



U.S. Federal Employer Information EEO-1 Report

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

To increase our DE&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.

2023 EE01															XYLEM INC
EEO-1 Consolidated															
Analysis Data as of 12/31/2023															
Consolidated Company															
Job Categories	Number of Employees (Report employees in only one category)														Total Col A - N
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												
			Male					Female							
Male (A)	Female (B)	White (C)	Black or African American (D)	Native Hawaiian or Other Pacific Islander (E)	Asian (F)	American Indian or Alaska Native (G)	Two or more races (H)	White (I)	Black or African American (J)	Native Hawaiian or Other Pacific Islander (K)	Asian (L)	American Indian or Alaska Native (M)	Two or more races (N)		
Executive/Senior Level Officials and Managers (1.1)	8	2	84	1	0	5	0	1	30	7	0	4	0	2	144
First/Mid Level Officials and Managers (1.2)	49	12	509	35	0	37	4	7	138	12	0	15	0	6	824
Professionals (2)	81	42	1,006	76	2	121	3	26	354	30	0	69	1	9	1,820
Technicians (3)	15	2	85	12	1	8	0	2	14	1	1	2	0	1	144
Sales Workers (4)	26	2	319	12	0	5	0	4	31	2	0	2	0	0	403
Administrative Support Workers (5)	31	23	193	42	0	8	4	6	201	39	1	8	1	9	566
Craft Workers (6)	69	1	397	92	2	12	2	11	4	6	0	1	0	0	597
Operatives (7)	72	19	451	81	3	28	4	10	121	19	0	4	0	3	815
Laborers and Helpers (8)	83	18	230	79	2	32	3	14	65	28	0	5	1	2	562
Service Workers (9)	2	2	1	2	0	1	0	0	1	0	0	0	0	1	10
Total Employees (10)	436	123	3,275	432	10	257	20	81	959	144	2	110	3	33	5,885