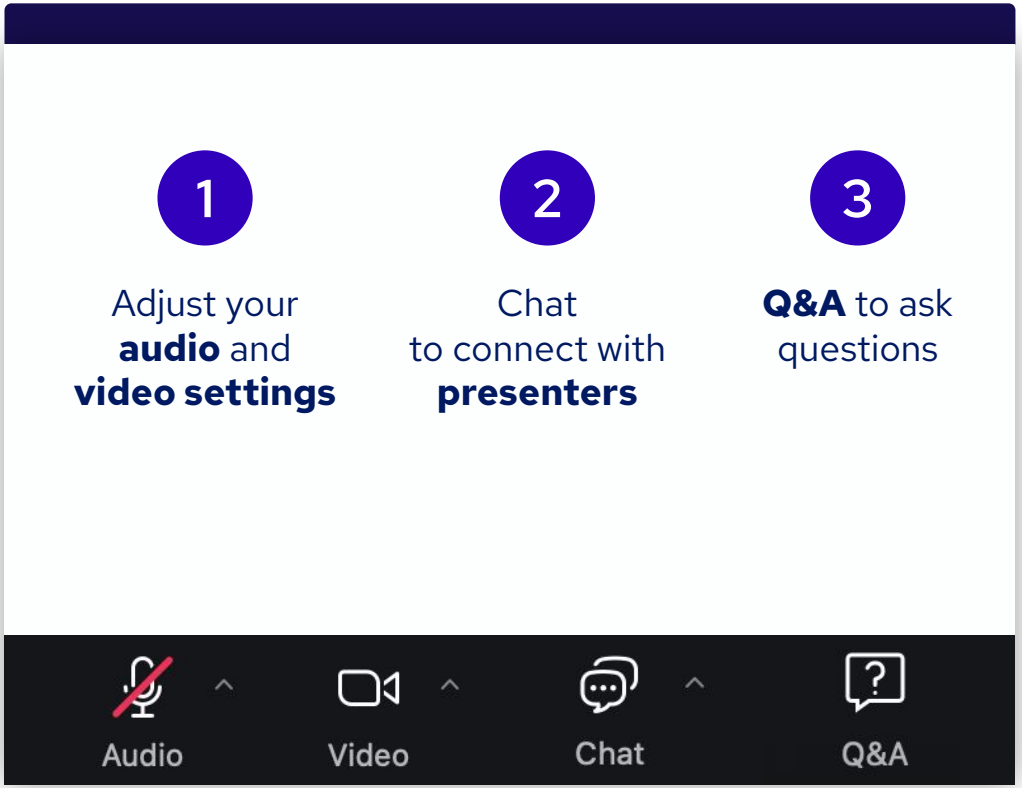
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Community Huddle:
Navigating the U.S. Regulatory Landscape

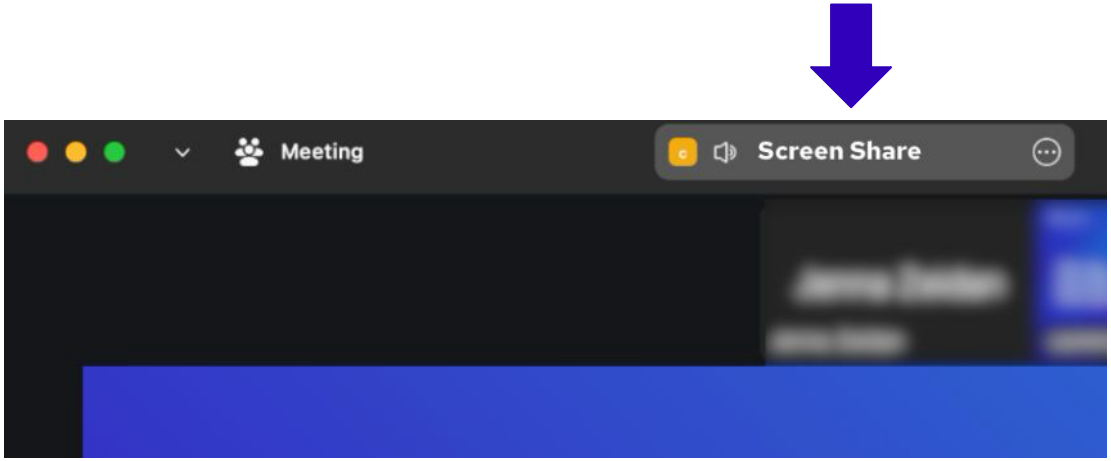
April 9, 2026

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Huddle logistics



Huddle logistics





Sona Khosla
Chief Impact Officer



Morgan Heffring
Senior Global Analyst

This session is for informational purposes and does not constitute legal or tax advice.

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Benevity Impact Labs

Accelerating impact & inclusion through innovation, data insights and community.

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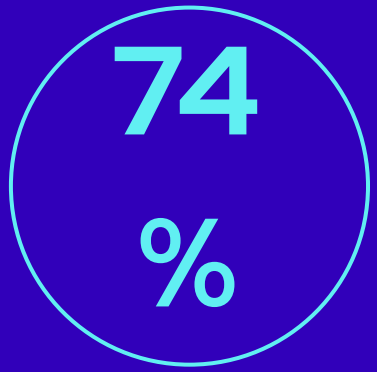
WHAT WE'LL TALK ABOUT

1. Current Landscape
2. Your New Job
3. Benevity's Approach
4. U.S. Policy Updates
5. Open Forum

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HARVARD BUSINESS REVIEW
ESG Is Under Attack. Should Your Company Respond?
by Andrew Winston
Inside Climate News
‘Greenhushing’ Is On the Rise as Companies Go Silent on Climate Pledges
The Washington Post
Schools brace for potential cuts to special education funding
THE WALL STREET JOURNAL.
Corporate America Drew Back From DEI. The Upheaval Isn’t Over.
BARRON’S
Nonprofits, Hobbled by Funding Cuts, Now Worry About Losing Tax-Exempt Status
POLITICO
Trump administration orders sweeping freeze of federal aid
The New York Times
Corporation for Public Broadcasting Will Shut Down
GALLUP
U.S. Employee Engagement Sinks to 10-Year Low
BBC
How a US freeze upended global aid in a matter of days
THE WALL STREET JOURNAL.
‘Anti-Woke’ Shareholders Are Going After Corpo Boards

Politics is part of our job now...



Said the political and regulatory environment influenced their strategy



Increased scrutiny of programs

Source State of Corporate Purpose 2026 (coming June!)

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The degree of change in consultation with other departments in the past 24 months



Source: 2025 State of Corporate Purpose

Pro-actively Managing Policy

1. Build your policy bench
2. Prioritize regulatory monitoring
3. Deepen your understanding of the proposed changes
4. Articulate the impact on your partners & people
5. Think through the prism of risk and reputation

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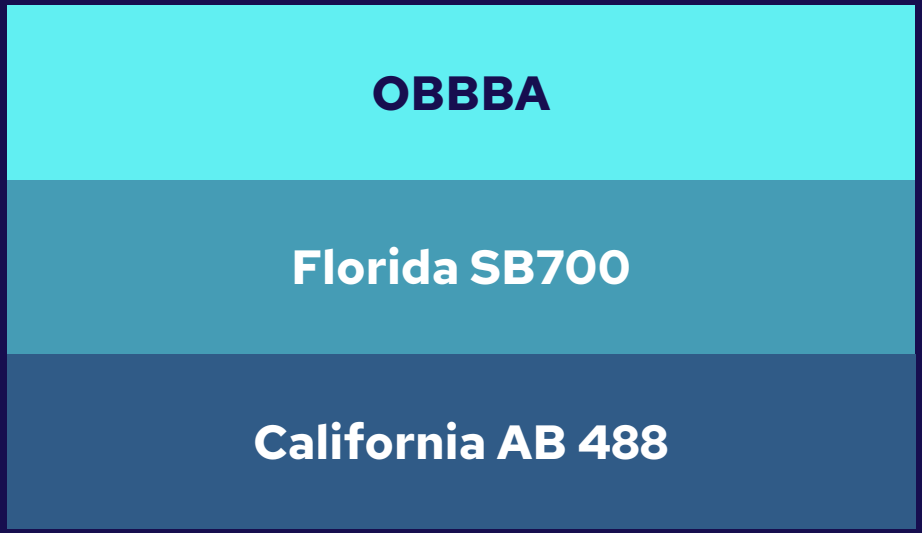
Benevity's Approach: Navigating ongoing policy changes

Trusted Partner

Consistent Response & Communications Processes

Future State Program Flexibility

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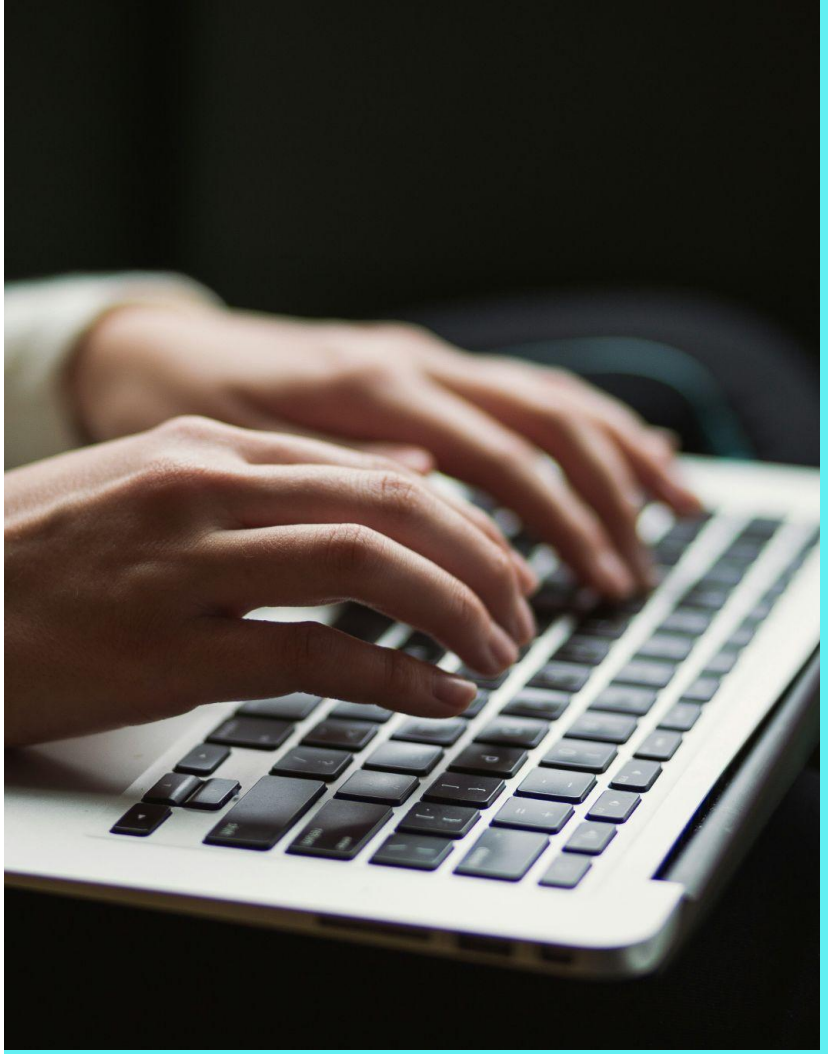
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OBBBA

Effective January 1, 2026
Provisions governing individual and corporate charitable giving in the U.S.

Corporate Giving : New 1% floor for charitable deductions.

Individual Giving: New universal charitable deduction for non-itemizers (DAF contributions do not count). Plus more!



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OBBBA: Benevity Platform Updates

Employee donations remain tax-effective through Benevity.

Let your employees know about the new charitable deduction available to them!

Companies who do not meet the 1% threshold are “bunching” using Benevity’s Global DAF

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OBBBA's Impact on Giving

"[OBBBA] is estimated to lower charitable giving by $5.69 billion per year compared to previous law. That is roughly equivalent to about 1% of all U.S. giving."

"Total corporate giving is estimated to be ~ $1.55 billion lower, or -3.5% of total corporate giving."

TABLE 1. SUMMARY OF OBBB POLICIES AFFECTING CHARITABLE GIVING

Policy	What the Policy Does	Who It Affects	Expected Behavioral Effect	Why It Affects Giving	Estimated Impact
Universal charitable deduction	Allows non-itemizers to deduct up to $1,000 (single) / $2,000 (married)	Non-itemizing households (~90% of taxpayers)	Increase number of donors and small-to-moderate gifts	Reduces after-tax cost of giving for non-itemizers up to the cap	+$4.39B (range: +$1.96B to +$4.39B); +6.0-8.7M donors
0.5% floor on itemized deductions	Only charitable giving above 0.5% of income is deductible	Itemizing households	Reduces giving among lower- and moderate-level itemizers	Increases marginal cost of giving below threshold	-$2.43B (range: -$1.83B to -$3.02B)
35% cap on value of deductions for top-bracket filers	Limits deduction value for taxpayers in 37% bracket	High-income itemizing households	Reduces giving among top donors	Increases after-tax cost of giving at the margin	-$6.1B (range: -$4.1B to -$8.2B)
1% floor on corporate charitable deductions	Corporations may only deduct giving above 1% of pre-tax profits	Corporations	Reduces giving among firms below threshold; may shift timing of gifts	Removes tax incentive for giving below 1% of profits	-$1.55B (range: -$0.93B to -$2.49B)
				Total Estimated Impact	-$5.69 billion

Source: Philanthropy Outlook: Estimating Effects on Charitable Giving from the One Big Beautiful Bill

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State-Level Regulations

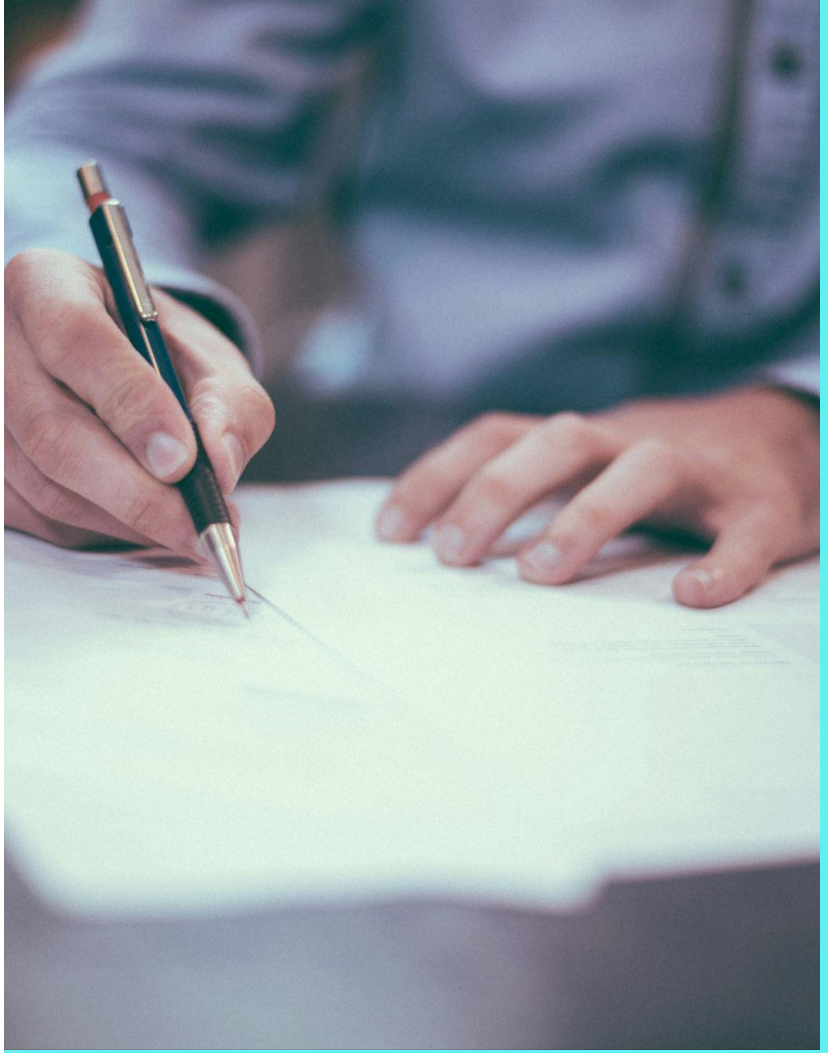
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Florida SB700

Effective July 1, 2025
NPOs cannot accept direct or indirect donations from designated "foreign sources of concern."

Comprehensive sanctioned countries blocked platform-wide (no change)

Donation cancellations : Donations originating from Venezuela and China funds to Florida nonprofits cancelled before disbursement



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California Assembly Bill 488 (AB488)

California law regulating charitable fundraising platforms and platform charities

Bi-weekly checks: Noncompliant nonprofits subject to deactivation

Phased approach : Minimizing disruption to your giving programs



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Resources

1

Product Release Notes

Policy updates will be announced in our Product Release notes.

2

Policy Updates on the B-Hive

Get an overview of the regulation and how we're responding.

3

Benevity Community

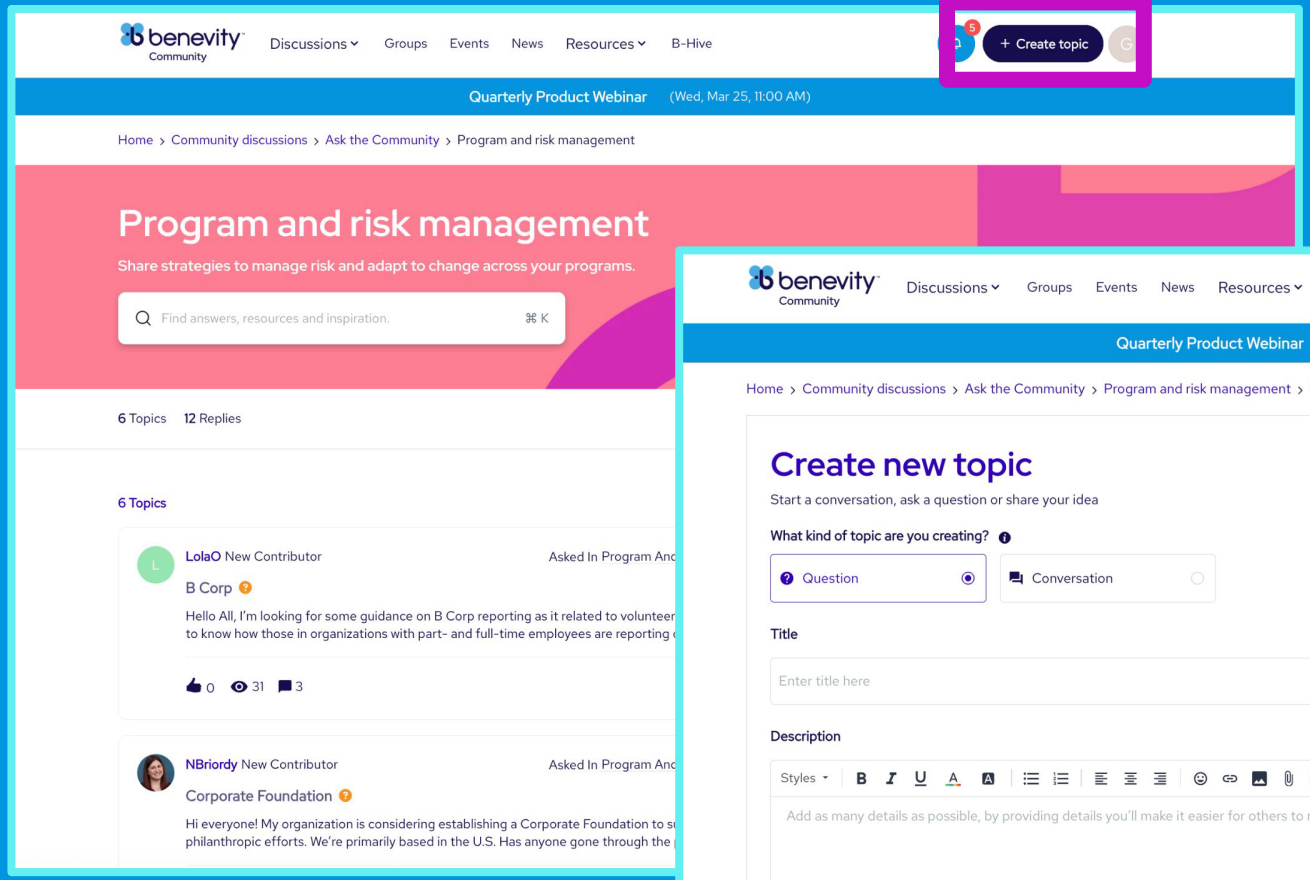
Connect with peers to share strategies and access the monthly Release Notes.

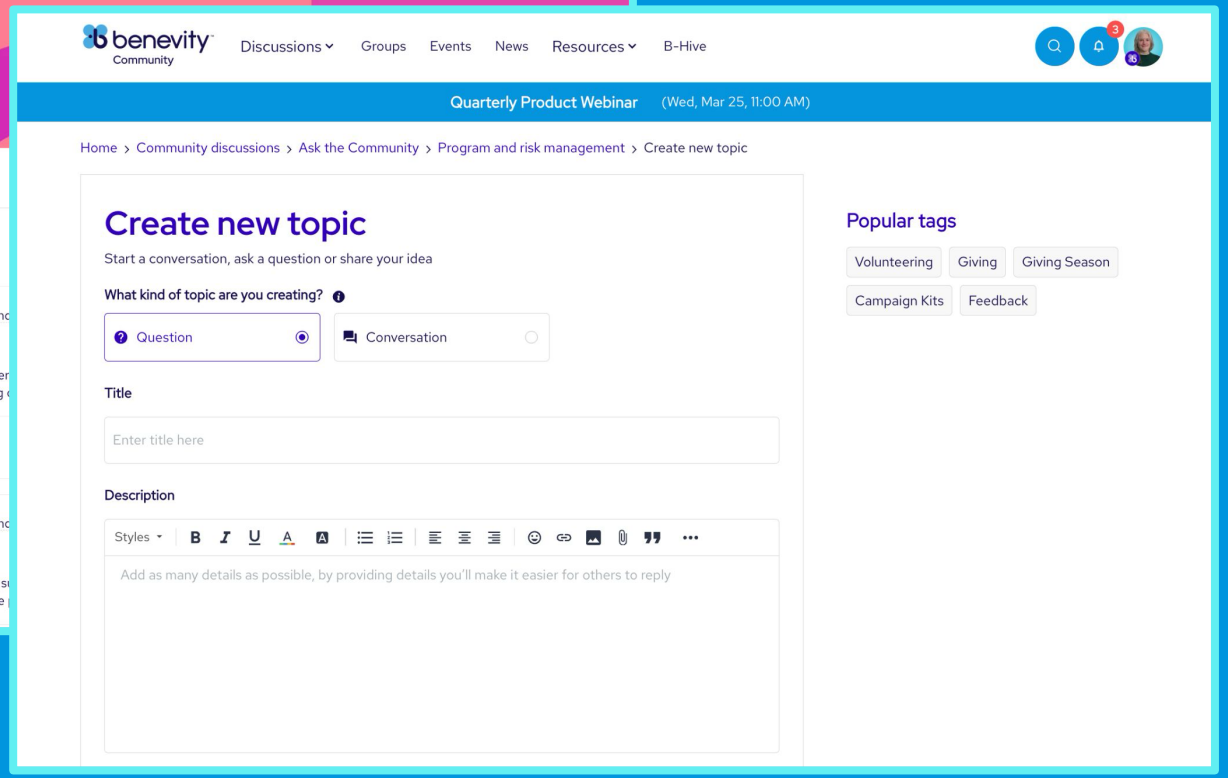
Take our **quick survey** at the end of today's call

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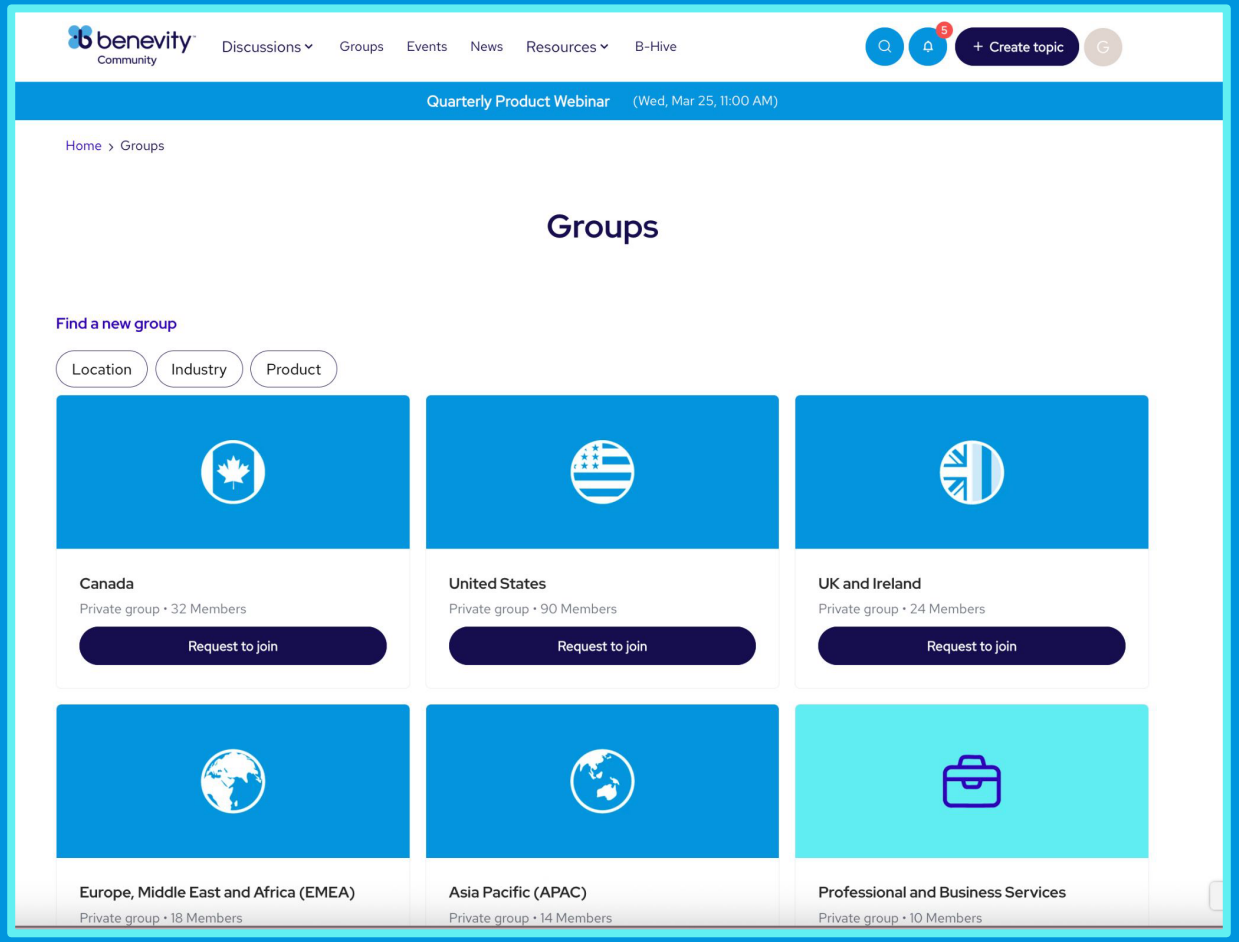
What's next...

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Open Forum



Stellanie Hyer
Senior Legal Counsel



Morgan Heffring
Senior Global Analyst