



## U.S. Federal Employer Information EEO-1 Report

Diversity and Inclusion (D&I) is critical to building a sustainable company. Xylem is passionate about increasing diversity in our workforce and is committed to transparency in reporting D&I data. We share our approach to D&I and offer workforce representation information via disclosures in our annual Proxy Statement, our Sustainability Report and on our website.

To increase our D&I transparency, we are making our most recently filed U.S. Federal Employer Information Report EEO-1 available for download below. The EEO-1 is a required annual disclosure for all companies with a U.S. workforce of at least 100 workers and for those over with 50 workers if they have a Federal contract of \$50,000. Among other things, it details the company's U.S. employment data, broken down by several racial and ethnic categories and by gender at each of 10 professional levels.

Please refer to our Xylem Sustainability Report for additional global workforce representation data.

COMPID = EV34350  
UNITID = EV34350

**EQUAL EMPLOYMENT OPPORTUNITY**  
2020 EMPLOYER INFORMATION REPORT EEO-1  
Consolidated Report

**SECTION B – COMPANY IDENTIFICATION**

1. XYLEM INC  
1 INTERNATIONAL DRIVE  
RYE BROOK, NY 10573

2.a. XYLEM INC  
1 INTERNATIONAL DRIVE  
RYE BROOK, NY 10573

c. EIN= 452080495

**SECTION C – TEST FOR FILING REQUIREMENT**

1-Y 2-Y 3-Y DUNS=968948743

**SECTION E – ESTABLISHMENT INFORMATION**

NAICS: 551114 - Corporate, Subsidiary, and Regional Managing Offices

**SECTION D – EMPLOYMENT DATA**

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals	
			***** Male *****						***** Female *****						
	Male	Female	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native		Two or More Races
Exec/Sr. Officials & Mgrs	5	1	84	1	0	8	0	1	32	1	0	4	0	3	140
First/Mid Officials & Mgrs	37	5	507	26	2	23	2	7	129	13	0	7	0	2	760
Professionals	61	23	1002	46	3	99	2	18	295	24	1	48	1	6	1629
Technicians	4	0	84	11	0	7	0	1	22	2	0	2	0	0	133
Sales Workers	22	5	314	7	0	9	1	4	32	1	0	4	0	1	400
Administrative Support	25	14	181	21	0	5	2	4	214	17	0	8	1	5	497
Craft Workers	54	0	419	53	4	11	5	6	5	2	0	0	0	0	559
Operatives	123	17	475	68	2	43	1	7	158	28	0	5	1	2	930
Laborers & Helpers	50	5	164	69	1	26	3	5	13	31	0	1	0	0	368
Service Workers	0	1	1	3	0	2	0	0	3	0	0	0	0	0	10
<b>Total</b>	<b>381</b>	<b>71</b>	<b>3231</b>	<b>305</b>	<b>12</b>	<b>233</b>	<b>16</b>	<b>53</b>	<b>903</b>	<b>119</b>	<b>1</b>	<b>79</b>	<b>3</b>	<b>19</b>	<b>5426</b>
Previous Year Total	382	76	3409	299	9	246	14	36	910	110	0	86	3	13	5593

**SECTION F – REMARKS**

DATES OF PAYROLL PERIOD: 12/15/2020 THRU 12/31/2020

**SECTION G – CERTIFICATION:** CERTIFIED DATE: 7/22/2021 2:43 PM

CERTIFYING OFFICIAL: [REDACTED]  
EMAIL: [REDACTED]  
EEO-1 REPORT CONTACT PERSON: [REDACTED]

TITLE: Sr. Director, HR Operations and Corporate  
PHONE: [REDACTED]  
TITLE: Sr. Director, HR

[Click here to download the report.](#)