2025 Sustainability Goals

	2025	2024	2023	2022	2021	2020	2019
Customer Sustainability Goals							
Enable customers to reduce more than 3.5 billion cubic meters of non-revenue water *(billion m3)*	4.32	3.71	2.7	1.91	1.43	1	0.54
Enable customers to treat more than 13 billion cubic meters of water for reuse *(billion m3)*	22.33	18.15	13.35	10.25	7.17	4.7	1.18
Enable customers to prevent more than 7 billion cubic meters of polluted water from flooding communities or entering local waterways *(billion m3)*	13.05	10.74	8.44	6.54	4.55	2.6	1.25
Enable customers to reduce water's CO2e footprint by more than 2.8 million metric tons *(million mtCO2e)*	8.1	6.43	3.94	2.8	1.75	1	0.34
Company Sustainability Goals (Operations)							
Use 100% renewable energy at our major facilities *(#)*	19	19	19	17	12	10	7
Use 100% process water recycling at our major facilities *(#)*	21	19	19	12	8	2	-
Achieve zero waste to landfill from processes at our major facilities *(#)*	21	19	17	12	6	3	3
Develop 1.5°C science-based targets for GHG reductions across Scopes 1, 2, and 3	-	2030 science-based targets approved by SBTi.	-	-	-	-	-
Achieve packaging material consisting of 75% reusable, recyclable, or compostable content *(%)*	82%	82%	82%	85%	82%	-	-
Company Sustainability Goals (Supply chain)							
Establish a supplier community program to attract small businesses and suppliers that reflect the broad spectrum of markets we serve, with a goal of 9.5% spend with qualified small or diverse suppliers in the United States. *(% of U.S. spend)*	11%	9%	8%	9%	8%	7%	-
Require suppliers to take the WASH4Work pledge for access to safe water, sanitation, and hygiene at the workplace. *(% of global spend)*	47%	43%	49%	40%	35%	19%	-
Engage sustainability-critical suppliers in sustainability initiatives through audit programs and corrective action plans. *(#)*	79%	79%	-	-	-	-	-
Require suppliers to disclose sustainability information via EcoVadis or equivalent. *(% of global spend)*	47%	42%	43%	40%	31%	15%	-
Require suppliers to disclose Scope 1 and 2 GHG emissions and water usage via CDP Supply Chain or equivalent.	43%	38%	36%	32%	24%	-	32%

2025 Sustainability Goals

	2025	2024	2023	2022	2021	2020	2019
Company Sustainability Goals (Workplace)							
100% of employees have access to clean water and safe sanitation at home and during natural disasters.	Monitored for any gaps in access.	Monitored for any gaps in access.	Monitored for any gaps in access.	Monitored for any gaps in access.	Monitored for any gaps in access.	Monitored for any gaps in access.	-
29% representation of women in leadership positions, through merit-based retention, promotion, and recruitment. *(%)*	29%	27%	25%	25%	25%	24%	24%
21% minority representation in U.S. leadership positions, through merit-based retention, promotion, and recruitment. *(%)*	18%	19%	19%	21%	19%	18%	15%
Conduct an annual pay equity assessment based on gender and U.S. minority classifications and make pay adjustments, as necessary, based on the results.	Following our organizational realignment, we conducted a follow-up pay equity assessment in 2025 and identified no systemic disparities based on gender or, within the United States, race or ethnicity.	The 2024 review identified no systemic disparities based on gender or, within the United States, race or ethnicity.	Initiated global gender pay equity assessment as well as U.S. gender and race equity pay assessments.	-	-	-	-
Reduce injury frequency to an incident rate of 0.5 or below. *(#)*	0.44	0.52	0.61	0.64	0.68	0.62	0.66
Achieve at least an average of 50 hours per employee per year of rich learning and development opportunities to build Xylem's ability to solve water for decades to come. *(#)*	18	16.4	16.8	14	12.6	19	12
Company Sustainability Goals (Community)							
Give 1% of company profits to water-related causes and education. *(#)*	1% ($9.1M)	0.7% ($6.4M)	0.8% ($4.8M)	1.1% ($4.1M)	0.6% ($3.3M)	>1% ($5.5M)	1% ($2.5M)
Provide paid time off for Xylem employees to volunteer 1% of their time. *(#)*	20	10	10	10	10	10	8
Deploy humanitarian aid to 200 areas affected by water-related natural disasters. *(#)*	200	154	111	81	51	28	11
Provide 15 million people with water education to improve quality of life and raise awareness of water issues. *(#)*	15	12.4	10.3	7	5.3	3.9	0.32
Engage at least 95% of Xylem employees in volunteer activities. *(#)*	81%	79%	89%	87%	78%	45%	58%
Engage 100,000 stakeholders in volunteer events. *(#)*	28,700	24,600	22,200	16,200	15,000	12,900	3,500
Provide access to clean water and sanitation solutions for at least 20 million people living at the base of the global economic pyramid. *(#)*	20	16.3	12.7	8.9	6.5	4.1	0.6

2025 Sustainability Goals

	2025	2024	2023	2022	2021	2020	2019

FOOTNOTES:

(1) Combined company.
(2), (3), (4), (5) Legacy Xylem.
(6) Excluding Idrica.

ACCOUNTING PRINCIPLES:

Average number of training hours per employee: The average number of training hours per headcount is calculated based on learning hours recorded in Workday Learning, Xylem's primary training tracking system. Approximately 18,000 "wired" employees recorded an average of 22 training hours. When normalized across the total headcount, this results in an average of 18 training hours per headcount. Training for some non-wired employees is tracked locally and is not yet fully captured; governance over this data is expected to improve in future periods.

Company profits: Defined as GAAP net income.

EcoVadis assessment: A third-party review of a company's sustainability performance, evaluating its practices across Environment, Labor and Human Rights, Ethics, and Sustainable Procurement, providing a detailed scorecard and medal based on documented evidence and international standards

Employees who participated in volunteer activities: Percentage is based on Xylem's total headcount.

Global spend for Xylem: All third-party spend as it relates to our 2025 Company Sustainability Goals (Supply Chain) is based on a 12-month rolling average (December to November) and not calendar year.

Leadership and management categories: Leadership: director level or above, significant business leader, or executive leader role. Middle management: professional specialist, supervisor, manager, senior manager, and similar roles (includes both people leader and individual contributor roles). Non-management: line, staff, and similar roles with no managerial responsibilities.

Major facilities: Manufacturing sites featured in the top 10 contributors list for Xylem's water, waste, and greenhouse gas emissions, as identified in 2019, or those located in areas facing extreme water stress, are considered major facilities. Legacy Xylem identified 22 such sites in 2019: Auburn (New York), Bridgeport (New Jersey), Cheektowaga (New York), Dubois (Pennsylvania), Lubbock (Texas), Morton Grove (Illinois), Pewaukee (Wisconsin), San Diego (California), Slaton (Texas), Texarkana (Arkansas), and Uniontown (Pennsylvania) in the United States; Chihuahua in Mexico; Emmaboda in Sweden; Montecchio in Italy; Herford in Germany; Stará Turá in Slovakia; Quenington in the United Kingdom; Dubai in the United Arab Emirates; Nanjing and Shenyang in China; Vadodara in India; and Calamba in the Philippines. We closed our Slaton site in Texas, United States in 2023 and divested Stará Turá in Slovakia as part of the sale of our international Sensus business, which leaves 20 major facilities. The list of sites undergoes periodic review to include sites consistent with this definition.

Measuring WASH access for 2025 Community Sustainability Goal: When installing new WASH solutions in schools, hospitals, homes, and communities, we consider the number of individuals affected based on the output of these solutions. For instance, each AquaBlock emergency water system deployed in partnership with Planet Water Foundation can produce 700 liters of drinking water per hour, effectively meeting the daily drinking water needs of up to 6,000 people. Similarly, when enhancing WASH infrastructure or facilities in institutions or communities, such as repairing handwashing stations in schools, installing latrines in hospitals, or optimizing existing water systems to promote water conservation, our on-the-ground partners assist us in assessing the impact of these interventions. This evaluation takes into account the population utilizing these facilities and those who benefit from the improvements moving forward. Operating at the systemic level, we advocate for WASH access and education improvements by collaborating with partners who aim to foster change at the governmental level. When Xylem allocates dedicated funding to our partners for systemic WASH programs, we are able to track our reach in terms of improved WASH education and access as a proportion of the partners' annual WASH beneficiaries.

Minority representation in the United States: Headcount and percentage of headcount (in the United States only) by their self-identified race/ethnicity (White, Black or African American, Hispanic or Latino, Asian, Two or more races, Native Hawaiian or other Pacific Islander, American Indian or Alaska Native, Not specified, or no answer provided) across leadership and management categories. Our "Other race and ethnic minority" reporting combines "Two or more races," "Native Hawaiian or other Pacific Islander," and "American Indian or Alaska Native."

Non-revenue water: Water that is produced but not consumed due to losses. Real losses (referred to as physical losses) occur through leaks. Apparent losses occur through theft or metering inaccuracies.

Number of suppliers: Suppliers for which Xylem's spending exceeded $10,000 in the reporting year.

Polluted water: Water that is released into waterways from combined sewer overflow (CSO) events.

Process water recycling: Xylem sites define process water as any water that is used for the following purposes: cleaning processes, cooling installations, testing processes, and painting processes. Xylem considers water to have been recycled when it has been used at least two times, either for the same purpose/process or for two different purposes/processes (reused). For estimation purposes, water that evaporates during processes in dispersed areas is excluded from recycled water calculations due to the technical and economic limitations associated with measuring, capturing, recovering, or condensing such water (e.g., water used in the formation of sand molds that evaporates during drying).

Reduction of water's CO2e footprint for 2025 Customer Sustainability Goal: The enabled reduction of emissions, in metric tons of CO2e, achieved through the increased energy efficiency when the most current Xylem innovative technology is installed instead of a less efficient industry-standard product. The full lifetime impact of the solution, based on product lifetime, is counted in the year of purchase. Total annual emission impacts are then accumulated from 2019 to the reporting year.
- ***Calculation methodology:*** *Total reported energy efficiency improvement of installed solutions, relative to regional GHG emission factor and reduced distance driven due to installation of smart metering.*
- ***Product groups/products included:*** *Transport, dewatering, treatment, and smart metering solutions.*

2025 Sustainability Goals

	2025	2024	2023	2022	2021	2020	2019

Renewable energy: Defined as any of the following: renewable electricity (e.g., solar, hydro, biomass, wind, geothermal, and marine power or renewable hydrogen that is either indirect (purchased from the grid) or direct (generated on-site)), renewable heat (including heat generated by systems powered by renewable electricity or energy sources, or passive heating systems), and renewable energy credits (RECs)—including equivalent energy attribute certificates (e.g., GOs, REGOs, I-RECs, TIGRs, and other recognized EACs)—used for sites where direct renewable energy procurement or on-site generation is not currently feasible due to regulatory, geographic, or cost constraints, and purchased by Xylem to offset our energy footprint.

Total polluted water prevented from flooding communities or entering local waterways for 2025 Customer Sustainability Goal: The annual volume of polluted water prevented from entering waterways attributed to the implementation of Xylem solutions. Total annual volumes are then accumulated from 2019 to the reporting year.
- ***Calculation methodology:*** *Total reported volume of contaminated water pumped in temporary rental solutions and total reported volume of wastewater reduced in annual sewer overflow.*
- ***Product groups/products included:*** *Dewatering rental pumping and digital wastewater network optimization solutions.*

Total recordable incident rate (TRIR): Calculation formula for TRIR per 100 full-time employees over a one-year timeframe based on the assumption that one full-time worker works 2,000 hours per year: (Number of recordable incidents x 200,000) / Total number of hours worked.

Total reduction of non-revenue water (NRW) for 2025 Customer Sustainability Goal: This is calculated as the volume of NRW that Xylem enables customers to mitigate when they use smart water metering or leak detection technologies. The annual volumes that are potentially mitigated are accumulated from 2019 to the reporting year.
- ***Calculation methodology:*** *Total reported volume of water losses reduced following digital or one-time inspection services and average reduced leak, or non-revenue water detected by smart water metering solutions.*
- ***Product groups/products included:*** *Smart metering, assessment services, and leak detection solutions.*

Total volume of water treated for reuse for 2025 Customer Sustainability Goal: The volume of wastewater that customers are enabled to reuse through Xylem's treatment technologies and solutions. The customer identifies the technologies and solutions intended to be employed for reuse. The full lifetime impact of the solution, based on product lifetime, is counted in the year of purchase. Total annual volumes are then accumulated from 2019 to the reporting year.
- ***Calculation methodology:*** *Total reported volume of water reuse enabled by a sold product throughout its operational lifetime.*
- ***Product groups/products included:*** *UV, ozone, advanced oxidation, and filtration treatment systems.*

Validation process of goal achievement: When a major facility reports achievement of an operational sustainability goal, internal subject-matter teams review reported data against predefined validation criteria specific to each goal type, including production water intensity, water recycling rates, and waste recycling and reuse practices.

WASH4Work pledge: The WASH4Work pledge is a corporate commitment, in which companies pledge to provide safe water, sanitation, and hygiene (WASH) for all employees, extending efforts to their supply chains and surrounding communities to support Sustainable Development Goal 6 (SDG 6). Signatories commit to implementing these standards across their operations within three years, using a self-assessment tool to measure progress against best practices and identify gaps.

Water-related natural disasters: Our definition of a water-related natural disaster is based on the classification of disasters by the EM-DAT – International Disaster Database of the Centre for Research on the Epidemiology of Disasters: Water-related natural disasters refer to meteorological, hydrological, and climatological disasters such as droughts and wildfires, floods, wet mass movements (landslide, avalanche, subsidence), storms, wave action, or waterborne disease outbreaks. To be affected by water-related natural disasters is to experience, as a result of the disaster, reduced access to clean water or safe sanitation, damage to person or property, and/or exposure to pollution. Xylem also considers technological disasters and disasters such as earthquakes and airborne pandemics, which do not include damage through water, if there is a water-related aid response.

Women in leadership: Headcount and percentage of headcount that self-identify as women who are in a director level or above, significant business leader, or executive leader role.

Zero waste to landfill for 2025 Company Sustainability Goal (Operations): Achieved when a major facility adheres to industry-wide standards dictating that a minimum of 90% waste is diverted from landfills, with no more than 10% used for energy recovery. Waste is considered to derive from processing when, during manufacturing or processing, it comes into direct contact with, or results from the use of, any raw material, intermediate product, finished product, or byproduct. Waste includes process scrap.