



U.S. Federal Employer Information EEO-1 Report

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

To increase our DEI transparency, we are making our most recently filed U.S. Federal Employer Information Report EEO-1 available 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.

2021 EEO1

EEO-1 Consolidated

XYLEM INC

Analysis Data as of 12/31/2021

2021 CONSOLIDATED

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)	7	2	88	3	0	4	0	2	32	2	0	4	0	4	148
First/Mid Level Officials and Managers (1.2)	35	10	504	28	2	34	3	8	136	12	0	14	1	3	790
Professionals (2)	63	32	1,011	52	2	92	3	18	325	30	1	55	1	9	1,894
Technicians (3)	5	0	83	11	0	9	0	0	17	2	0	3	0	0	130
Sales Workers (4)	24	4	314	4	0	7	1	2	31	1	0	3	0	1	392
Administrative Support Workers (5)	27	19	185	35	0	7	2	3	201	25	0	7	1	7	519
Craft Workers (6)	55	1	402	68	5	9	4	7	5	5	0	0	0	0	561
Operatives (7)	139	22	505	69	3	46	2	10	175	26	0	5	2	4	1,008
Laborers and Helpers (8)	56	6	165	65	1	22	1	7	9	24	0	0	0	1	357
Service Workers (9)	0	1	1	3	0	2	0	0	4	0	0	0	0	0	11
Total Employees (10)	411	97	3,258	338	13	232	16	57	935	127	1	91	5	29	5,610