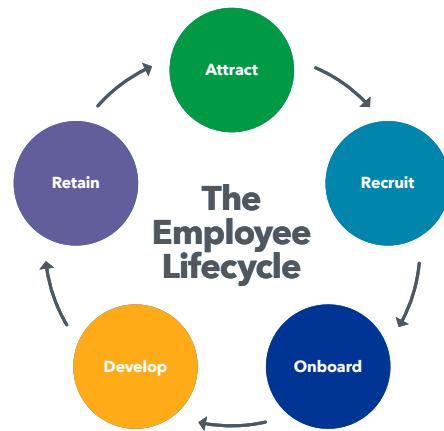


Photo Source: Deborah, Xylem Colleague, 2022

At Xylem, cultivating quality talent and leadership globally is a top strategic priority.

Our commitment to fostering a diverse workforce across the organization makes this possible. We're focused on creating a connected, equitable and inclusive culture where everyone – regardless of their background, orientation, or beliefs – can be empowered to do their best work. We know that supporting our employees' professional growth and continuous learning equally advances our organization's strength, creativity and capability. From attraction and recruitment to retaining talent for the long term, **we are creating a meaningful and inclusive employee experience across the talent life cycle.**



1 2 Attract & Recruit

Our mission to solve global water challenges not only aligns our more than 22,000 employees around one purpose but also attracts top talent who are increasingly looking to contribute their time and energy to something that will benefit the world. We're attracting top talent by implementing hiring guidelines that encourage inclusion, engaging young people in work on water challenges and leveraging external diversity partnerships.

82%

of professional roles filled in 2022 had diverse candidate slates

3 Onboard & Connect

Once an employee is hired, we offer several opportunities – in addition to local and role-specific onboarding activities – for new employees to learn more about Xylem, our products and services and to make connections with their new colleagues around the world. Our global onboarding program for office-based employees includes the opportunity to interact with senior leadership, network with peers and participate in "Your First 100 Days" training.

To cultivate a sense of unity and camaraderie among our workforce, we have established a thriving array of Employee Network Groups. To date, we have eight employee affinity groups that represent and celebrate the differences among our employees

8

Xylem Employee Network Groups

Xylem Employee Network Groups



Women's Network



Emerging Leaders Network



Veterans Network



LGBT+ & Allies Network



Working Parents Network



People of Color & Allies Network



Hispanic Origin & Latin Affinity



Maji Network

4 Develop & Promote

Advancing our employees' well-being and professional development makes our organization more resilient and better able to meet our customers' needs while promoting a sense of engagement and investment.

Recognizing that learning can occur beyond traditional settings, we make a concerted effort to offer opportunities for employees of all levels to learn from one another. One such initiative was the expansion of our reverse mentorship program, which builds connections between senior leaders and diverse talent deeper in the organization.

14

average formal learning hours per employee

Feedback from our Reverse Mentorship program:



MENTOR
LaShawn Miller
Manager, Financial Planning & Analysis

“ I’ve been invigorated by the level of engagement, eagerness to learn and genuine desire to effect change demonstrated through the reverse mentoring sessions. **Our sessions have encouraged me to be brave enough to ask difficult questions, have uncomfortable conversations, and consciously search within myself for biases.** ”



MENTEE
Marc Buxton
Vice President, General Manager Smith-Blair, Inc., a Xylem Brand

“ The conversations with LaShawn have helped me look at things differently and ask some questions I may not have asked previously of myself and others around me, especially in relation to unconscious bias and inclusion. Her open and candid feedback has helped me to grow as a business leader but more importantly as a person. ”

5 Retain

With unprecedented rates of job turnover during 2022, retaining our talented employees is critical to our ability to address global water challenges. To keep employees engaged, we are focused on **cultivating a positive culture, connecting colleagues to our purpose, offering contemporary benefits** that meet a broad spectrum of employee needs and equipping our people leaders with tools to foster inclusivity.

535

employees certified as Mental Health First Aiders

Xylem is a global company.

63%

 of our employees are based outside the U.S.

Xylem Employees by Geographic Area

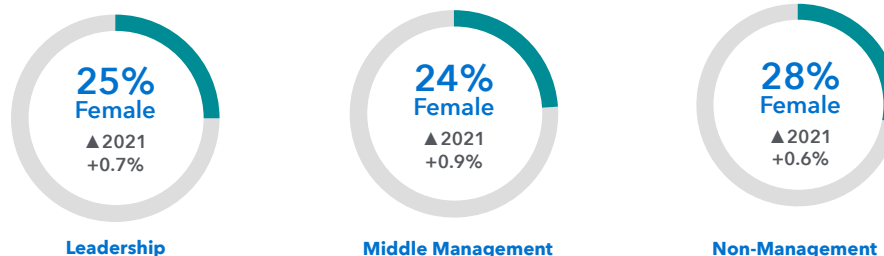
Total end-of-year headcount as of December 31, 2022



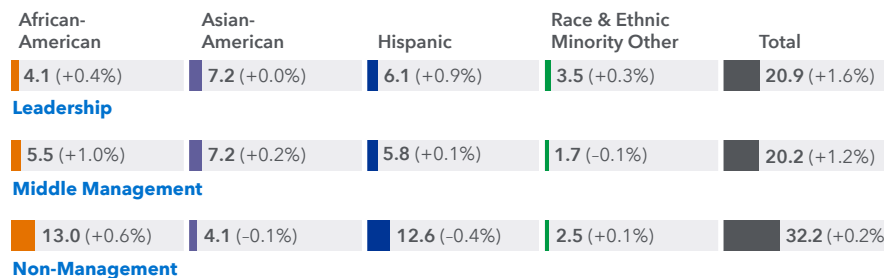
Europe Americas Emerging Markets

Americas Include North and South America. Emerging markets include Australia and New Zealand.

2022 Global Female



Race and Ethnic Minority Group % of U.S. Employees (Δ2021)



We set ambitious Sustainability Goals that drive organizational and cultural changes to strengthen our business, develop the sector and have a positive impact on the world.

Our female representation goal - to increase the number of women in leadership roles to parity by 2030 - was set to accelerate Xylem to an important measure of organizational strength that the sector has lagged on. While we remain fully committed to reaching our goal as soon as possible, we are not on track to meet our ambition of 35% female representation in leadership by 2025. However challenging, Xylem is still taking action to **support women in leadership**, including enhancing our U.S. parental leave and introducing flexible time off.