

January 1, 2024

**XYLEM INC.  
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT- U.S.**

At Xylem, we value different ideas, opinions and experiences and remain committed to sustaining a culture of diversity and inclusion. It is Xylem's policy to ensure equal employment, advancement opportunity, incentives and discipline without distinction or discrimination because of age, color, sex, gender identity, marital status, genetic information, national origin, citizenship status, physical or mental disability, race, creed, religion, sexual orientation, protected veteran status or any legally protected personal characteristic, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training at all levels of employment.

As a government contractor, Xylem is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans.

We invite employees with disabilities and protected veterans who wish to be included under our Affirmative Action Plan to self-identify as such with the EEO Coordinator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Xylem will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local EEO law or regulation.

Matthew Pine, President & CEO, and Claudia Toussaint, SVP, Chief People and Sustainability Officer, are committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of our equal employment opportunity and affirmative action policies and procedures throughout all levels of Xylem, we have selected Hailee Ryskamp, Sr. Manager, AAP & HR Program Management, as the EEO Coordinator for Xylem. One of the EEO Coordinator's duties is to establish and maintain an internal audit and reporting system to allow for effective measurement of Xylem's programs.

In furtherance of Xylem's policy regarding Affirmative Action and Equal Employment Opportunity, Xylem Inc. has developed a written Affirmative Action Plan which sets forth the policies, practices and procedures which Xylem is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. The Affirmative Action Plan for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between 9:00 am and 5:00 pm at the Human Resources department. Any questions should be directed to your supervisor or local Human Resources Representative.



Matthew Pine  
President & CEO