



U.S. Federal Employer Information EEO-1 Report

Fostering inclusion and belonging is essential to building a sustainable and high-impact company. At Xylem, we are committed to a workplace where all employees feel valued, respected, and empowered to thrive. As part of this commitment, we are transparent in sharing information about our workforce and how we are progressing toward greater inclusion.

We publish details on our inclusion and belonging approach, along with workforce representation data, in our annual Proxy Statement, our Sustainability Report, and on our website.

To further support transparency, we are making our most recently filed U.S. Federal Employer Information Report EEO-1 available for download below. This report is a required for U.S. companies with at least 100 employees – or 50 employees if they have a federal contract of \$50,000 or more – and provides employment data by gender, race, and ethnicity across ten job categories.

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

Update to 2024 EEO1
EEO-1 Consolidated
Analysis Data as of 12/31/2024

Xylem, Inc.

| JOB CATEGORIES | Race/Ethnicity | | | | | | | | | | | | | | Row Total |
|---|--------------------|--------|------------------------|---------------------------|-------|---|----------------------------------|-------------------|--------|---------------------------|-------|---|----------------------------------|-------------------|-----------|
| | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
| | | | Male | | | | | | Female | | | | | | |
| | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | |
| Executive/Senior Level Officials and Managers | 9 | 2 | 113 | 1 | 3 | 0 | 0 | 1 | 32 | 7 | 6 | 0 | 0 | 1 | 175 |
| First/Mid-Level Officials and Managers | 71 | 23 | 850 | 51 | 54 | 0 | 4 | 16 | 252 | 18 | 19 | 0 | 0 | 8 | 1366 |
| Professionals | 112 | 60 | 1400 | 94 | 172 | 2 | 4 | 46 | 565 | 45 | 99 | 1 | 2 | 15 | 2617 |
| Technicians | 23 | 7 | 159 | 12 | 12 | 0 | 1 | 5 | 30 | 6 | 6 | 0 | 1 | 6 | 268 |
| Sales Workers | 34 | 6 | 468 | 21 | 10 | 0 | 0 | 7 | 57 | 2 | 3 | 0 | 0 | 3 | 611 |
| Administrative Support Workers | 45 | 39 | 278 | 73 | 10 | 3 | 8 | 12 | 323 | 58 | 12 | 2 | 1 | 20 | 884 |
| Craft Workers | 239 | 4 | 1032 | 210 | 28 | 7 | 6 | 34 | 9 | 9 | 1 | 1 | 1 | 0 | 1581 |
| Operatives | 67 | 22 | 432 | 76 | 29 | 2 | 1 | 14 | 120 | 19 | 7 | 0 | 1 | 5 | 795 |
| Laborers and Helpers | 104 | 19 | 379 | 140 | 39 | 2 | 5 | 18 | 74 | 31 | 5 | 0 | 1 | 1 | 818 |
| Service Workers | 6 | 2 | 3 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 14 |
| CURRENT 2024 REPORTING YEAR TOTAL | 710 | 184 | 5114 | 678 | 358 | 16 | 29 | 153 | 1464 | 195 | 158 | 4 | 7 | 59 | 9129 |