

2024 CORPORATE SOCIAL RESPONSIBILITY REPORT

Strengthening communities through our products, practices and investments



A Message to our Team, Partners and Stakeholders

I am proud to report on OverDrive's investments and efforts to impact outcomes that matter for all the communities we serve as a mission-driven company. Since earning Certified B Corporation status in 2017, we have challenged ourselves every day to contribute to a healthier and more informed world. In service to educators, librarians, and government and corporate entities, our award-winning apps and services – Libby, Sora, Kanopy and TeachingBooks – deliver millions of ebooks, audiobooks, magazines, films, media and materials to communities worldwide.



We hold ourselves accountable to all who trust and rely on OverDrive. This includes our talented team; authors, publishers and content partners; public libraries, schools and institutions; and tens of millions of readers and film lovers worldwide.

Join us as we continue our journey to achieve our vision of **“a world enlightened by reading.”**

Steve Potash - Founder & CEO
(he/him/his)

“ This year's fifth annual Library Giving Day campaign inspired hundreds of supporters to step up and make contributions to the library they love. Being able to reach Libby and OverDrive users helped to promote our matching gift offer and contributed to the overall success of the campaign. Across 5 campaigns, BPL received over 200 donations including 50 recurring monthly donors. We are so grateful to our OverDrive team for helping make all this possible. ”

Elizabeth Morrel, Donor Support & Monthly Giving
Brooklyn Public Library (NY – USA)



OverDrive's commitment to empower every library and school includes expanding access for all, tireless industry advocacy, and consistently innovating. Founded in 1986, OverDrive is located in Cleveland, Ohio USA.
www.overdrive.com

WHAT WE DO

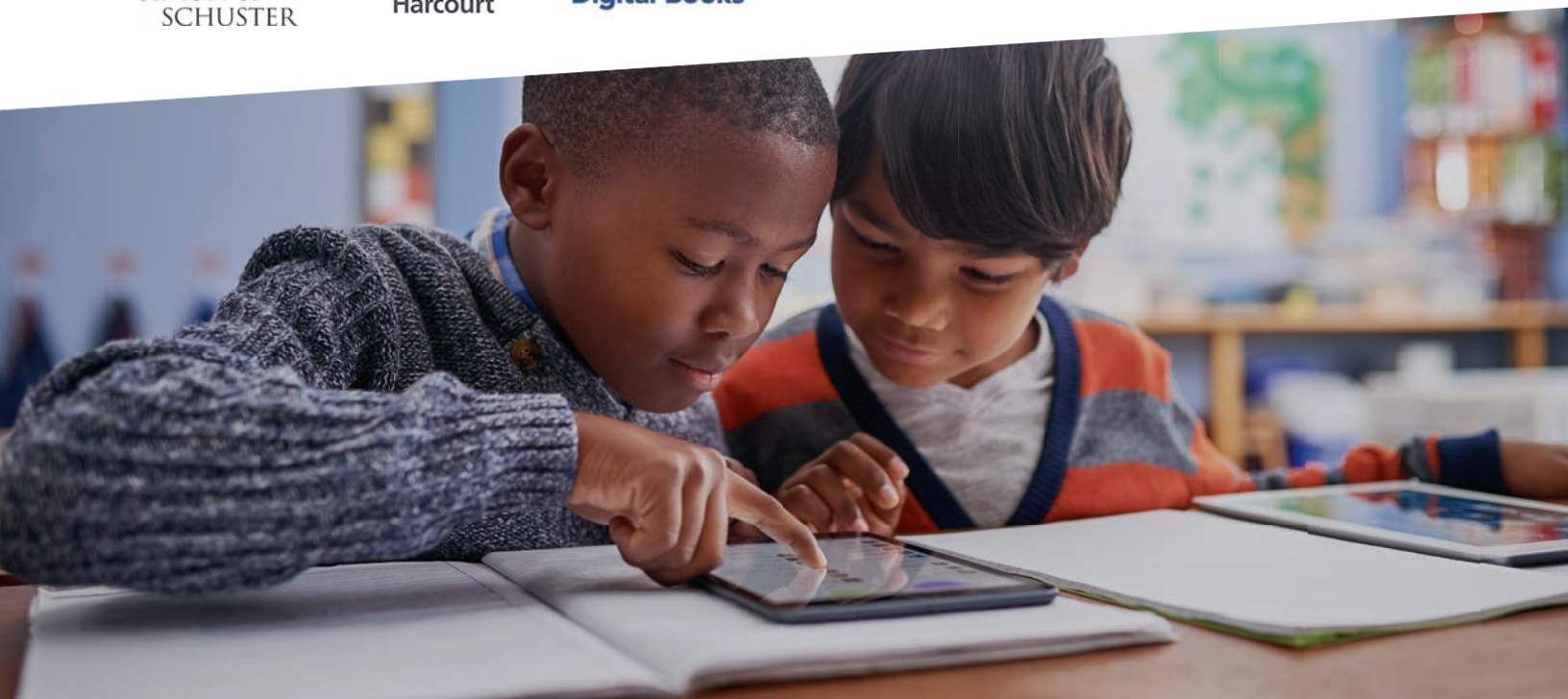
In service to our institutional partners, OverDrive is the leading digital content platform for lifelong learners. Readers and students can access and enjoy ebooks, audiobooks, magazines, film and more from their digital library with OverDrive's apps and services, Libby, Sora, Kanopy and TeachingBooks.



Our institutional partners build their collection from OverDrive Marketplace's growing catalog of more than 6.4 million premium in-copyright titles in 168 languages from nearly 99,000 content suppliers – including the world's largest publishing houses.



Below is a sampling from some of our thousands of key content and publishing partners.



WHO WE SERVE

We serve readers and film lovers of all ages through a network of 92,000 public libraries, schools, institutions, colleges and universities, corporate learning centers, and government agencies in 115 countries. Each library, school, or institution creates a unique catalog of titles for their community that can be accessed with a library card, student ID or employee ID.

LIBRARIES



SCHOOLS



ACADEMIC & CORPORATE



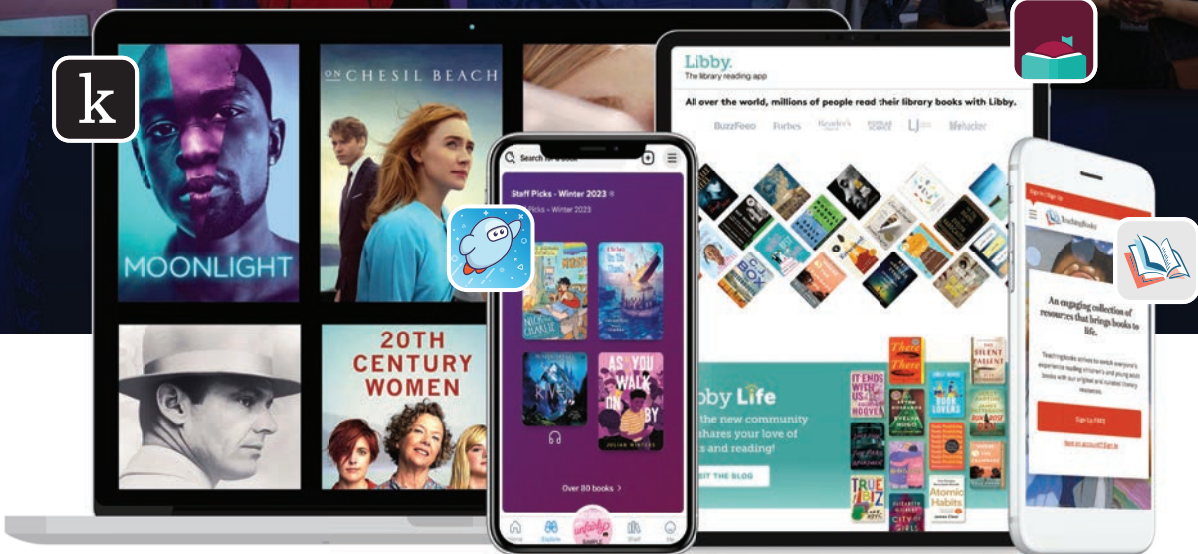
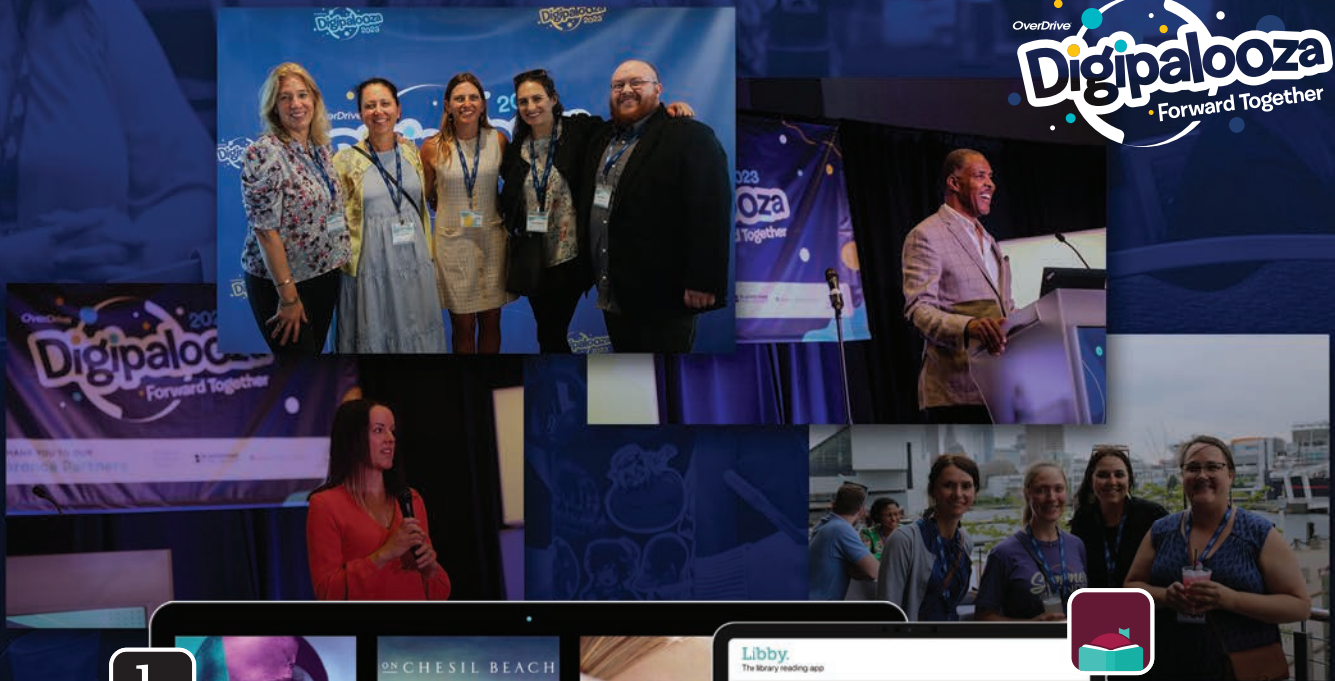
ACCESS FOR ALL

In addition to directly promoting reading and lifelong learning through our catalog and apps, we also lean into opportunities to help communities improve access to information for all. This means targeting all members of the community – children, students, adults, seniors, people with visual impairments, individuals who are incarcerated, people experiencing homelessness, and language learners.

Leading the outreach to underserved audiences are the dedicated educators and librarians we work with every day. Together with our partners, we dedicate ourselves to advancing access, education and equity for all.

DIGIPALOOZA CONFERENCE

OverDrive invests in educational programming and professional development for our library partners through our signature biennial event, Digipalooza. This multi-day conference is a unique blend of education, professional development, networking and fun. This low-cost opportunity is the must attend conference for our partners where they learn best in class industry practices to better serve their patrons.



“ Digipalooza is one of the best conferences I've attended. There is so much to learn, but there are some fun things thrown in too. It's amazing to see how far things have come. ”
2023 Digipalooza Attendee

“ I love how cared for I felt as evidenced by the entire staff being present and accessible during the conference. I appreciate all the thought that was put into making this a great experience. ”
2023 Digipalooza Attendee

Serving Communities

- **115**
countries
- **92,000**
institutions, schools, libraries
- **3,658,912,048**
library and school loans
- **13,971,981**
digital books donated
- **1,000+**
colleges & universities
- **800+**
corporate learning centers & government agencies

Digital Content:

ebooks, audiobooks, magazines, comics, films & more

- **6,390,131**
available titles
- **168**
languages
- **98,911**
content suppliers



Education & Training



4,592
librarians and educators attended
OverDrive trainings in 2023.

- **95**
live webinars and trainings hosted by OverDrive
in 2023 to empower professionals, educators,
and librarians in service to their communities.



A world enlightened by reading

As a result of the dedicated educators, library professionals, and institutions we proudly partner with, all the books loaned through OverDrive's apps would wrap around the world more than 2.3 times!

As of 12.31.2023. Books shelved side by side.
Average 300 pages per book.



INVESTING TO IMPROVE ACCESS FOR ALL



Accessibility features

Screen reader support
Keyboard shortcuts
Text scaling
High contrast mode
Dyslexic font option
Playback speed controls
And more.



Diversity audit

OverDrive librarians work with our partners to assess and build a diverse and inclusive collection. They help identify gaps and ensure materials are inclusive of the community being served.



Everyone Reads

OverDrive donates curated collections of digital books to libraries and schools, helping them meet demand in their communities.



INSTANT DIGITAL CARD

Instant digital card (IDC)

For patrons without a library card, IDC connects readers with a public library's digital collection using their smartphone.



NIMAC

OverDrive developed and manages the National Instructional Materials Access Center (NIMAC), a searchable online catalog of K-12 print textbook content in the XML-based NIMAS format.



OverDrive Max

Innovative purchasing option that provides deeper discounts for purchasing select titles in bulk. A growing solution for community reading events and high demand titles.



Public Library CONNECT

This joint program enables a student logged into their school Sora account immediate access to browse and borrow age appropriate materials from their public library.



Public Access Connect

A series of pilot programs designed to bring access to books and information to a variety of public locations enabling the facilitation of campaigns for our local partners.



Incarcerated Individuals

OverDrive partners with federal, state, and local prisons and detention centers to enable access to books and education on approved digital devices.

OUR GLOBAL IMPACT

Through corporate sponsorships, donations, global reading events, and community outreach, OverDrive is advancing our vision of *a world enlightened by reading*.

Books donated to schools/libraries/institutions for serving readers	All-time total	13.9M+
Corporate sponsorships in support of industry organizations	2020 - 2023	\$630K+
Donations to libraries, educational partners, and other nonprofit organizations	2020 - 2023	\$664K+
Community outreach & events	All-time total	\$3.9M+
Participants in global reading events like Big Library Read	2020 - 2023	3.4M+



CORPORATE SPONSORSHIPS



The **Libraries Transform** campaign is an initiative of the American Library Association focused on increasing public awareness of libraries and the critical role they play in transforming lives and communities.



OverDrive underwrote the American Association of School Librarians **School Leader Collaborative** which aims to generate sustained dialogue and strategies to champion the school librarian’s integral role in teaching and learning.



In support of our British library partners, OverDrive sponsors **Libraries Connected** which believes in the power of libraries to change lives. Their vision is an inclusive, modern, sustainable, and high quality public library service at the heart of every community in the UK.

OverDrive provides financial support and participation for professional associations and conferences in service to our partners in the industry. These include American Library Association (ALA), Public Library Association (PLA), Association of College & Research Libraries (ACRL), Special Libraries Association (SLA), Chartered Institute of Library and Information Professionals (CILIP), Bibliothek und Information Deutschland (BID), The Australian Library and Information Association (ALIA), Library and Information Association of New Zealand Aotearoa (LIANZA), International Federation of Library Associations (IFLA), and Pen America.



GLOBAL & COMMUNITY READING EVENTS

We develop, manage, and support dozens of local, regional, and national reading events at no cost to our readers worldwide. These events enable readers of all ages to discover the benefits of digital books. Notable events include:

Big Library Read (BLR) is a worldwide digital book club that connects readers around the world with a featured ebook at the same time without any wait lists or holds. Readers can join through one of OverDrive's library or school partners – all that is needed is a library card or student ID.



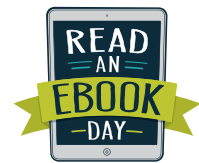
Sora Sweet Reads is a summer reading program that aims to keep students reading all summer long with a fresh collection of juvenile and young adult ebooks and audiobooks.



Together We Read (TWR) is a digital book club that connects readers in a region with the same book, simultaneously. During the two-week program, the selected book is available to borrow online through participating libraries in a participating country.



Read an Ebook Day In this celebration of modern storytelling, libraries and schools virtually come together each year on September 18 to share the joys of digital reading. Readers are encouraged to spend time with a favorite book or discover their next great reading adventure, then post on social media with the hashtag #ebookLove.



Ben's Book Club is a free monthly virtual book club in Australia hosted by best selling author, Ben Hobson. Each month, Ben interviews our libraries' featured author for an hour long Zoom with hundreds of people throughout the continent participating in the lively conversation.



Libby Book Club for Western Australia is a new club launched on the success of Ben's Book Club. Local author, David Allen-Petale, interviews each month's guest author. This monthly program primarily features local Western Australia authors. Patrons have enjoyed connecting with each other and the special attention given to this particular region.



Leselounge mit Libby Book Clubs are a popular program in Germany, Austria and Switzerland. Hundreds of libraries and thousands of patrons enjoyed the first German-language digital book club in 2023. With both eBook and audiobooks, the reading lounge with Libby not only brings together readers but also the community around shared experiences.



WHAT WE STAND FOR



Lori Franklin, COO
(she/her/hers)

BUSINESS AS A FORCE FOR GOOD

“As a Certified B Corporation since 2017, OverDrive is committed to using “business as a force for good.” Through our products, practices, policies and investments, we aspire to be a leader in the global movement for an inclusive, equitable and regenerative economy.

This means actively reaching beyond our individual work lives to help solve social and environmental challenges. Through our products, practices, policies, and investments, we aspire to:

- Advance reading and literacy
- Empower our communities
- Preserve our planet
- Care for our team members ”

ADVANCING READING & LITERACY

Core to OverDrive is our vision of “a world enlightened by reading.” It started with our services providing books and reading materials to libraries and schools worldwide. We also partner with local and global organizations that share the same core values.

Book Resumes In 2023, TeachingBooks added Book Resumes as a service and time-saving solution. They allow library staff and educators to generate consistent, authoritative book information as part of a process to determine which books are right for one’s collection. Book Resumes are available for more than 90,000 titles, including those most often challenged within Juvenile and Young Adult books.

“I have been dealing with book challenges these past months, and the new TeachingBooks Book Resumes have been so central to providing a concise justification for keeping books on our shelves.”

Dana Jerabek, District Librarian Winneconne Community School District (WI - USA)

EMPOWERING OUR COMMUNITIES

We actively empower our communities through volunteerism, board participation and direct economic investment, including:

- Company sponsorships of local events
- Donations/drives to benefit local organizations
- Sponsorship of causes important to team members
- Paid volunteer hours for company outreach events
- Participation on local boards and in advisory roles
- Individual volunteer commitments

PRESERVING OUR PLANET

In 2012, OverDrive created our new world headquarters in an inner-ring suburb of Cleveland, Ohio. From the start, we imagined and built our Blue Sky Campus to be a symbol of sustainability. In addition to high-efficiency facilities, acres of green space invite walking, jogging, gardening and connecting with the natural world.



OUR LEED-CERTIFIED CAMPUS INCLUDES:

- Use of natural light
- High-efficiency HVAC and LED lighting
- Energy Star compliant computers and appliances
- Enterprise-wide recycling
- Green and biodegradable cleaning supplies
- High-efficiency Dyson hand driers
- Low-automatic-flow faucets and toilets
- Reusable cups
- Premium parking for low-emission vehicles
- Rainwater harvesting system

CARING FOR OUR TEAM

We promote the health and wellness of our team members by offering a range of opportunities to advance health, fitness, and overall wellness.



Hybrid workplace



Health benefits



Employee ownership



401(k)



Training & development



Wellness incentives



Parental leave



Social events



Digital library



Green spaces



Fitness classes



Recognition programs

OverDrive team members volunteering for a clean up day at Lake Erie Nature & Science Center - April 2023



COMPANY CULTURE

OverDrive is a company founded on the belief that reading, knowledge and learning make the world a better place. We contribute to a more just and equitable world by facilitating access to information, promoting the free exchange of ideas, and leveraging technology and innovation to advance learning and exploration.

We care about our people. We prioritize learning about, understanding and supporting our team members for who they are and where they are in their careers and life.

Our Diversity, Equity and Inclusion (DEI) initiatives are thoughtful, aligned with our culture, and thoughtfully designed to make a real and lasting impact on our team members' lives. Our programs include inclusive recruiting programs, educational events and company training.

OverDrive's Employee Resource Groups (ERGs) host workshops and discussions, book and media clubs, and social activities throughout the year. They help plan and promote company-wide celebrations, raise funds for local and national causes supported by their members, and advocate for policies and practices that make OverDrive more inclusive.

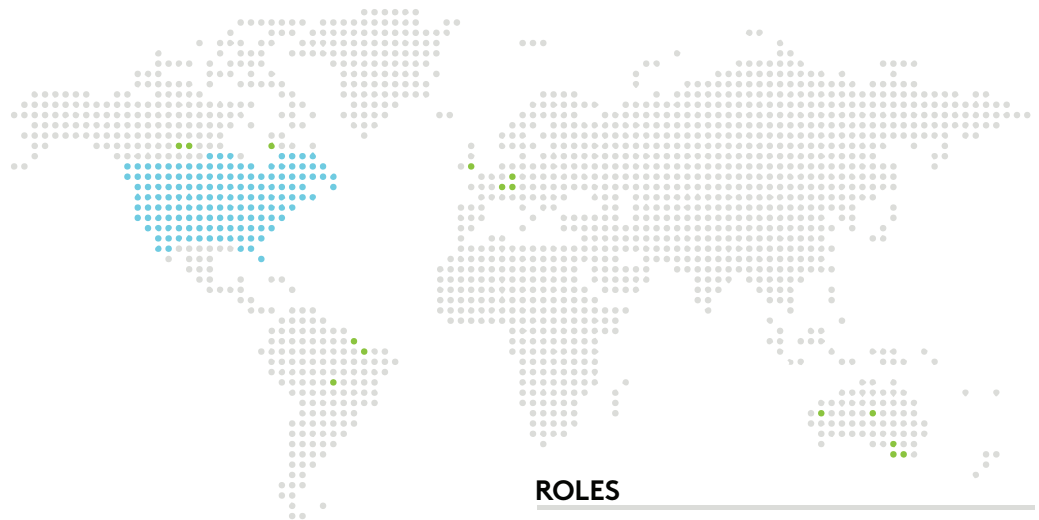


Reading Rainbows LGBTQ+ ERG Pride Parade - June 2023

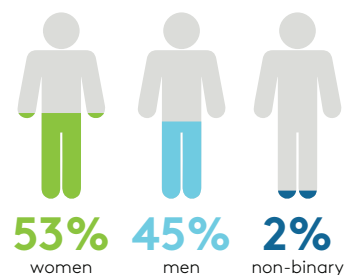
576
TOTAL EMPLOYEES

548
UNITED STATES

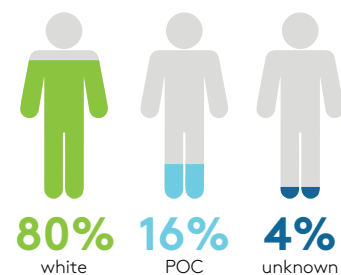
28
OTHER COUNTRIES



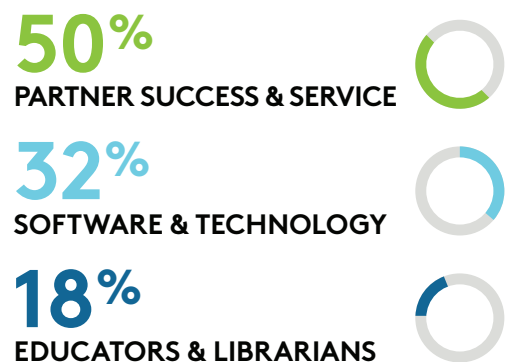
GENDER



RACE



ROLES



LOCAL COMMUNITY IMPACT

OVERDRIVE COMMUNITY OUTREACH EVENTS 2020-2023 (IN OVERDRIVE HQ COMMUNITIES CLEVELAND, OH, MADISON, WI, SAN FRANCISCO, CA, UNITED KINGDOM, AUSTRALIA, & BEIJING)

\$177K+

PORTION OF OVERALL DONATIONS THAT WENT TO LOCALLY BASED NONPROFITS NEAR OVERDRIVE HQ LOCATIONS

60

OVERDRIVE HOSTED VOLUNTEER EVENTS & PROJECTS

422

UNIQUE OVERDRIVE TEAM MEMBER VOLUNTEERS

4,104

VOLUNTEER TIME OFF (VTO) HOURS USED BY OVERDRIVE TEAM MEMBERS

In addition to partnership and support for industry organizations, these are some of the charitable groups and projects we serve in the communities where our team members live and work.



LITERACY

To advance reading, literacy, accessibility, data and information, OverDrive has partnered with:

- Cleveland Kids' Book Bank
- Literacy Cooperative
- United Through Reading
- Imagination Library
- Room to Read
- University Hospitals
- LibriVox
- Smithsonian Transcription Center
- Baby's First Books
- VocallID



DIVERSITY, EQUITY AND INCLUSION

To advance diversity, equity and inclusion, OverDrive has partnered with:

- American Indian Library Association
- Southern Poverty Law Center
- Girls Who Code
- TechGirlz
- Ohio Progressive Asian Women's Leadership
- The Diversity Center of NEO
- National Bail Out
- The Trevor Project



ENVIRONMENT

To enhance and preserve local green space, OverDrive has partnered with:

- Alliance for the Great Lakes
- Cleveland Cultural Gardens Federation
- Vel's Purple Oasis
- Cleveland Botanical Garden
- Lake Erie Nature & Science Center
- Ohio City Bicycle Co-op
- Cleveland Metroparks
- Rid-All Green Partnership
- Western Reserve Land Conservancy



CHILDREN & FAMILIES

To build a better world for all, OverDrive has partnered with:

- Big Brothers Big Sisters
- Homeless Hookup CLE
- Second Harvest Food Bank
- Boys Hope Girls Hope
- Love for Our Elders
- Shoes & Clothes for Kids
- Children's Hunger Alliance
- MedWish
- The Valentine Project
- Dress for Success
- My New Red Shoes
- University Settlement
- Fostering Hope
- Operation Gratitude
- Goodwill
- PALS for Healing
- Greater Cleveland Food Bank
- Rise Against Hunger



ANIMALS

To benefit life-saving services for homeless animals, OverDrive has partnered with:

- Cleveland Animal Protective League
- Cuyahoga County Animal Shelter



“ For the past several years, MedWish International has been fortunate to have so many volunteers from the OverDrive team. Together, they have created an impact that has been visible across all layers of our organization. In 2023, they helped us pack and pull an order for Ukraine with over 12,000 pounds of supplies and a value of \$268,000. The container was estimated to help more than 10,000 Ukrainians. Corporate volunteering is vital to our work, and OverDrive’s commitment to our mission is extraordinary. We will never be able to express fully what their generosity means to our community, but their collective time and ongoing dedication are truly life-changing for the thousands of people we serve each year. ”

Sara Thomas, Volunteer Administrator, MedWish International



OverDrive team members volunteering for creek clean up at the Cleveland Metroparks Brecksville Reservation - June 2023



THANK YOU

In 2024 and beyond, OverDrive will continue our focus on being a leader for our partners and the communities they serve to enable information access for all. Thank you to our many publishing and content partners, public libraries, schools, institutions, colleges and universities, corporate learning centers, government agencies, and other partners for the work you carry out each day to educate and inspire. We share your commitment to access to knowledge and the collective responsibility we all have for the betterment of our world.



Watch our corporate social responsibility video here

OverDrive

World Headquarters
One OverDrive Way
Cleveland, OH 44125 USA

PH: +1 (216) 573-6886

overdrive.com

©2024 All Rights Reserved.

Certified



Corporation