

## PRO BONO AND COMMUNITY HOURS PER LAWYER\*

Region	2018/19	2017/18	2016/17
Asia Pacific	9.00	103	10.47
Americas	34.52	62	46.4
CEER	9.76	35.6	15.96
Western Europe	7.47	88.07	10.55
UK and Middle East	28.11	41.58	29.11
<b>Total</b>	<b>16.84</b>	<b>20.48</b>	<b>19.48</b>

\* Figures based on average pro bono and community hours per lawyer based on average headcount