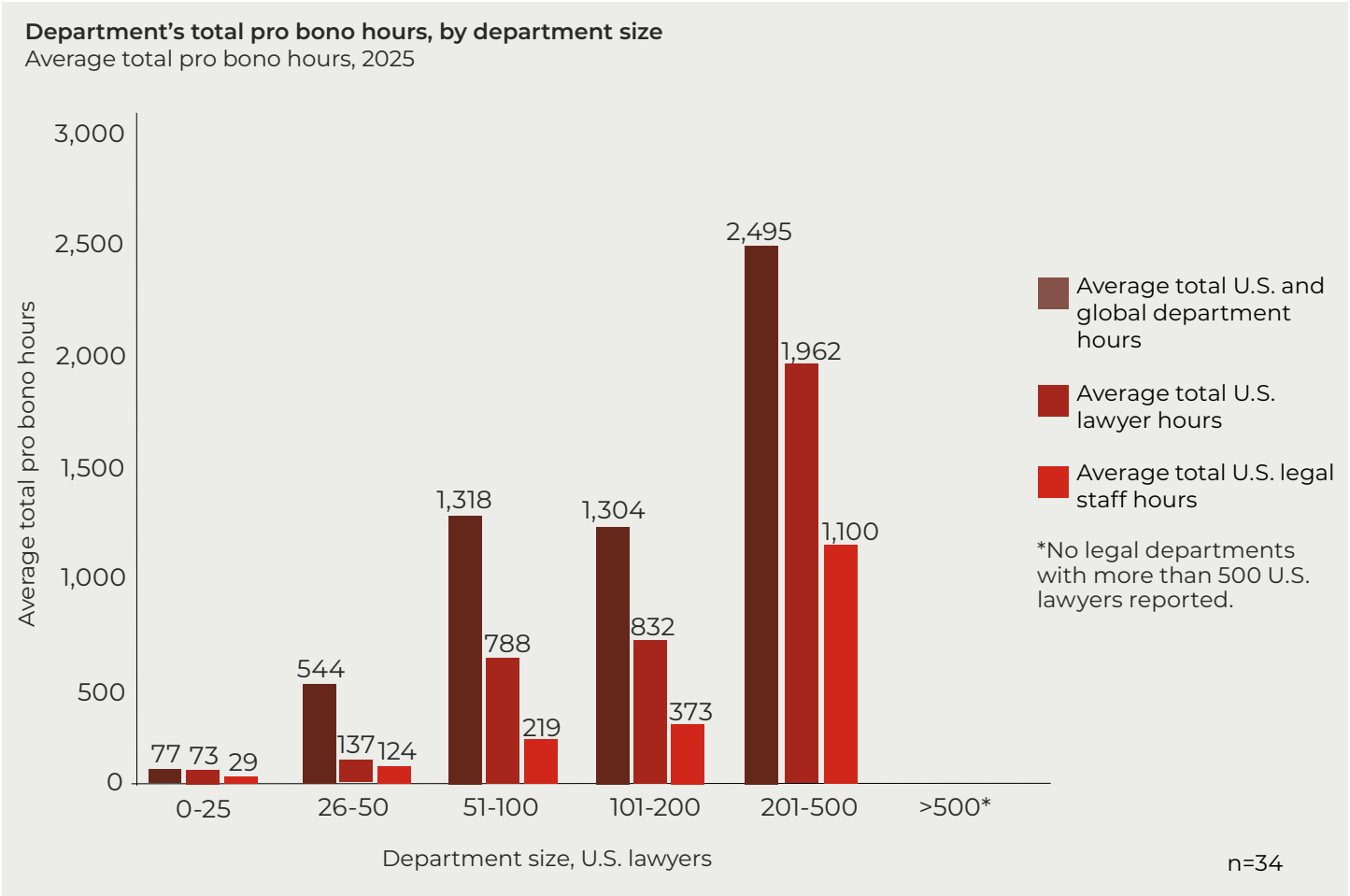
The Law Firm Pro Bono Challenge® initiative

The Law Firm Pro Bono Challenge initiative is the definitive aspirational pro bono standard for large law firms. By committing to a Statement of Principles, signatories pledge their best efforts to achieve the Challenge goals and annually report their progress to PBI:

- » an institutional commitment to encourage and support participation by all lawyers in the firm;
- » the firm annually contributes to pro bono service (as defined by the Law Firm Pro Bono Challenge initiative) a minimum of either (i) five percent of total billable hours or 100 hours per lawyer or (ii) three percent of total billable hours or 60 hours per lawyer;
- » a majority of such pro bono service is spent representing persons of limited means or charitable, religious, civic, community, governmental, and educational organizations in matters that primarily address the needs of persons of limited means; and
- » a majority of both partners and associates in the firm participate annually in pro bono activities.

PRO BONO HOURS: 2025

CPBO invited signatories that track pro bono hours to share that data as part of the CPBO Challenge survey. This allows companies to benchmark against both hours and participation rates, if desired. Approximately 69 percent of this year's CPBO Challenge survey respondents reported pro bono hours for their legal departments.

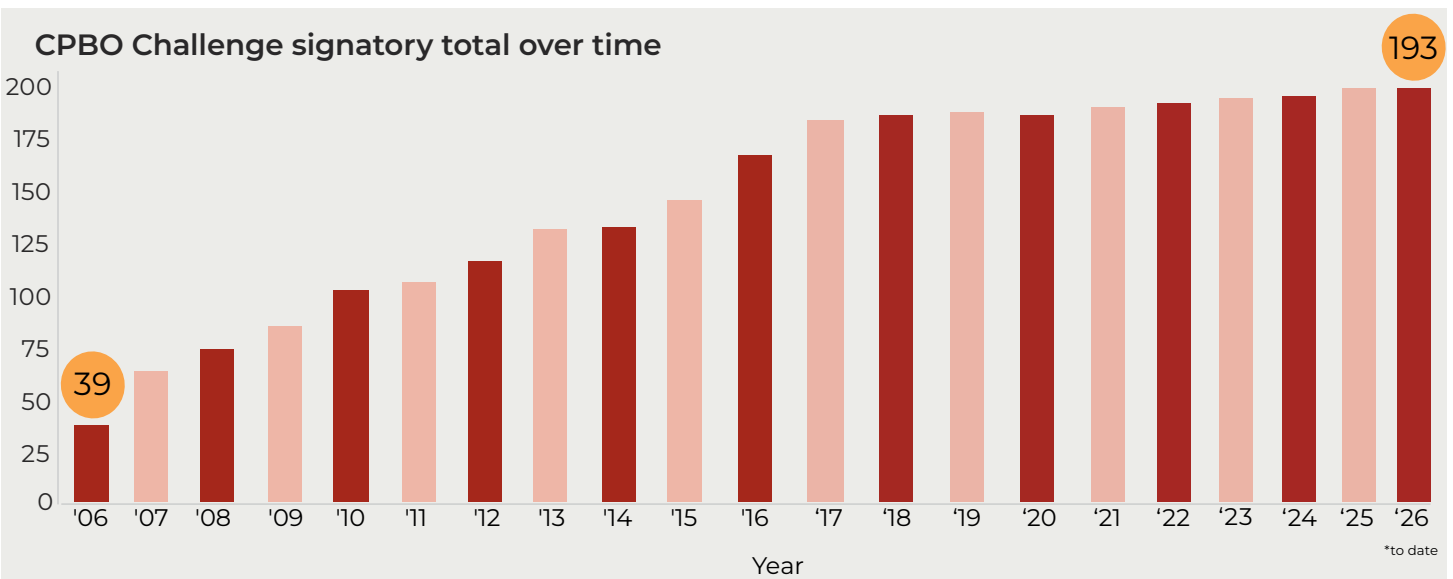


ABOUT THE CPBO CHALLENGE INITIATIVE

The CPBO Challenge initiative is a voluntary commitment designed to strengthen and grow pro bono participation within in-house legal departments. By signing the CPBO Challenge statement, Chief Legal Officers and General Counsel publicly affirm their support for pro bono service and commit to encouraging broad involvement across their teams. The CPBO Challenge initiative sets a clear, aspirational goal: that at least 50 percent of the legal department will participate in pro bono annually. It also encourages legal departments to promote pro bono among their outside counsel.

The CPBO Challenge initiative is the standard for in-house pro bono and provides a clear framework for legal departments to lead with purpose. It positions legal departments as visible champions of pro bono, signaling to employees, clients, and the broader legal community that pro bono service is a core value. Signing the CPBO Challenge statement sets the tone from the top, encouraging legal professionals to engage meaningfully and confidently in pro bono service with the support of department leadership. It also offers a way to benchmark progress year over year and alongside peer institutions, helping legal departments set goals, track participation, and strengthen internal engagement. At the same time, it fosters deeper connections with law firms, other legal departments, and nonprofit partners, as many in the legal community look to the list of CPBO Challenge signatories when identifying potential collaborators.

CPBO Challenge signatories receive ongoing support from CPBO, including tailored guidance and resources to help launch or expand in-house pro bono programs.



The CPBO Challenge Statement

As Chief Legal Officers, we recognize the critical importance of pro bono service as a cornerstone of our professional identity and accept the unique role that we can play in promoting pro bono in our legal departments. As leaders, we understand that the legal and business interests of our clients are furthered when access to the legal system is readily available to resolve disputes.

In recognition of our commitment and as signatories to this Corporate Pro Bono Challenge statement, we will encourage and promote pro bono service by our legal department staff and use our best efforts to encourage our staffs, including at least one-half of our legal staff, to support and participate, as appropriate, in pro bono service.

To underscore the importance of promoting pro bono service, we will encourage the outside law firms with whom we work to acknowledge publicly their support for pro bono by becoming signatories to the Pro Bono Institute Law Firm Pro Bono Challenge® initiative.

CONCLUSION

This Report presents data on in-house pro bono in 2025. The findings reflect a field that remains active, engaged, and evolving, with many legal departments continuing to expand pro bono participation, strengthen legal staff engagement, deepen global involvement, and build collaborative partnerships in support of access to justice.

As CPBO commemorates the 20th anniversary of the CPBO Challenge® initiative, CPBO urges Chief Legal Officers and General Counsel to encourage their departments to participate in and affirm their public support for pro bono. Joining and participating in the CPBO Challenge is one marker of visible pro bono leadership, showing that legal departments value pro bono participation, further access to justice in their communities, and are proud to support efforts that expand access to justice in their communities.

CPBO thanks the Chief Legal Officers and General Counsel who have committed to encouraging pro bono participation within their legal departments, the in-house pro bono leaders who run their departments' pro bono programs and who took time to complete the CPBO Challenge survey, the volunteers who deliver critical pro bono legal services, and the many partners who make this pro bono service possible.

As CPBO looks to the future and the next 20 years of the Challenge, CPBO will continue to support legal departments in building sustainable and resilient pro bono programs that can adapt to internal and societal pressures and deliver lasting impact to underserved communities. CPBO remains committed to supporting a strong, visible, and #ProBonoProud in-house pro bono community for years to come.

METHODOLOGY

CPBO presents all data in this Report in the aggregate to maintain the confidentiality of the CPBO Challenge survey respondents. The primary objective of the survey is to determine if CPBO Challenge signatories have met the aspirational goal of 50 percent participation in pro bono. In addition, survey questions solicit information about pro bono policies and practices, including partnerships with outside law firms.

CPBO began surveying CPBO Challenge signatories in 2007. Each year, the survey response rate has varied, with a different combination of legal departments responding. Beginning in 2022, CPBO began asking legal departments that track pro bono hours to report them.

In 2026, 49 out of 190 signatories eligible to participate submitted responses about pro bono in 2025, compared to 49 out of 194 signatories eligible to participate in the survey about pro bono in 2024. This year's responses include 26 percent of the signatories eligible to participate in the survey. Of the 49 signatories who responded last year, 34 signatories (69 percent) responded again this year.

CPBO sent out this year's survey in January 2026, and legal departments submitted responses by March 2026. The CPBO Challenge survey is included in Appendix B to this Report.

REPORTING COMPANIES

2024 & 2025

Accenture plc
 Advance Publications
 Allianz Life Insurance Company of North America
 American International Group, Inc.
 AT&T Inc.
 Bloomberg L.P.
 BNY Mellon
 Cargill, Inc.
 CBRE Group, Inc.
 Cisco Systems, Inc.
 Comcast NBCUniversal
 Corebridge Financial
 Elastic
 Entergy Corporation
 Exelon Corporation
 General Mills, Inc.
 GlaxoSmithKline
 The Home Depot
 Intel Corporation
 Kimball Electronics, Inc.
 Koch, Inc.
 KPMG
 Microsoft
 Mondelez International
 National Student Clearinghouse
 Nationwide Mutual Insurance Company
 Oracle
 Pfizer Inc.
 PNC Financial Services Group, Inc.
 Prudential Financial, Inc.
 Target Corporation
 U.S. Bancorp
 Uber Technologies, Inc.
 Unum Group
 The Williams Companies, Inc.
 Willis Towers Watson

2025

Accenture plc
 Advance Publications
 Allianz Life Insurance Company of North America
 American International Group, Inc.
 Aon plc
 AT&T Inc.
 Bloomberg L.P.
 BNY Mellon
 Boehringer Ingelheim Corporation
 Capital One Financial Corporation
 Cargill, Inc.
 CBRE Group, Inc.
 CHS, Inc.
 Cisco Systems, Inc.
 Comcast NBCUniversal
 CommVault Systems, Inc.
 Copeland
 Corebridge Financial
 Elastic
 Entergy Corporation
 Exelon Corporation
 GE Aerospace
 General Mills, Inc.
 GlaxoSmithKline
 The Home Depot
 Honeywell International, Inc.
 Intel Corporation
 Kimball Electronics, Inc.
 Koch, Inc.
 KPMG
 Medtronic, Inc.
 Merck & Co., Inc.
 Microsoft
 Mondelez International
 National Student Clearinghouse
 Nationwide Mutual Insurance Company
 NHL, Inc.
 Optimum Communications, Inc.
 Oracle Corporation
 Pfizer Inc.
 PNC Financial Services Group, Inc.
 Prudential Financial, Inc.
 Target Corporation
 U.S. Bancorp
 Uber Technologies, Inc.
 Unum Group
 The Williams Companies, Inc.
 Willis Towers Watson
 Zurich American Insurance Company

JOIN THE CHALLENGE FORM

As Chief Legal Officers, we recognize the critical importance of pro bono service as a cornerstone of our professional identity and accept the unique role that we can play in promoting pro bono in our legal departments. As leaders, we understand that the legal and business interests of our clients are furthered when access to the legal system is readily available to resolve disputes.

In recognition of our commitment and as signatories to this Corporate Pro Bono Challenge statement, we will encourage and promote pro bono service by our legal department staff and use our best efforts to encourage our staffs, including at least one-half of our legal staff, to support and participate, as appropriate, in pro bono service.

To underscore the importance of promoting pro bono service, we will encourage the outside law firms with whom we work to acknowledge publicly their support for pro bono by becoming signatories to the Pro Bono Institute's Law Firm Pro Bono Challenge.

On behalf of my legal department, I hereby sign the Corporate Pro Bono (CPBO) Challenge statement:

Signature (Chief Legal Officer): _____ Date: _____

Name and Title: _____

Company: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Email: _____

Contact Person Name and Title: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Email: _____

Please send completed forms to CPBO at asaunders@probonoinst.org. For more information about the CPBO Challenge statement, please contact Alyssa Saunders, CPBO director, at 202.729.6695 or asaunders@probonoinst.org. Thank you for your interest and support.

2025 CPBO CHALLENGE SURVEY, JANUARY 1, 2025 - DECEMBER 31, 2025

Welcome to the 2025 Corporate Pro Bono Challenge Survey. Your answers to this survey will be treated in the strictest confidence and any information published will be only in the aggregate.

Background Information

1. Company Information

Company Name _____

Address (Headquarters) _____

Address 2 _____

City _____

State/Province _____

Zip Code _____

Pro Bono Contact Name _____

Pro Bono Contact Title _____

Pro Bono Contact Email _____

Pro Bono Contact Phone _____

Additional Pro Bono Contact Name(s) _____

Additional Pro Bono Contact Title(s) _____

Additional Pro Bono Contact Email(s) _____

2. Company Information

Annual Revenue _____

Number of Employees _____

3. Number of Offices with Legal Department Professionals

Inside the U.S. _____

Outside the U.S. _____

Participation in Pro Bono

1. Please record the number of legal department professionals in the U.S. as of 12/31/25 and how many of those provided pro bono legal services (not including community service) during the reporting period. If you do not have any participants, please indicate 0.

	Total in Legal Department	Participating in Pro Bono	Percentage
U.S. Lawyers	_____	_____	_____
U.S. Legal Staff	_____	_____	_____

2. If there are lawyers or staff in the U.S. and who are outside the legal department providing pro bono legal services as part of the legal department's pro bono program (not including community service) as of 12/31/25, please state the number below. If you do not have any participants, please indicate 0.

	Participating in Pro Bono
U.S. Lawyers	_____
U.S. Legal Staff	_____

3. Please record the number of legal department professionals outside of the U.S. as of 12/31/25 and how many of those provided pro bono legal services (not including community service) during the reporting period. If you do not have any participants, please indicate 0.

	Total in Legal Department	Participating in Pro Bono	Percentage
Global Lawyers	_____	_____	_____
Global Legal Staff	_____	_____	_____

4. If there are lawyers or staff outside of the U.S. who are outside of the legal department providing pro bono legal services as part of the legal department's pro bono program (not including community service) as of 12/31/25, please state the number below. If you do not have any participants, please indicate 0.

	Participating in Pro Bono
Global Lawyers	_____
Global Legal Staff	_____

Global Pro Bono

1. Please list the countries where members of your legal department (lawyers and non-lawyers) are engaged in pro bono.

Active Pro Bono Policies and Programs

1. Does your legal department have a written pro bono policy?

(a). If yes, what year did your legal department adopt a written pro bono policy?

2. Does your legal department have a formal pro bono program?

(a). If yes, what year did your legal department implement a formal pro bono program?

Pro Bono Partnerships

1. Does your legal department partner with outside law firms to provide legal pro bono work?

(a). If yes, with which firms does your legal department partner?

2. Does your legal department inquire in RFPs, beauty contests, and/or retention processes whether its outside firms perform legal pro bono work?

3. Does your legal department consider a firm's pro bono performance when evaluating outside counsel?

4. Does your legal department encourage its outside firms to join the Pro Bono Institute's Law Firm Pro Bono Challenge initiative?

Pro Bono Hours

While the CPBO Challenge initiative does not ask signatories to track pro bono hours, we recognize that some departments do track that information and seek to benchmark themselves against other departments. If your department does track this information, we encourage you to answer this next set of questions below.

1. What is the total number of pro bono hours performed by your legal department in 2025?

2. What was the total number of hours performed by attorneys in the U.S. in your legal department in 2025?

3. What was the total number of hours performed by legal professionals (not attorneys) in the U.S. in your legal department in 2025?

4. If your department is global, what was the total number of hours performed by attorneys outside of the U.S. in your legal department in 2025?

5. If your department is global, what was the total number of hours performed by legal professionals (not attorneys) outside of the U.S. in your legal department in 2025?

PREVIOUS CPBO CHALLENGE REPORTS

2025 CPBO Challenge Report: [In-House Pro Bono By the Numbers](#)
2024 CPBO Challenge Report: [In-House Pro Bono on the Rise](#)
2023 CPBO Challenge Report: [In-House Pro Bono Holding the Course](#)
2022 CPBO Challenge Report: [In-House Pro Bono Report](#)
2021 CPBO Challenge Report: [In-House Pro Bono in a Challenging Year](#)
2020 CPBO Challenge Report: [In-House Pro Bono Rising to Meet the Challenge](#)
2019 CPBO Challenge Report: [Report on the Growth of In-House Pro Bono](#)
2018 CPBO Challenge Report: [The Expansion of In-House Pro Bono](#)
2017 CPBO Challenge Report: [The Endurance of In-House Pro Bono](#)
2016 CPBO Challenge Report: [Report on In-House Pro Bono](#)
2015 CPBO Challenge Report: [The Path of In-House Pro Bono](#)
2013 CPBO Challenge Report: [The Growth of In-House Pro Bono](#)
2007-2012 CPBO Challenge Report: [The Development of In-House Pro Bono](#)

Previous CPBO Challenge reports here:

2007-2012 CPBO Challenge Report: [The Development of In-House Pro Bono](#)

2013 CPBO Challenge Report: [The Growth of In-House Pro Bono](#)

2015 CPBO Challenge Report: [The Path of In-House Pro Bono](#)

2016 CPBO Challenge Report: [Report on In-House Pro Bono](#)

2017 CPBO Challenge Report: [The Endurance of In-House Pro Bono](#)

2018 CPBO Challenge Report: [The Expansion of In-House Pro Bono](#)

2019 CPBO Challenge Report: [Report on the Growth of In-House Pro Bono](#)

2020 CPBO Challenge Report: [In-House Pro Bono Rising to Meet the Challenge](#)

2021 CPBO Challenge Report: [In-House Pro Bono in a Challenging Year](#)

2022 CPBO Challenge Report: [In-House Pro Bono Report](#)

2023 CPBO Challenge Report: [In-House Pro Bono Holding the Course](#)

2024 CPBO Challenge Report: [In-House Pro Bono on the Rise](#)



www.cpbo.org

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Developed by Corporate Pro Bono
A global project of Pro Bono Institute
www.cpbo.org

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