

<p style="text-align: center;"><b>Form 5500</b></p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="text-align: center; font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p style="font-size: x-small;">This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p style="text-align: center;"><b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 2em; font-weight: bold; text-align: center;">2024</p> <hr/> <p style="text-align: center; font-weight: bold;">This Form is Open to Public Inspection</p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

**A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . .

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . .

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>053</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>XYLEM INC.</u></p> <p><u>10 BANK STREET</u> <u>SUITE 1202</u> <u>WHITE PLAINS, NY 10606</u></p>	<p><b>1c</b> Effective date of plan <u>01/01/1951</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>45-2080495</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>914-323-5700</u></p> <p><b>2d</b> Business code (see instructions) <u>333200</u></p>

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	02/20/2026	CHRISTOPHER LOGAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor  XYLEM PENSION FUND TRUST AND INVESTMENT COMMITTEE (NORTH AMERICA)  10 BANK STREET SUITE 1202 WHITE PLAINS, NY 10606	<b>3b</b> Administrator's EIN 45-2080495  <b>3c</b> Administrator's telephone number 914-323-5700
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<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN  <b>4d</b> PN
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<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	1744
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<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).		
<b>a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	374
<b>a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	320
<b>b</b> Retired or separated participants receiving benefits .....	<b>6b</b>	1016
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	228
<b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....	<b>6d</b>	1564
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....	<b>6e</b>	152
<b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....	<b>6f</b>	1716
<b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>6g(1)</b>	
<b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>6g(2)</b>	
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6h</b>	0

<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	
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**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 1A 1I 3H

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

<b>9a</b> Plan funding arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<p><b>a Pension Schedules</b></p> <p>(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p> <p>(4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____</p> <p>(5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)</p>	<p><b>b General Schedules</b></p> <p>(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)</p> <p>(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>0</u></p> <p>(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)</p> <p>(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)</p>
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**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

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**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

If "Yes" is checked, complete lines 11b and 11c.

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**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

**11c** Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**  
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

<b>A</b> Name of plan <u>XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>053</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>XYLEM INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>45-2080495</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>89465927</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>95113760</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>1115</u>	<u>66247746</u>
	<b>b</b> For terminated vested participants .....	<u>242</u>	<u>6665803</u>
	<b>c</b> For active participants .....	<u>389</u>	<u>25489286</u>
	<b>d</b> Total .....	<u>1746</u>	<u>98402835</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.10 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>867281</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>1193000</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>2060281</u>

**Statement by Enrolled Actuary**  
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<b>SIGN HERE</b>			
	Signature of actuary	<u>10/02/2025</u>	Date
	<u>MATTHEW L. BOND</u>	<u>23-07596</u>	Most recent enrollment number
	<u>AON CONSULTING, INC.</u>	<u>203-505-5609</u>	Telephone number (including area code)
	<u>MSC# 17834 P.O. BOX 7505 FORT WASHINGTON, PA 19034</u>		
	Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	4825490
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	4825490
<b>10</b>	Interest on line 9 using prior year's actual return of <u>11.38</u> % .....	0	549141
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		1360898
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.22</u> % .....		71039
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		1431937
	<b>d</b> Portion of (c) to be added to prefunding balance .....		1431937
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	6806568

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	89.55 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	89.55 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	90.70 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>		<b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b>					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
07/29/2025	3000000	0					
			<b>Totals ▶</b>	<b>18(b)</b>	3000000	<b>18(c)</b>	0

<b>19</b>	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	<b>19a</b> 0
	<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b> 0
	<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b> 2774270
<b>20</b>	Quarterly contributions and liquidity shortfalls:	
	<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>c</b> If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
		(4) 4th
		0

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 66
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

<b>Part VI Miscellaneous Items</b>				
<b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
<b>26</b> Demographic and benefit information				
<b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				<b>27</b>

<b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>				
<b>28</b> Unpaid minimum required contributions for all prior years .....				<b>28</b> 0
<b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....				<b>29</b> 0
<b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....				<b>30</b> 0

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c) .....				<b>31a</b> 2060281
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 0
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	10295968		975303	
<b>b</b> Waiver amortization installment.....	0		0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....				<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				<b>34</b> 3035584
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	0	3156000	3156000	
<b>36</b> Additional cash requirement (line 34 minus line 35) .....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....				<b>37</b> 2774270
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 2774270
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				<b>38b</b> 2774270
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>				
<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021				

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES	<b>B</b> Three-digit plan number (PN) ▶	053
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 XYLEM INC.	<b>D</b> Employer Identification Number (EIN) 45-2080495	

**Part I Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

**a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....  Yes  No

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY MANAGEMENT TRUST COMPANY

04-2723880

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

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04-2723880

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 64 65	RECORDKEEPING FEES	348992	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

NISA INVESTMENT ADVISORS

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT ADVISORY	288419	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

AON CONSULTING (NJ)

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT ADVISORY	161553	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CAPFINANCIAL PARTNERS

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT ADVISORY	112500	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

CROWE LLP

35-0921680

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	ACCOUNTANT	69344	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

JACKSON LEWIS PC

46-3862389

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	LEGAL	9642	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50 64	CONTRACT ADMINISTRATOR	4750	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**Part I Service Provider Information (continued)**

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>053</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>XYLEM INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>45-2080495</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLL ACWI EXUS INVST MKT IDX NL</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>NORTHERN TRUST GLOBAL INVESTMENTS</u>		
<b>c</b> EIN-PN <u>45-6138589-223</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2179719</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE S&amp;P 500 INDEX NL</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>NORTHERN TRUST GLOBAL INVESTMENTS</u>		
<b>c</b> EIN-PN <u>45-6138589-002</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6481455</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  ▶ <b>File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>053</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>XYLEM INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>45-2080495</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

	(a) Beginning of Year	(b) End of Year
<b>Assets</b>		
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	
<b>(3)</b> Other .....	<b>1b(3)</b>	788129      833573
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	1823913      1779910
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	3559413      3248179
<b>(3)</b> Corporate debt instruments (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	61187147      61945358
<b>(4)</b> Corporate stocks (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	9194902      8661175
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	8522665      7877781
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	
<b>(15)</b> Other .....	<b>1c(15)</b>	

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</b> End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	85076169	84345976
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>	465701	146311
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	465701	146311
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	84610468	84199665

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

<b>Income</b>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	5000000	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>		
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>		
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		5000000
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	3147086	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		3147086
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	640882	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		640882
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	104360514	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	103461012	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		899502
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)		1173440
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities .....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)		-3255282
<b>c</b> Other income .....	2c		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	2d		7605628

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	2e(1)	6681662	
(2) To insurance carriers for the provision of benefits .....	2e(2)		
(3) Other .....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3) .....	2e(4)		6681662
<b>f</b> Corrective distributions (see instructions) .....	2f		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	2g		
<b>h</b> Interest expense .....	2h		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	2i(1)		
(2) Contract administrator fees .....	2i(2)	211892	
(3) Recordkeeping fees .....	2i(3)	658959	
(4) IQPA audit fees .....	2i(4)	64837	
(5) Investment advisory and investment management fees .....	2i(5)	234331	
(6) Bank or trust company trustee/custodial fees .....	2i(6)		
(7) Actuarial fees .....	2i(7)	161553	
(8) Legal fees .....	2i(8)	3197	
(9) Valuation/appraisal fees .....	2i(9)		
(10) Other trustee fees and expenses .....	2i(10)		
(11) Other expenses .....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11) .....	2i(12)		1334769
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	2j		8016431

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d .....	2k		-410803
<b>l</b> Transfers of assets:			
(1) To this plan .....	2l(1)		
(2) From this plan .....	2l(2)		

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1)  Unmodified (2)  Qualified (3)  Disclaimer (4)  Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1)  DOL Regulation 2520.103-8 (2)  DOL Regulation 2520.103-12(d) (3)  neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CROWE LLP

(2) EIN: 35-0921680

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1)  This form is filed for a CCT, PSA, DCG or MTIA. (2)  It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		15000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?  Yes  No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> PN(s)

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .....  Yes    No    Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 592823.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES</u>	<b>B</b> Three-digit plan number (PN)	<u>053</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>XYLEM INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>45-2080495</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

**All references to distributions relate only to payments of benefits during the plan year.**

**1** Total value of distributions paid in property other than in cash or the forms of property specified in the instructions..... 

1		0
---	--	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
 EIN(s): 42-0127290 04-3275867

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

**3** Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year..... 

3		0
---	--	---

<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_  
**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	<b>6c</b>	

**If you completed line 6c, skip lines 8 and 9.**

**7** Will the minimum funding amount reported on line 6c be met by the funding deadline?.....  Yes  No  N/A

**8** If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....  Yes  No  N/A

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

**9** If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....  Increase  Decrease  Both  No

<b>Part IV</b>	<b>ESOPs</b> (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

**10** Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?.....  Yes  No

**11 a** Does the ESOP hold any preferred stock?.....  Yes  No

**b** If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.).....  Yes  No

**12** Does the ESOP hold any stock that is not readily tradable on an established securities market?.....  Yes  No

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

<b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	<b>14a</b>	
<b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14b</b>	
<b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14c</b>	

**15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

**16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</b> If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	<b>16b</b>	

**17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans**

**18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

**a** Enter the percentage of plan assets held as:  
 Public Equity: 18.2 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 78.7 %  
 High-Yield Debt: 0.0 % Real Assets: 1.5 % Cash or Cash Equivalents: 1.6 % Other: 0.0 %

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:  
 0-5 years  5-10 years  10-15 years  15 years or more

**20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

**a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero?  Yes  No

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation.....

**Part VII IRS Compliance Questions**

**21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter \_\_\_/\_\_\_/\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.

# Xylem Pension Plan for U.S. Hourly Employees

Financial Statements as of December 31, 2024 and 2023,  
and for the Years Ended December 31, 2024 and 2023,  
and Supplemental Schedules as of December 31, 2024 and  
for the Year Ended December 31, 2024

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
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Note: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

## INDEPENDENT AUDITOR'S REPORT

Pension Fund Trust and Investment Committee of the  
Xylem Pension Plan for U.S Hourly Employees  
Washington, D.C.

**Scope and Nature of the ERISA Section 103(a)(3)(C) Audit**

We have performed audits of the financial statements of the Xylem Pension Plan for U.S. Hourly Employees (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

**Opinion**

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Sponsor EIN # 45-2080495

Plan # 053

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

Sponsor EIN # 45-2080495

Plan # 053

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

***Other Matter – Supplemental Schedules Required by ERISA***

The supplemental schedules of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule H, Line 4j – Schedule of Reportable Transactions for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meets the requirements of ERISA Section 103(a)(3)(C).

  
Crowe LLP

New York, New York  
February 20, 2026

Sponsor EIN # 45-2080495  
Plan # 053

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

December 31,	<b>2024</b>	2023
<b>ASSETS</b>		
Investments - at fair value	\$ 83,512,403	\$ 84,288,040
Receivables:		
Accrued interest income	833,573	788,129
Total receivables	833,573	788,129
<b>Total assets</b>	<b>84,345,976</b>	85,076,169
<b>LIABILITIES</b>		
Accrued administrative expenses	146,311	465,701
<b>Total liabilities</b>	<b>146,311</b>	465,701
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<b>\$ 84,199,665</b>	\$ 84,610,468

See accompanying notes to financial statements and independent auditor's report.

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

Years Ended December 31,	<b>2024</b>	2023
<b>ADDITIONS</b>		
Investment income:		
Net appreciation in fair value of investments	-	5,427,833
Interest and dividends	<b>3,787,968</b>	3,315,310
Total investment income	<b>3,787,968</b>	8,743,143
Contributions		
Employer	<b>5,000,000</b>	5,000,000
Total additions	<b>8,787,968</b>	13,743,143
<b>DEDUCTIONS</b>		
Net depreciation in fair value of investments	<b>1,182,340</b>	-
Benefits paid directly to participants	<b>6,681,662</b>	6,817,867
Administrative expenses	<b>1,334,769</b>	1,834,014
Total deductions	<b>9,198,771</b>	8,651,881
<b>NET INCREASE (DECREASE) IN ASSETS AVAILABLE FOR BENEFITS</b>	<b>(410,803)</b>	5,091,262
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		
Beginning of year	<b>84,610,468</b>	79,519,206
End of year	<b>\$ 84,199,665</b>	<b>\$ 84,610,468</b>

See accompanying notes to financial statements and independent auditor's report.

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
NOTES TO FINANCIAL STATEMENTS

**Note 1. Description of the Plan**

The following description of the Xylem Pension Plan for U.S. Hourly Employees (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

**General** - The Plan is a defined benefit pension plan covering the hourly employees of the following groups:

- Bell & Gossett - Eligible hourly employees of Local 890 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America located at the Morton Grove, IL location of Fluid Handling, LLC, a subsidiary of Xylem Inc. (the "Company" or "Plan Sponsor").
- Standard - Eligible hourly employees of United Steelworkers, AFL-CIO-CLC and its Local Union 897 at the Cheektowaga, NY location of Fluid Handling, LLC, a subsidiary of the Company.
- Lubbock - Eligible hourly employees formerly represented by The Production and Maintenance Shop Employees Union at the Lubbock, TX location of Xylem Water Systems U.S.A., LLC, a subsidiary of the Company.
- Auburn - Eligible hourly employees of United Steelworkers of America, AFL-CIO, Local 9832 at the Auburn, NY location of Xylem Water Systems U.S.A., LLC a subsidiary of the Company.
- Zelenople - Eligible hourly employees of Xylem Water Solutions Zelenople, LLC., a subsidiary of the Company, represented by the International Brotherhood of Painters and Allied Trades, Glaziers Local Union 751, AFL-CIO.
- Uniontown - Eligible employees of the Uniontown, PA plant location of Sensus USA, Inc., a subsidiary of the Company, represented by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union AFL-CIO-CLC, local 13836.
- Smith-Blair - Eligible employees of the Texarkana, AR plant location of Sensus USA, Inc., a subsidiary of the Company, represented by United Steel Workers of America, Local 9308.

The Plan was established January 1, 1951 by the Leopold Company, Inc. as the Retirement Plan of Leopold Company, Inc. for Hourly-Rated Employees. Effective October 31, 2011, as part of the spin-off from ITT Corporation, sponsorship of the Plan was transferred to the Company and was renamed the Retirement Plan of Xylem Water Solutions Zelenople for Hourly Paid Employees. The plan was amended effective December 30, 2016, to merge the Company's other U.S. hourly pension plans into the Plan and change its name to the Xylem Pension Plan for U.S. Hourly Employees. The plan was amended and restated to incorporate prior amendments and consolidate into one updated Plan document effective January 1, 2022.

The Pension Fund Trust and Investment Committee ("PFTIC") as appointed by the Board of Directors of the Company, controls and manages the operation and administration of the Plan, and directs the managers of the Plan's investments.

Effective July 1, 2023, Fidelity Management Trust Company ("Fidelity") was appointed to act as the sole Trustee and recordkeeper of the Plan ("the Trustee"). The Delaware Charter Guarantee & Trust Company, a Delaware corporation conducting business under the trade name of Principal Trust Company ("Principal"), was the sole Trustee of the plan until June 30, 2023 ("the former Trustee") (collectively, "the Trustees"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The following is a breakdown of the terms for each group, as each group stands alone in the Plan with regard to benefits to participants. References to participants in each group refer to that group only:

#### Bell & Gossett

All hourly employees of Local 890 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America located at the Morton Grove, Illinois facility are eligible to participate upon the attainment of the earlier of (i) the date the employee completes three years of continuous service; or (ii) the date the employee completes one year of continuous service and reaches age 21. Effective August 14, 2015 the Plan is closed to new participants.

The benefit payable to Participants whose last day of employment with the Company is on or after January 1, 2018 will be \$35 per month per year of Credited Service earned on and after January 1, 1965 up to a maximum of forty five (45) years.

Effective January 1, 2025, pursuant to contract changes approved by the union, the Pension modifier was further amended to \$36.

Participants are eligible for monthly benefit payments upon reaching age 65. The normal monthly benefit payments are determined by multiplication of a benefit rate, which depends upon the period of credited service by the total number of years of credited service, not to exceed 45 years. A participant is 100% vested after five years of service. Prior to that time, the participant is not vested.

Participants are eligible to receive early retirement benefits between the ages of 55 and 65, upon completion of five years of credited service. Early retirement benefits are computed in a manner similar to normal retirement at age 65, except that they are reduced by certain factors, as outlined in the Plan document, for each month that the early retirement date precedes the normal retirement date.

A married participant who is a vested participant is automatically covered by the pre-retirement death benefit option, which will provide a benefit for the surviving spouse upon death prior to retirement, unless coverage is waived. The benefit would be equal to the benefit the spouse would have received had the participant retired on the date of death, computed under the normal form of payment and subject to certain limitations as outlined in the Plan document.

A participant, who has attained age 50, has completed 15 years of continuous service and who becomes totally and permanently disabled is eligible to receive a disability retirement benefit. The amount of the benefit is computed, as it would be for normal retirement based on the participant's years of credited service as of the date of disability.

#### Standard

All Fluid Handling, LLC hourly employees represented by United Steelworkers, AFL-CIO-CLC and its Local Union 897 at the Cheektowaga, New York facility participate in the Plan from their date of hire.

Participants are eligible for monthly benefit payments upon reaching age 65. A participant is 100% vested after five years of service. Prior to that time, the participant is not vested. Effective October 17, 2016 the Plan is closed to new participants.

Effective January 1, 2014, for those participants that were hired on or before October 17, 1993, all benefits earned with respect to service to December 31, 2013 are frozen. Beginning January 1, 2014, participants will accrue a pension benefit at a benefit rate per month multiplied by their years of credited service after December 31, 2013. Prior to January 1, 2014, their benefit was computed as the greater of a) an amount equal to 1% of average monthly earnings multiplied by the number of years of credited service, or b) a benefit rate per month multiplied by their years of credited service.

Participants hired on or before October 17, 1993 accrued a pension benefit for service on and prior to December 31, 2013, at the greater of a) an amount equal to 1% of average monthly earnings multiplied by the number of years of credited service or b) a benefit rate per month multiplied by their years of credited service; plus for service after December 31, 2013, a monthly Pension Benefit payable for the life of the Participants equal to a fixed amount per month per year of service. Participants hired after October 17, 1993, accrued a pension benefit computed as a monthly pension benefit payable for the life of the participants, equal to the applicable annual benefit accrual rate multiplied by years of credited service.

Effective January 1, 2020, pursuant to contract changes approved by the union, the Pension modifier (a factor that determines the amount of a Participant's annuity) was amended to \$51 for tier 1 employees. For tier 2 employees, the Pension modifier amended to \$34 effective January 1, 2020 and further amended to \$35 effective January 1, 2021.

Effective January 1, 2026, pursuant to contract changes approved by the union, the Pension modifier (a factor that determines the amount of a Participants annuity) was amended to \$52 for tier 1 employees and \$38 for tier 2 employees.

Participants are eligible to receive early retirement benefits between the ages of 55 and 65, upon completion of ten years of credited service. Early retirement benefits are computed in a manner similar to normal retirement at age 65, except that they are reduced by certain factors, as outlined in the Plan document, for each month that the early retirement date precedes the normal retirement date.

A married participant who is a vested participant is automatically covered by the pre-retirement death benefit option, which will provide a benefit for the surviving spouse upon death prior to retirement, unless coverage is waived. The benefit would be equal to the benefit the spouse would have received had the participant retired on the date of death, computed under the normal form of payment and subject to certain limitations as outlined in the Plan document.

A participant who has completed 10 years of continuous service and who becomes totally and permanently disabled is eligible to receive a disability retirement benefit. The amount of the benefit is computed as it would be for normal retirement based on the participant's years of credited service as of the date of disability, but not less than \$275 per month. The benefit must be reduced prior to normal retirement by any Company-provided public disability benefit awarded to the participant.

### Lubbock

All hourly employees of the employer formerly represented by The Production and Maintenance Shop Employees union at the Lubbock, Texas location are eligible to participate as of the date such employee completes one hour of service as an employee. Prior to the amendment of the Plan in 2011, non-union employees were eligible to

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participate in the Plan if they were not participating in any other plan sponsored by the Company or an affiliated company, as defined by the Plan. Effective January 1, 2008, the Plan was frozen to new participants and no participants have been eligible to earn credited service for employment after that date.

Participants are eligible for monthly benefit payments upon reaching age 62. The normal monthly benefit payments are determined by multiplying the benefit rate, which depends upon the period of credited service, by the total number of years of credited service. A participant is 100% vested after five years of service. Prior to that time, the participant is not vested.

Participants are eligible to receive early retirement benefits between the ages of 55 and 62, upon completion of five years of credited service. Early retirement benefits are computed in a manner similar to normal retirement at age 62, except that they are reduced by certain factors, as outlined in the Plan document, for each month that the early retirement date precedes the normal retirement date.

A married participant who is a vested participant is automatically covered by the pre-retirement death benefit option, which will provide a benefit for the surviving spouse upon death prior to retirement, unless coverage is waived. The benefit would be equal to the benefit the spouse would have received had the participant retired on the date of death, computed under the normal form of payment and subject to certain limitations as outlined in the Plan document.

A participant who has completed five years of continuous service and who becomes totally and permanently disabled is eligible to receive a disability retirement benefit. The amount of the benefit is computed as it would be for normal retirement based on the participant's years of credited service as of the date of disability.

#### Auburn

All hourly employees of the employer represented by United Steelworkers of America, AFL-CIO, Local 9832 at the Auburn, New York location are eligible to participate in the Plan if they were on the employer payroll at January 1, 2012, or after completing one hour of service prior to August 4, 2014. Effective August 4, 2014 the Plan is closed to new participants. In addition, an employee who was not on the payroll of a Participating Unit on January 1, 2012 due to a work-related injury and received payment under a plan that is maintained solely for the purpose of complying with applicable workers' compensation laws for the payroll period that includes January 1, 2012 shall become a Participant on January 1, 2012, as outlined in the Plan document.

For eligible participants whose last day of employment with the Company is on or after December 31, 2019, the benefit rate will be \$35 per year of Credited Service occurring before January 1, 2005 and \$50 per year of Credited Service occurring on and after January 1, 2005.

Participants are eligible for monthly benefit payments upon reaching age 62. The normal monthly benefit payments are determined by multiplying the benefit rate, which depends upon the period of credited service, as defined by the Plan, by the total number of years of credited service. A participant is 100% vested after five years of service. Prior to that time, the participant is not vested. A participant's pension benefit in the Plan is reduced by the normal or postponed pension benefit under the ITT Pension Plan for Bargaining Unit Employees Seneca Falls, New York ("Former Pension Plan"). The Plan Sponsor established the Plan to continue the pension plan benefits of the Former Pension Plan.

Participants are eligible to receive early retirement benefits between the ages of 55 and 62 upon completion of five years of credited service. Early retirement benefits are computed in a manner similar to normal retirement at age 62, except that they are reduced by certain factors, as outlined in the Plan document, for each month that the early retirement date precedes the normal retirement date.

The surviving spouse of a participant who is vested is automatically covered by the pre-retirement death benefit option, which will provide a benefit for the surviving spouse upon death prior to retirement, unless coverage is waived. The benefit would be equal to the benefit the spouse would have received had the participant retired on the date of death, computed under the normal form of payment and subject to certain limitations as outlined in the Plan document.

A participant who has completed 5 years of continuous service and who becomes totally and permanently disabled is eligible to receive a disability retirement benefit. The amount of the benefit is computed as it would be for normal retirement based on the participant's years of credited service as of the date of disability.

#### Zelienople

Employees represented for collective bargaining by International Brotherhood of Painters and Allied Trades, Glaziers Local Union 751, AFL-CIO are eligible to participate in the Plan. Since May 1, 2007, no employee has become eligible to become an eligible employee and join the Plan; however, that a former eligible employee who is rehired as an employee and whose prior service is restored and credited as continuous service will become a participant solely with respect to any continuous service and credited service so restored. However, no additional service will be earned for any period of re-employment on or after August 31, 2010.

A participant's right to their pension benefit shall be nonforfeitable upon the latter of their attainment of age 65 or their fifth anniversary of the date they commenced participation in the Plan. A participant who is eligible for normal retirement or postponed retirement will receive their pension benefit as of the first day of the month coincident with or next following their termination of employment. The monthly pension benefit payable to a participant eligible for early retirement shall be a deferred benefit commencing on the participant's normal retirement date, provided, however, that the participant may elect to begin receiving a reduced pension benefit as of their early retirement date or other date thereafter.

The benefit rate and formula used to determine a participant's pension benefit shall be the rate and formula in effect on the day the participant ceases to be an eligible employee, even if the participant continues in service as an employee with a participating unit, the Company or an associated company after such date.

A participant is eligible to receive a pension benefit in one of three ways - life annuity option, 75% contingent annuitant option, or 100% contingent annuitant option. See plan document for details.

The surviving spouse of a participant shall be eligible for a survivor benefit payable to, and for the lifetime of, such spouse if the participant should die while in active service with a participating unit after completing the eligibility requirements for any pension benefit, provided the participant had not elected to waive such benefit, (including waiving such benefit after termination of employment) or is granted a qualified military leave and dies on or after January 1, 2007, in the performance of qualified military service, or while receiving a disability benefit.

#### Uniontown

All eligible employees represented for collective bargaining by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union AFL-CIO-CLC on behalf of Local Union 13836 of the Uniontown, Pennsylvania plant location of Sensus USA, Inc., a subsidiary of the Company, are entitled to monthly pension benefits equal to the participant's accrued benefit on the retirement date, reduced by 0.50% for each of the first 24 months and 0.33% for each additional month that the early retirement date precedes the month the participant attains age 62. No employees of the Uniontown, Pennsylvania plant hired on or after February 25, 2013 may join or rejoin the Plan as an active participant.

Benefits are calculated based upon a flat dollar benefit per years of service, not to exceed certain specified maximum years of service.

Employees with five or more years of service are entitled to monthly pension benefits beginning at normal retirement age (65) equal to the participant's accrued benefit on such date; however, employees are eligible for full monthly pension benefits beginning at age 62. The Plan allows for early retirement for participants who have attained the age of 55 and have completed ten years of vesting service.

If a participant who has a vested retirement pension dies before their pension commencement date, a death benefit will be paid to their surviving spouse in accordance with the Plan's provisions. If a participant becomes totally or permanently disabled before their retirement date, either a disability benefit will be payable to him or her, or he or she will continue to accrue benefits in accordance with the Plan's provision.

Effective January 1, 2024, the Plan has been amended to freeze Uniontown participants service accruals after December 31, 2023.

### Smith-Blair

Employees represented for collective bargaining by The United Steelworkers of America, Local No. 9308, Smith-Blair, Inc. of the Texarkana, Arkansas plant location of Sensus USA, Inc., a subsidiary of the Company, are entitled to monthly pension benefits equal to the participant's accrued benefit on the retirement date, reduced by 0.50% for each of the first 60 months and 0.33% for each additional month that the early retirement date precedes the normal retirement date. No employees of the Texarkana, Arkansas plant hired on and after July 11, 2011 may join or rejoin the Plan as an active participant.

Benefits are calculated based upon a flat dollar benefit per years of service, not to exceed certain specified maximum years of service.

Employees with five or more years of service are entitled to monthly pension benefits beginning at normal retirement age (65) equal to the participant's accrued benefit on such date. The Plan allows for early retirement for participants who have attained the age of 55 and have completed ten years of vesting service.

If a participant who has a vested retirement pension dies before their pension commencement date, a death benefit will be paid to their surviving spouse in accordance with the Plan's provisions. If a participant becomes totally or permanently disabled before their retirement date, either a disability benefit will be payable to him or her, or he or she will continue to accrue benefits in accordance with the Plan's provision.

Effective August 9, 2020, pursuant to contract changes approved by the union, future benefit accruals shall be frozen with respect to employees of Smith-Blair, Inc., for service on or after October 1, 2020.

Effective January 1, 2023, and as a result of recent collective bargaining negotiations, the Plan has been amended to increase the annual benefit accrual per year of credited service for select collectively bargained participants under Standard Hourly employees of United Steelworkers, AFL-CIO-CLC and its Local Union 897.

The Plan has also been amended, effective for commencement dates from June 1, 2023, onward, to provide JSA benefits under each subplan be calculated using the "better of" the actuarial factors set forth in the Plan document as applicable to a participant's benefit, and the applicable Internal Revenue Code Section 417(e) interest rates and Section 417(e) mortality tables.

**Contributions** - Contributions to provide benefits under the Plan are made solely by the Company. See Note 5 for the Company's funding policy.

**Administrative and Investment Management Expenses** - Administrative expenses of the Plan, including actuarial services, audit fees and regulatory fees are paid by the Plan, as provided in the Plan document and the trust agreement. Certain accounting and other administrative services are provided to the Plan at no charge. These services are performed by employees of the Company or employer and no such employee receives compensation from the Plan.

Investment management fees are charged to the Plan as a reduction of investment return and included in the investment income or losses reported by the Plan.

## **Note 2. Summary of Significant Accounting Policies**

**Basis of Accounting** - The financial statements of the Plan are prepared under the accrual basis of accounting.

**Use of Estimates** - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect certain reported amounts and disclosures, and actual results may differ from these estimates.

**Risks and Uncertainties** - The Plan's investments include mutual funds, and collective trusts. Investments, in general, are exposed to various risks, such as interest rate risk, credit risk, liquidity risk, and overall market volatility. Due to the level of risk associated with certain Plan investments, it is at least reasonably possible that changes in the values of certain Plan investments will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

**Investment Valuation and Income Recognition** - The Plan's investments are reported at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A more detailed description of the individual types of investments can be found in Note 4 Fair Value Measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**Payment of Benefits** - Benefit payments to participants are recorded upon distribution.

## **Note 3. Certified Information**

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, interest and dividends for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate for the

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time periods stated in Note 1 by Fidelity Management Trust Company and Delaware Charter Guarantee & Trust Company d/b/a Principal Trust Company (the Trustees of the Plan).

#### **Note 4. Fair Value Measurements**

The Plan determines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan uses a hierarchical structure to prioritize the inputs to valuation techniques used to measure fair value into three broad levels defined as follows:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 inputs are other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. Level 2 inputs include quoted prices (in non-active markets or in active markets for similar assets or liabilities), inputs other than quoted prices that are observable, and inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 inputs are unobservable inputs for the assets or liabilities.

The fair value hierarchy is based on maximizing the use of observable inputs and minimizing the use of unobservable inputs when measuring fair value. Classification within the fair value hierarchy is based on the lowest level input that is significant to the fair value measurement.

NAV practical expedient is the measurement of fair value using the net asset value ("NAV") per share (or its equivalent) practical expedient as an alternative to the fair value hierarchy as discussed above.

The following descriptions of the valuation methodologies and assumptions are used by the Plan to estimate the fair values of investments held by the Plan:

- *Cash and cash equivalents* - Comprised of money market funds valued at the closing price by the fund manager from an actively traded exchange and are classified as Level 1.
- *Mutual funds* - Mutual funds are publicly traded in active markets and valued at the closing price reported on those major markets on the measurement date. Mutual funds are classified within Level 1 of the fair value hierarchy.
- *Collective Trusts ("CTs")* - CTs are valued at fair value at the Plan's year-end date using the NAV provided by the administrators of the CTs as a practical expedient. Investments in CTs can be redeemed on a daily basis, except as noted below, and there are no unfunded commitments. CTs are not classified within the fair value hierarchy.
- *Corporate bonds and U.S. government securities* - Fixed income securities consist primarily of investment grade corporate bonds and United States government securities. Fixed income securities are generally valued using pricing models (e.g. matrix pricing) using observable market inputs. As the significant inputs used to price fixed income securities are observable market inputs, the fair values of fixed income securities are included in the Level 2 fair value hierarchy.

While the Plan Administrator believes that the valuation methods are appropriate and consistent with how other participants in the market value these type of investments, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the

reporting date. The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. There have been no changes in the methodologies used at December 31, 2024 and 2023.

The following table sets forth by level within the fair value hierarchy, a summary of the Plan's investments measured at fair value at December 31, 2024:

	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	NAV Practical Expedient *	Total
Cash and cash equivalents	\$ 1,779,910	\$ -	\$ -	\$ -	\$ 1,779,910
Mutual funds	7,877,781	-	-	-	7,877,781
U.S. government securities	-	3,248,179	-	-	3,248,179
Corporate bonds	-	61,945,358	-	-	61,945,358
Collective trusts	-	-	-	8,661,175	8,661,175
<b>Totals</b>	<b>\$ 9,657,691</b>	<b>\$ 65,193,537</b>	<b>\$ -</b>	<b>\$ 8,661,175</b>	<b>\$ 83,512,403</b>

The following table sets forth by level within the fair value hierarchy, a summary of the Plan's investments measured at fair value at December 31, 2023:

	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	NAV Practical Expedient *	Total
Cash and cash equivalents	\$ 1,823,913	\$ -	\$ -	\$ -	\$ 1,823,913
Mutual funds	8,522,665	-	-	-	8,522,665
U.S. government securities	-	3,559,413	-	-	3,559,413
Corporate bonds	-	61,187,147	-	-	61,187,147
Collective trusts	-	-	-	9,194,902	9,194,902
<b>Totals</b>	<b>\$ 10,346,578</b>	<b>\$ 64,746,560</b>	<b>\$ -</b>	<b>\$ 9,194,902</b>	<b>\$ 84,288,040</b>

\* Investments measured at fair value using NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value of the Plan.

## Note 5. Funding Policy

Contributions to provide benefits under the Plan are made solely by the Company. Funding requirements under Internal Revenue Service ("IRS") rules are a major consideration in making contributions to the Plan. The Company's funding policy is to make cash contributions to the Plan not less than the minimum required by applicable law and regulations. While the Company has significant discretion in making voluntary contributions, ERISA, including subsequent amendments, and applicable Internal Revenue Code ("IRC") regulations mandate minimum funding thresholds. The Company continually monitors the funded status and minimum funding requirements. The Company made a \$5,000,000 contribution to the Plan in 2024 and 2023.

Interest, dividends and cumulative net appreciation/depreciation of investments of the Plan serve to reduce future contributions that would otherwise be required to provide for the defined level of benefits as outlined in the Plan document. The Company's contributions are adjusted to reflect differences between actual contributions in prior years and the amounts required under the Company's current funding policy to meet the minimum funding requirements of ERISA. The Company met the minimum funding requirements for the years ended December 31, 2024 and 2023.

## Note 6. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to service rendered by participants as of the valuation date. Accumulated plan benefits include benefits expected to be paid to: (1) retired or terminated participants, (2) beneficiaries of participants who have died, and (3) present participants or their beneficiaries. The actuarial present value of accumulated plan benefits is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The actuarial present value of accumulated plan benefits as of December 31, 2023 is as follows:

Vested accumulated plan benefits:

Retired participants and/or beneficiaries currently receiving benefits	\$ 66,002,014
Other participants	33,874,421
Total vested accumulated plan benefits	<u>99,876,435</u>
Nonvested accumulated plan benefits	375,961
Total actuarial present value of accumulated plan benefits	<u>\$ 100,252,396</u>

The changes in the actuarial present value of the Plan's accumulated plan benefits for the year ended December 31, 2023 are as follows:

Actuarial present value of accumulated plan benefits - December 31, 2022	\$ 101,509,853
Increase (decrease) during the year attributable to:	
Benefits paid	(6,817,867)
Interest	4,416,238
Plan amendments	1,615,370
Assumption changes (a)	(2,566,030)
Others	2,094,832
Actuarial present value of accumulated plan benefits - December 31, 2023	<u>\$ 100,252,396</u>

(a) The assumption changes are primarily due to an increase in discount rate from 4.50% to 4.75%.

The significant actuarial assumptions used in the December 31, 2023 valuations were:

- Mortality: The mortality assumption for non-annuitants and healthy annuitants from the Pri-2012 Healthy Fully Generational Mortality Table with Blue Collar adjustment reflecting the revised improvement Scale MP-2021 and for disabled annuitants the Pri-2012 Disabled Fully Generational Mortality Table reflecting the revised improvement Scale MP-2020.
- Retirement age: Retirement rates from 2% at age 55 to 100% at age 70 for Auburn, Bell & Gossett, and Standard. Retirement rates from 5% at age 55 to 100% at age 70 for Lubbock and Zelenople. Retirement rate from 25% at age 61 to 100% at age 70 for Uniontown. For Smith-Blair, retirement rate from 75% at age 64 to 100% at age 70.
- Interest rate (ASC 960) used to discount accumulated plan benefits: 4.75% per annum.

Actuarial assumptions for the period before normal retirement include factors for mortality, termination of employment, early retirement and disability.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

#### **Note 7. Exempt Party-In-Interest Transactions**

Parties-in-interest are defined by Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Amounts paid by the Plan to parties-in-interest included fees paid for investment management, actuarial services and other professional and regulatory fees.

Certain professional fees for the administration of the Plan were paid by the Company. NISA Investment Advisors, LLC is the investment manager for the Plan. Principal and Fidelity also manage a portion of Plan assets. These assets and related transactions qualify as exempt party-in-interest transactions.

These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory or administrative exemptions from the IRC and ERISA rules on prohibited transactions.

#### **Note 8. Federal Income Tax Status**

The IRS has determined and informed the Company by a letter dated April 20, 2017, that the Plan and related trust are designed in accordance with the applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, Plan management believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires the Company to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Company has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Company believes the Plan is no longer subject to income tax examinations for years prior to 2021.

#### **Note 9. Subsequent Events**

The Company has evaluated subsequent events for recognition and disclosure through February 20, 2026, which is the date the financial statements were available to be issued. No significant events were noted except for the matters disclosed below.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Schedule SB, line 26a — Schedule of Active Participant Data  
 as of January 1, 2024

Number of Participants										
Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			1							
30-34			4	5						
35-39			6	10	4					
40-44		1	10	11	10					
45-49		3	6	6	6	3	4			
50-54			6	13	6	11	13	1		
55-59	1	1	7	11	3	16	14	12	7	
60-64	1	3	9	12	5	12	15	12	14	
65-69		3	4	11	2	18	18	8	4	7
70+		1			2	10	3			3

N-389

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

## Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

<b>Interest Rates for Minimum Funding Purposes</b>	Based on segment rates with a four-month lookback (as of September 2023), each adjusted as needed to fall within the 25-year interest rate stabilization corridor.
1st Segment Rate	4.75%
2nd Segment Rate	4.87%
3rd Segment Rate	5.59%
<b>Interest Rates for Maximum Tax Purposes</b>	Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization.
1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%
<b>Withdrawal Rates</b>	Zelienople — Not applicable. Others — See Table 1.
<b>Retirement Rates or Age</b>	
Active Participants	See Table 2.
Terminated Vested Participants	Later of current age and age 60.
Deferred Beneficiaries	Later of current age and the originating participant's age 65.
<b>Disability Rates for Active Participants</b>	Zelienople — Not applicable. Others — See Table 3.
<b>Mortality Rates</b>	
Healthy	2024 generational mortality tables for annuitants and non-annuitants per §1.430(h)(3)-1(b).
Disabled	Revenue Ruling 96-7 disabled mortality table.
<b>Timing of Status Changes During the Year</b>	Middle of year (except that retirement is assumed to occur at the beginning of the year for ages at which the assumed retirement rate is 100%).
<b>Spousal Demographics at Retirement or Pre-Retirement Death</b>	70% participants have an opposite-gender spouse at death, with the husband two years older (on average) than the wife.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

<b>Optional Payment Form Elections for Future Commencements</b>	Single participants are assumed to elect single life annuities. Married participants are assumed (on average) to elect joint and 75% survivor annuities.
<b>Optional Payment Form Conversion Interest Rate</b>	Long-term §417(e) rates of 4.82 percent for the first five years, 5.08 percent for the next 15 years, and 5.15 percent thereafter.
<b>Optional Payment Form Conversion Mortality</b>	Current IRC section 417(e) table.
<b>Salary Increases for the Standard Location's Special Conditions Pension</b>	3.5% per year.
<b>Benefit and Compensation Limits</b>	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$275,000 and the current IRC section 401(a)(17) compensation limit of \$345,000.
<b>Valuation of Plan Assets</b>	Smoothed, audited fair market values of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is limited to not less than 90% nor more than 110% of fair market value.
<b>Expected Return on Assets</b>	Set as the lesser of the Enrolled Actuary's best estimate on a geometric basis (net of anticipated investment trust expenses, but gross of anticipated noninvestment trust expenses) and the stabilized third segment rate.  A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
2022 Plan Year	3.99% before and after third segment rate limit of 5.92%.
2023 Plan Year	6.28% before third segment rate limit of 5.74%. Limited to 5.74%.
2024 Plan Year	6.13% before third segment rate limit of 5.59%. Limited to 5.59%.
<b>Noninvestment Trust Expenses Included in Target Normal Cost</b>	The prior year's non-investment, non-PBGC expenses, increased with 2.4% inflation, plus the current year's actual PBGC premiums. The result is then rounded to the nearest \$1,000.
<b>Actuarial Method</b>	Standard unit credit cost method.
<b>Valuation Date</b>	January 1, 2024

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Table 1

Withdrawal Rates

Age	Non-Sensus Rate	Sensus Rate	Age	Non-Sensus Rate	Sensus Rate
25	8.36%	17.55%	50	2.35%	5.04%
26	7.90%	16.74%	51	2.25%	4.77%
27	7.47%	16.02%	52	2.18%	4.50%
28	7.06%	15.30%	53	2.12%	4.23%
29	6.67%	14.58%	54	2.07%	4.05%
30	6.30%	13.95%	55	2.03%	3.78%
31	5.94%	13.23%	56	2.05%	3.60%
32	5.61%	12.60%	57	2.07%	3.33%
33	5.30%	12.06%	58	2.14%	3.15%
34	5.03%	11.43%	59	2.19%	2.97%
35	4.77%	10.89%	60	2.30%	2.70%
36	4.52%	10.35%	61	2.37%	2.52%
37	4.30%	9.90%	62	2.59%	2.34%
38	4.10%	9.36%	63	2.83%	2.07%
39	3.92%	8.91%	64	3.07%	1.89%
40	3.76%	8.46%	65	0.00%	1.71%
41	3.62%	8.10%	66	0.00%	1.53%
42	3.46%	7.65%	67	0.00%	1.26%
43	3.30%	7.29%	68	0.00%	1.08%
44	3.15%	6.93%	69	0.00%	0.90%
45	3.00%	6.57%	70+	0.00%	0.72%
46	2.85%	6.21%			
47	2.72%	5.94%			
48	2.59%	5.58%			
49	2.47%	5.31%			

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Table 2

Retirement Rates for Active Participants

Age	Auburn	Bell & Gossett	Lubbock and Zelenople	Sensus		Standard	
				Uniontown	Texarkana	Reduced	Unreduced
55	2.03%	2.03%	5.00%	0.00%	0.00%	2.03%	0.00%
56	2.05%	2.05%	5.00%	0.00%	0.00%	2.05%	0.00%
57	2.07%	2.07%	5.00%	0.00%	0.00%	2.07%	0.00%
58	2.14%	2.14%	5.00%	0.00%	0.00%	2.14%	0.00%
59	2.19%	2.19%	6.00%	0.00%	0.00%	2.19%	0.00%
60	2.30%	2.30%	7.00%	0.00%	0.00%	2.30%	0.00%
61	2.37%	2.37%	10.00%	25.00%	0.00%	2.37%	0.00%
62	70.00%	2.59%	20.00%	25.00%	0.00%	2.59%	20.00%
63	30.00%	2.83%	10.00%	25.00%	0.00%	2.83%	10.00%
64	30.00%	3.07%	15.00%	25.00%	75.00%	3.07%	10.00%
65	30.00%	50.00%	70.00%	33.00%	33.00%	50.00%	50.00%
66 – 69	30.00%	30.00%	30.00%	33.00%	33.00%	30.00%	30.00%
70+	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Table 3

Disability Rates

Age	Male	Female	Age	Male	Female
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			
45	0.16%	0.24%			
46	0.18%	0.27%			
47	0.21%	0.30%			
48	0.25%	0.33%			
49	0.28%	0.36%			
50	0.33%	0.40%			
51	0.39%	0.44%			
52	0.46%	0.49%			
53	0.53%	0.54%			
54	0.61%	0.59%			

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**

**EIN#: 45-2080495**

FORM 5500, SCHEDULE H, LINE 4j, – SCHEDULE OF REPORTABLE TRANSACTIONS  
FOR YEAR ENDED DECEMBER 31, 2024

**PN: 053**

(a) Identity of Party Involved	(b) Description of Asset (include interest rate and maturity in case of a loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
<b><u>Category (i): A single transaction in excess of 5% of the current value of Plan assets:</u></b>								
* Fidelity	FIMM MM Government Portfolio – Instl CI	\$ 4,441,967				\$ 4,441,967	\$ 4,441,967	\$ -
* Fidelity	FIMM MM Government Portfolio – Instl CI		6,360,000			6,360,000	6,360,000	-
Drefus	Drefus Cash Management Instl	5,320,892				5,320,892	5,320,892	-
Drefus	Drefus Cash Management Instl		5,158,234			5,158,234	5,158,234	-
<b><u>Category (iii): A series of transactions with the same security in excess of 5% of the current value of Plan assets:</u></b>								
* Fidelity	FIMM MM Government Portfolio – Instl CI	\$ 14,579,773				\$ 14,580,043	\$ 14,580,043	\$ -
			13,646,693			13,646,693	13,646,693	-
Drefus	Drefus Cash Management Instl	\$ 13,255,212				13,255,212	13,255,212	-
			13,255,359			13,255,212	13,255,359	147

See accompanying Independent Auditor's Report.

Sponsor EIN # 45-2080495  
Plan # 053

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**  
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

<b>A</b> Name of plan XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES	<b>B</b> Three-digit plan number (PN) ▶	053
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF XYLEM INC.	<b>D</b> Employer Identification Number (EIN) 45-2080495	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	89,465,927
	<b>b</b> Actuarial value .....	<b>2b</b>	95,113,760
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	1,115	66,247,746
	<b>b</b> For terminated vested participants .....	242	6,665,803
	<b>c</b> For active participants .....	389	25,489,286
	<b>d</b> Total .....	1,746	98,402,835
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b) .....		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	5.10%
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	867,281
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	1,193,000
	<b>c</b> Target normal cost .....	<b>6c</b>	2,060,281

**Statement by Enrolled Actuary**  
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<b>SIGN HERE</b>	MATTHEW L. BOND <span style="font-size: 2em; color: blue; font-family: cursive;">MLB</span> Signature of actuary	10/02/2025 Date
	Matthew L. Bond Type or print name of actuary	2307596 Most recent enrollment number
	Aon Consulting, Inc. Firm name	203-505-5609 Telephone number (including area code)
	MSC# 17834 P.O. Box 7505 Fort Washington PA 19034 Address of the firm	

<b>Part II</b>		<b>Beginning of Year Carryover and Prefunding Balances</b>	
		<b>(a) Carryover balance</b>	<b>(b) Prefunding balance</b>
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	4,825,490
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	4,825,490
<b>10</b>	Interest on line 9 using prior year's actual return of <u>11.38%</u> .....	0	549,141
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		1,360,898
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.22%</u> .....		71,039
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		1,431,937
	<b>d</b> Portion of (c) to be added to prefunding balance .....		1,431,937
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) .....	0	6,806,568

<b>Part III</b>		<b>Funding Percentages</b>	
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	89.55%
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	89.55%
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	90.70%
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV</b>		<b>Contributions and Liquidity Shortfalls</b>			
<b>18</b> Contributions made to the plan for the plan year by employer(s) and employees:					
<b>(a) Date</b> (MM-DD-YYYY)	<b>(b) Amount paid by</b> employer(s)	<b>(c) Amount paid by</b> employees	<b>(a) Date</b> (MM-DD-YYYY)	<b>(b) Amount paid by</b> employer(s)	<b>(c) Amount paid by</b> employees
07/29/2025	3,000,000	0			
<b>Totals ▶</b>			<b>18(b)</b>	3,000,000	<b>18(c)</b> 0

<b>19</b>	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years. ....	<b>19a</b> 0
	<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b> 0
	<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b> 2,774,270
<b>20</b>	Quarterly contributions and liquidity shortfalls:	
	<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>c</b> If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
	(4) 4th	0

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75%	2nd segment: 4.87%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 66
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

<b>Part VI Miscellaneous Items</b>				
<b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
<b>26</b> Demographic and benefit information				
<b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				<b>27</b>

<b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>				
<b>28</b> Unpaid minimum required contributions for all prior years .....				<b>28</b> 0
<b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....				<b>29</b> 0
<b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....				<b>30</b> 0

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c).....				<b>31a</b> 2,060,281
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 0
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	10,295,968		975,303	
<b>b</b> Waiver amortization installment .....	0		0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....				<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....				<b>34</b> 3,035,584
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	0	3,156,000	3,156,000	
<b>36</b> Additional cash requirement (line 34 minus line 35).....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....				<b>37</b> 2,774,270
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 2,774,270
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....				<b>38b</b> 2,774,270
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>				
<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021				

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Schedule SB, line 15 — Reconciliation of Differences  
 Between Valuation Results and Amounts Used to Calculate  
 AFTAP

An estimated Specific AFTAP for the Plan was originally issued December 19, 2024. The final valuation results reported in the 2024 Schedule SB and the AFTAP certified on September 11, 2025 reflect a change in the Funding Target, based upon the final census data as of January 1, 2024.

		<b>12/19/2024</b>		<b>9/11/2025</b>
		<b>Certification</b>		<b>Certification</b>
Funding Target	\$	98,200,000	\$	98,603,160
Value of Plan Assets	\$	95,113,760	\$	95,113,760
Applicable Funding Standard Carryover Balance	\$	0	\$	0
Applicable Prefunding Balance	\$	6,806,568	\$	6,806,568
AFTAP		89.92%		89.55%

Schedule SB Attachment (Form 5500) – 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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Schedule SB, line 19 – Discounted Employer Contributions

Year applied for contributions: 2024

<b>Date</b>	<b>Amount</b>	<b>Days to Discount to 1/1/2024 at 5.10%</b>	<b>Interest Adjusted Contribution</b>
July 29, 2025	\$ 3,000,000	575	\$ 2,774,270

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
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Schedule SB, line 22 — Description of Weighted Average Retirement Age

The weighted-average retirement age shown in line 22 has been calculated by our valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement. The resulting age is then rounded to the nearest year in line 22.

(a) Age	(b) Retirement Probability	(c) Expected Retirements	(d) Product (a) × (c)
55	1.80%	2.05	112.85
56	1.79%	2.16	120.98
57	1.80%	2.35	133.91
58	1.89%	2.58	149.71
59	1.98%	3.13	184.63
60	2.05%	3.37	202.13
61	4.25%	7.28	443.79
62	21.01%	38.71	2400.29
63	7.03%	11.43	720.23
64	6.95%	11.27	721.15
65	54.06%	87.92	5714.66
66	30.53%	31.17	2057.30
67	30.56%	26.71	1789.74
68	30.52%	20.21	1374.34
69	30.51%	16.36	1128.93
70	100.00%	61.93	4414.82
	Total	328.63	21669.45
	Weighted Average		65.94

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## Schedule SB, Part V — Summary of Plan Provisions

### Plan Merger

#### Description of Plan Merger

Effective as of December 30, 2016, the Retirement Plan of Xylem Water Solutions Zelenople for Hourly Paid Employees (Zelenople) was renamed as the Xylem Pension Plan for U.S. Hourly Employees (the “Plan”).

At the same time, the following U.S. pension plans (the “Merged Plans”) were merged into the plan (the “Merger”):

- Xylem Pension Plan for Bargaining Unit Employees, Auburn, New York (Auburn)
- Xylem Bell & Gossett Pension Plan for Hourly Employees (Bell & Gossett)
- Xylem Pension Plan for Hourly Employees, Texas Turbine Operations, Lubbock, TX (Lubbock)
- Sensus USA Inc. Union Retirement Plan (Sensus)
- Xylem Standard Hourly (Bargaining Unit) Pension Plan (Standard)

#### Benefit Provisions

The benefit provisions for each location, including any changes subsequent to the plan merger, are described in the following pages of this report.

### 2019 Lump-Sum Window

#### Summary of Window

During 2019, certain deferred inactive participants were provided with a one-time opportunity to voluntarily commence their benefit, with a choice between a lump sum and certain annuity payment forms.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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**Other Information to Fully and Fairly Disclose the Actuarial Position of  
the Plan**

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) – 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
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Schedule SB, line 26b – Schedule of Projection of Expected  
 Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	406,433	288,286	6,280,004	6,974,723
2025	690,147	300,480	6,135,753	7,126,380
2026	908,131	345,575	5,987,224	7,240,930
2027	1,178,446	359,870	5,830,756	7,369,072
2028	1,350,513	373,740	5,665,450	7,389,703
2029	1,460,614	384,585	5,491,305	7,336,504
2030	1,590,454	400,271	5,308,452	7,299,177
2031	1,691,582	411,167	5,113,951	7,216,700
2032	1,784,376	413,731	4,911,944	7,110,051
2033	1,838,164	425,215	4,702,263	6,965,642
2034	1,892,574	431,330	4,485,209	6,809,113
2035	1,948,801	441,603	4,261,165	6,651,569
2036	1,971,662	447,583	4,030,864	6,450,109
2037	1,997,771	449,018	3,795,363	6,242,152
2038	1,997,982	452,812	3,555,894	6,006,688
2039	2,001,471	451,614	3,313,861	5,766,946
2040	1,989,489	456,853	3,070,820	5,517,162
2041	1,979,025	452,238	2,828,461	5,259,724
2042	1,945,526	448,938	2,588,578	4,983,042
2043	1,915,991	440,724	2,353,023	4,709,738
2044	1,879,980	434,663	2,123,683	4,438,326
2045	1,847,639	425,989	1,902,408	4,176,036
2046	1,813,306	424,323	1,690,953	3,928,582
2047	1,754,868	414,979	1,490,904	3,660,751
2048	1,706,259	405,352	1,303,623	3,415,234
2049	1,639,943	391,585	1,130,221	3,161,749
2050	1,563,064	377,590	971,493	2,912,147
2051	1,498,849	366,397	827,889	2,693,135
2052	1,420,295	348,346	699,522	2,468,163
2053	1,340,186	331,891	586,158	2,258,235
2054	1,256,841	313,838	487,250	2,057,929
2055	1,169,588	301,327	401,989	1,872,904
2056	1,084,601	283,636	329,359	1,697,596
2057	1,003,158	266,276	268,208	1,537,642
2058	922,825	249,339	217,307	1,389,471

Schedule SB Attachment (Form 5500) – 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	844,593	232,914	175,406	1,252,913
2060	771,165	217,080	141,279	1,129,524
2061	702,762	201,897	113,766	1,018,425
2062	639,133	187,408	91,791	918,332
2063	579,702	173,634	74,387	827,723
2064	524,681	160,579	60,696	745,956
2065	474,544	148,237	49,978	672,759
2066	428,776	136,588	41,614	606,978
2067	387,127	125,604	35,092	547,823
2068	349,301	115,253	29,995	494,549
2069	314,976	105,502	25,989	446,467
2070	283,819	96,312	22,811	402,942
2071	255,491	87,649	20,257	363,397
2072	229,675	79,482	18,174	327,331
2073	206,072	71,786	16,447	294,305

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

## Schedule SB, Part V — Summary of Plan Provisions

### Plan Merger

#### Description of Plan Merger

Effective as of December 30, 2016, the Retirement Plan of Xylem Water Solutions Zelenople for Hourly Paid Employees (Zelenople) was renamed as the Xylem Pension Plan for U.S. Hourly Employees (the “Plan”).

At the same time, the following U.S. pension plans (the “Merged Plans”) were merged into the plan (the “Merger”):

- Xylem Pension Plan for Bargaining Unit Employees, Auburn, New York (Auburn)
- Xylem Bell & Gossett Pension Plan for Hourly Employees (Bell & Gossett)
- Xylem Pension Plan for Hourly Employees, Texas Turbine Operations, Lubbock, TX (Lubbock)
- Sensus USA Inc. Union Retirement Plan (Sensus)
- Xylem Standard Hourly (Bargaining Unit) Pension Plan (Standard)

#### Benefit Provisions

The benefit provisions for each location, including any changes subsequent to the plan merger, are described in the following pages of this report.

### 2019 Lump-Sum Window

#### Summary of Window

During 2019, certain deferred inactive participants were provided with a one-time opportunity to voluntarily commence their benefit, with a choice between a lump sum and certain annuity payment forms.

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 Xylem Pension Plan for U.S. Hourly Employees  
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**Auburn**

**Effective Date** January 1, 2012. Last amended effective July 1, 2023.

**Eligibility for Participation** Each employee last hired by August 3, 2014 became a participant as of the date of completion of an hour of service. Employees first hired or rehired after August 3, 2014 are not eligible to participate.

**Normal Retirement**

Eligibility Age 62 and five years of continuous service.

Benefit A gross monthly amount equal to years of credited service multiplied by a benefit unit determined in connection with the date of termination of employment, as shown below:

Termination Date	Benefit Unit Per Year of Service	
	Prior to 1/1/2005	On or After 1/1/2005
Before 12/31/2012	\$ 33.00	\$ 42.00
12/31/2012 – 12/30/2013	\$ 34.00	\$ 43.00
12/31/2013 – 12/30/2014	\$ 35.00	\$ 44.00
12/31/2014 – 12/30/2015	\$ 35.00	\$ 45.00
12/31/2015 – 12/30/2016	\$ 35.00	\$ 46.00
12/31/2016 – 12/30/2017	\$ 35.00	\$ 47.00
12/31/2017 – 12/30/2018	\$ 35.00	\$ 48.00
12/31/2018 – 12/30/2019	\$ 35.00	\$ 49.00
On and after 12/31/2019	\$ 35.00	\$ 50.00

The gross benefit is reduced by the benefit earned under the Former Pension Plan, with the net amount payable from the Xylem plan.

**Early Retirement**

Eligibility Age 55 and five years of continuous service.

Benefit A monthly benefit equal to the normal retirement benefit reduced by 1/3 of 1% for each month the early retirement precedes the normal retirement.

**Vested Termination**

Eligibility Five years of continuous service.

Benefit The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement, based on the same reductions as for early retirement from active status.

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Xylem Pension Plan for U.S. Hourly Employees  
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**Disability**

Eligibility

Total and permanent disability of an active participant after five years of continuous service.

Benefit

The accrued benefit determined as of the date of disability, payable immediately to the earlier of recovery from disability or normal retirement age 62. The benefit is provided in addition to the retirement benefit but stops if the participant commences retirement.

**Surviving Spouse**

Eligibility

Five years of continuous service.

Benefit

**For deaths occurring while actively employed:**

A monthly benefit payable to the surviving spouse beginning on the later of the first day of any month once the Administration Committee is officially notified of the employee's death and the date the employee would have attained age 45. The benefit is 50% of the employee's accrued benefit as of the date of death, with no reduction for early commencement or a joint and survivor option factor.

Participants are not charged for this coverage.

**For pre-commencement deaths occurring after termination:**

A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age, equal to 50% of the amount that would have been payable if the participant had retired on that date with a 50% joint and survivor benefit.

Participants are not charged for this coverage.

**Normal Form of Annuity**

Without Spouse

Single life annuity.

With Spouse

50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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**Optional Forms of Annuity**

Single life annuity.  
100% joint and survivor annuity.  
75% joint and survivor annuity.  
66<sup>2</sup>/<sub>3</sub>% joint and survivor annuity.  
50% joint and survivor annuity.  
10-year certain and life annuity.

**Actuarial Equivalence**

Lump-Sum

IRS §417(e) segment rates and §417(e) mortality table.

Others

For commencements by June 30, 2023, factors per Appendix D of the plan document. For commencements after June 30, 2023, the greater of the Appendix D factors and the factors using the lump-sum Actuarial Equivalence.

**Delayed Commencement**

If benefit commencement is delayed beyond the later of normal retirement (age 62) or date of termination, participants choose between retroactive payments back to the later of those dates with interest or an actuarial increase applied to the prospective monthly benefit.

**Definitions**

Continuous Service

The period beginning on the first day of the month in which the eligible employee completes one hour of service and ending on the last day of the month in which the employee is no longer employed. Continuous service includes service under the Former Pension Plan.

Credited Service

One month of service is earned for each calendar month during which an eligible employee has one hour of service. Credited service includes service under the Former Pension Plan.

Former Pension Plan

ITT Pension Plan for Bargaining Unit Employees, Seneca Falls, New York.

Small Payments

If the present value of a pension benefit is \$3,500 or less, that benefit shall be payable in a lump-sum payment. If all other bargaining units participating in the plan approve an increase in this limit to \$5,000, that increase will then take effect for the Auburn location.

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 Xylem Pension Plan for U.S. Hourly Employees  
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**Bell & Gossett**

**Effective Date** January 1, 1965. Last amended effective January 1, 2024.

**Eligibility for Participation** Participants as of December 31, 2010 continue participation.

Other hourly union employees hired by August 14, 2015 become participants as of the first day of the month following attainment of age 21 and completion of one year of service (or completion of three years of service, regardless of age). Service includes time with Xylem Bell & Gossett Hydronics, formerly ITT Bell & Gossett Hydronics.

Employees first hired after August 14, 2015 are not eligible to participate.

**Normal Retirement**

**Eligibility** Age 65.

**Benefit** Years of credited services, times a benefit unit based on termination date, as shown in the table below.

Termination Date	Benefit Unit
Prior to 1/1/2011	\$ 30.00
1/1/2011 – 12/31/2011	\$ 32.00
1/1/2012 – 12/31/2012	\$ 32.50
1/1/2013 – 12/31/2013	\$ 33.00
1/1/2014 – 12/31/2014	\$ 33.50
1/1/2015 – 12/31/2017	\$ 34.00
1/1/2018 – 12/31/2023	\$ 35.00
On or after 1/1/2024	\$ 36.00

Credited service is limited as follows:

Termination Date	Max Service
Prior to 1/1/2001	35
1/1/2001 – 12/31/2005	40
1/1/2006 – 12/31/2006	41
1/1/2007 – 12/31/2007	42
1/1/2008 – 12/31/2008	43
1/1/2009 – 12/31/2009	44
On or after 1/1/2010	45

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Xylem Pension Plan for U.S. Hourly Employees  
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**Early Retirement**

Eligibility	Age 55 and five years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit, reduced by 5/9 of 1% for each of the first 60 months, and 5/18 of 1% for each of the next 60 months, that the early retirement precedes age 65.

**Vested Termination**

Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after age 55, based on the same reductions as for early retirement from active status.

**Disability**

Eligibility	Total and permanent disability of an active participant after attainment of age 50 and 15 years of continuous service.
Benefit	The accrued benefit determined as of the date of disability, payable immediately through the participant's normal retirement date.

**Surviving Spouse**

Eligibility	Five years of continuous service.
Benefit	<p><b>For deaths occurring while actively employed:</b></p> <p>A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired on that date with a 50% joint and survivor benefit.</p> <p>Active participants are not charged for this coverage.</p> <p><b>For pre-commencement deaths occurring after termination:</b></p> <p>Eligible terminated vested participants are offered the same benefit as while actively employed. Prior to eligibility for early retirement or normal retirement, terminated vested participants are charged for this coverage if they have an eligible beneficiary and do not waive the coverage.</p>

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 Xylem Pension Plan for U.S. Hourly Employees  
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Charges for terminated vested participants:

Age	Reduction (per year of coverage)
Less than 40	0.1%
40 – 49	0.2%
50 – 54	0.3%
55 – 59	0.5%
60 – 64	1.0%
65 or more	Not applicable

**Normal Form of Annuity**

Without Spouse

Single life annuity.

With Spouse

50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

**Optional Forms of Annuity**

Single life annuity.

100% joint and survivor annuity.

75% joint and survivor annuity.

50% joint and survivor annuity.

For commencements prior to June 30, 2023, participants were also offered a Social Security leveling option, decreasing at the Social Security normal retirement age.

**Delayed Commencement**

If benefit commencement is delayed beyond the later of normal retirement (age 65) or date of termination, participants choose between retroactive payments back to the later of those dates with interest or an actuarial increase applied to the prospective monthly benefit.

**Actuarial Equivalence**

Lump-Sum

IRS §417(e) segment rates and §417(e) mortality table.

Others

For commencements by June 30, 2023, factors per Appendix C of the plan document. For commencements after June 30, 2023, the greater of the Appendix C factors and the factors using the lump-sum Actuarial Equivalence.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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**Definitions**

Continuous Service	The period measured from the date employment commences to the date employment terminates. A full year of service is granted for years in which the employee works at least 1,000 hours.
Credited Service	One year of service is earned for each calendar year during which an employee has worked at least 1,680 hours. Partial years are granted for less than 1,680 hours worked.
Participating Unit	Effective October 31, 2011, Xylem Bell & Gossett Hydronics, a unit of Xylem Fluid Handling Division — Xylem Fluid Technology Corporation, a division of Xylem Inc., at Morton Grove, Illinois.
Small Payments	If the present value of a pension benefit is \$5,000 or less, that benefit shall be payable in a lump-sum payment.

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 Xylem Pension Plan for U.S. Hourly Employees  
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**Lubbock**

**Effective Date** October 15, 1967. Last amended effective July 1, 2023.

**Eligibility for Participation** An hourly paid employee of a participating unit, employed in Lubbock, Texas became eligible to participate in the plan on the first day he or she completed an hour of service.

No employees are to become eligible to participate after January 1, 2008, except for formerly eligible rehires.

**Normal Retirement**

**Eligibility** Age 62 and five years of continuous service.

**Benefit** A monthly amount equal to years of credited service multiplied by a benefit unit determined in connection with the date of termination of employment as follows:

Termination Date	Benefit Unit
Prior to 1/1/2002	\$ 19.00
1/1/2002 – 12/31/2002	\$ 20.00
1/1/2003 – 12/31/2003	\$ 21.00
1/1/2004 – 12/31/2004	\$ 22.00
1/1/2005 – 12/31/2005	\$ 23.00
On or after 1/1/2006	\$ 25.00

No credited service is earned on or after January 1, 2008.

**Early Retirement**

**Eligibility** Age 55 and five years of continuous service.

**Benefit** A monthly benefit equal to the normal retirement benefit reduced by  $\frac{1}{3}$  of 1% for each month the early retirement precedes the normal retirement.

**Vested Termination**

**Eligibility** Five years of continuous service.

**Benefit** The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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**Disability**

Eligibility	Total and permanent disability of an active employee after five years of continuous service.
Benefit	The accrued benefit based on credited service and benefit unit at the date of disability.

**Surviving Spouse**

Eligibility	Five years of continuous service.
Benefit	<p><b>For deaths occurring while actively employed:</b></p> <p>A monthly benefit payable to the surviving spouse beginning at the later of the employee's death and the date the employee would have attained age 45. The benefit is equal to 50% of the employee's accrued benefit as of the date of death, with no reduction for early commencement or a joint and survivor option factor.</p> <p>Participants are not charged for this coverage.</p> <p><b>For deaths occurring after termination of employment:</b></p> <p>A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age, equal to 50% of the amount payable if the participant had retired on that date with a 50% joint and survivor benefit.</p> <p>Participants are not charged for this coverage.</p>

**Normal Form of Annuity**

Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

**Optional Forms of Annuity**

Single life annuity.  
10-year certain and life annuity.  
100% joint and survivor annuity.  
75% joint and survivor annuity.  
66 $\frac{2}{3}$ % joint and survivor annuity.  
50% joint and survivor annuity.

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**Delayed Commencement**

If benefit commencement is delayed beyond the later of normal retirement (age 62) or date of termination, participants choose between retroactive payments back to the later of those dates with interest or an actuarial increase applied to the prospective monthly benefit.

**Actuarial Equivalence**

Lump-Sum

IRS §417(e) segment rates and §417(e) mortality table.

Others

For commencements by June 30, 2023, factors per Appendix B of the plan document. For commencements after June 30, 2023, the greater of the Appendix B factors and the factors using the lump-sum Actuarial Equivalence.

**Definitions**

Continuous Service

The period beginning on the first day of the month in which the employee completes one hour of service and ending on the last day of the month in which the employee is no longer employed.

Credited Service

One month of service is earned for each calendar month during which an employee has one hour of service. No credited service is earned on or after January 1, 2008.

Small Payments

If the present value of a pension benefit is \$3,500 or less, that benefit shall be payable in a lump-sum payment.

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## Sensus

### Effective Date

Last amended effective July 1, 2023.

### Eligibility for Participation

Uniontown, Pennsylvania Employees

Hourly collective bargained employees who are employed in the Uniontown, Pennsylvania plant.

No employee of Uniontown hired on or after February 25, 2013 shall become an active participant.

Texarkana, Arkansas Employees

Hourly collective bargained employees who are employed in the Texarkana, Arkansas plant of Smith-Blair Inc.

No employee of Smith-Blair, Inc. hired on or after July 11, 2011 shall become an active participant.

### Normal Retirement Benefit

Eligibility

Age 65.

Benefit

#### Uniontown, Pennsylvania Employees

For employees who were not active on February 25, 2013, the accrued benefit is \$30.00 multiplied by accrual service earned after December 16, 2003 and prior to February 25, 2013.

For other employees in the plan, the accrued benefit is the sum of (1) through (4) below:

- (1) \$30.00 multiplied by accrual service earned from December 17, 2003 through February 24, 2013.
- (2) \$32.00 multiplied by accrual service earned from February 25, 2013 through April 8, 2018.
- (3) \$34.00 multiplied by accrual service earned from April 9, 2018 through April 8, 2020.
- (4) \$35.00 multiplied by accrual service earned from April 9, 2020 through December 31, 2023.

Effective December 31, 2023, Sensus Uniontown benefits were frozen.

For employees of Invensys as of December 31, 2003, any benefit service with Invensys for calendar year 2003 is also considered in the calculation above and subject to the \$30.00 multiplier.

The accrued service mentioned above is subject to the limits described in the "Maximum Service" section of these plan provisions.

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Xylem Pension Plan for U.S. Hourly Employees  
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**Texarkana, Arkansas Employees**

The accrued benefit is the sum of (1) through (6) below:

- (1) \$20.50 multiplied by accrual service from December 18, 2003 through March 28, 2007.
- (2) \$22.00 multiplied by accrual service from March 29, 2007 through March 23, 2008.
- (3) \$22.50 multiplied by accrual service from March 24, 2008 through March 22, 2009.
- (4) \$23.00 multiplied by accrual service from March 23, 2009 through March 21, 2010.
- (5) \$24.00 multiplied by accrual service from March 22, 2010 through April 13, 2014.
- (6) \$25.00 multiplied by accrual service from April 14, 2014 onward.

The accrued service mentioned above is subject to the limits described in the “Maximum Service” section of these plan provisions.

Effective October 1, 2020, the accrued benefit is frozen.

**Early Retirement Benefit**

Eligibility

Age 55 and 10 years of vesting service. Participants who terminate with 10 or more years of vesting service, before attainment of age 55, become eligible for early retirement at age 55.

Benefit

**Uniontown, Pennsylvania Employees**

The accrued normal retirement benefit, reduced by  $\frac{1}{2}$  of 1% per month for each of the first 24 months and  $\frac{1}{3}$  of 1% for each additional month that early retirement date precedes the attainment of age 62. No reduction applies on or after age 62.

**Texarkana, Arkansas Employees**

The accrued normal retirement benefit, reduced by  $\frac{1}{2}$  of 1% per month for each of the first 60 months and  $\frac{1}{3}$  of 1% for each additional month that early retirement date precedes normal retirement date.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

**Vested Termination**

Eligibility	Five years of vesting service.
Benefit	The accrued benefit at the date of termination, payable at age 65. However, participants with 10 years of vesting service at separation can instead elect the early retirement benefit as early as age 55.

**Disability**

Eligibility	Total and permanent disability prior to age 65, after completion of 10 years of vesting service.
Benefit	The accrued benefit as of the date of disablement, with no early retirement reductions, but reduced by any employer-provided disability benefits besides Social Security disability and worker's compensation benefits.

**Surviving Spouse**

Eligibility	Qualified married participant vested in an accrued benefit.
Benefit	<p>A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age, equal to the survivor benefit that would have been payable had the participant terminated employment on the date of death and survived to his/her earliest retirement age (or such later commencement age elected by the survivor), retired with a qualified 50% joint and survivor annuity in effect, then died the next day.</p> <p>If the survivor defers commencement past when the original participant would have attained age 65, the benefit is actuarially increased from the age 65 (or the participant's age at death, if later) and the age that the participant would have been at the survivor's commencement. The survivor must commence by the original participant's age 70½.</p>

**Beneficiary Death Benefit**

Eligibility	Unmarried beneficiary if death occurs after the participant's early retirement date.
Benefit	A monthly benefit payable to the beneficiary equal to the survivor benefit that would have been payable had the participant terminated employment on the date of death, retired then (or up to one year later, as elected by the beneficiary) with a 50% joint and survivor annuity in effect, then died the next day.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

**Normal Form of Annuity**

Single life annuity for unmarried participants; 50% joint and survivor annuity for married participants.

**Optional Forms of Annuity**

Single life annuity.  
100% joint and survivor annuity.  
75% joint and survivor annuity.  
50% joint and survivor annuity.  
10-year certain and life annuity.  
5-year certain and life annuity.

**Delayed Commencement**

For an employee who terminates prior to the normal retirement date or terminates after normal retirement date and elects to defer the benefit, the accrued benefit payable on the late retirement date shall be actuarially increased to the actuarial equivalent of the retirement benefit that would have been paid on the normal retirement date (or date of termination if later).

Participants who continue to work past normal retirement date and who work 40 or more hours per month are required to receive notification that retirement benefits are suspended.

**Actuarial Equivalence**

Lump-sum

IRS §417(e) segment rates and §417(e) mortality table.

Others

For commencements by June 30, 2023, factors per Appendix E of the plan document. For commencements after June 30, 2023, the greater of the Appendix E factors and factors using the lump-sum Actuarial Equivalence.

**Definitions**

Accrual Service

**Uniontown, Pennsylvania Employees**

One year of service is earned for each calendar year during which an employee has worked at least 1,000 hours. Partial years are granted for less than 1,000 hours worked. Certain military service is also considered.

**Texarkana, Arkansas Employees**

The period measured from the date employment commences to the date employment terminates. Certain military service is also considered.

Effective October 1, 2020, accrual service is frozen.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

Vesting Service

One year of service is earned for each calendar year during which an employee has worked at least 1,000 hours. Partial years are granted for less than 1,000 hours worked.

Credit is granted for service with Sensus and with certain Invensys companies. Certain military service is also considered.

Maximum Service

**Uniontown, Pennsylvania Employees**

Accrual service shall not exceed 35 years. For purposes of maximum service, accrual service from March 11, 1989 is counted.

The pension cap previously included Rockwell service up to a maximum of 21 years (effective January 23, 1995). Effective March 31, 2004, March 31, 2005, March 31, 2006, March 31, 2007, February 25, 2008, and January 1 of each year from 2009 through 2017, an additional one year of pension cap reduction occurred, reducing the maximum years of Rockwell service considered against the cap to seven years. Effective in early 2023, the maximum years of Rockwell service considered against the cap decreased to five years.

**Texarkana, Arkansas Employees**

Accrual service shall not exceed 40 years. For purposes of maximum service, accrual service from January 1, 1973 shall be counted.

Small Payments

If the present value of a pension benefit is \$5,000 or less, that benefit shall be payable in a lump-sum payment.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Standard

**Effective Date**

June 6, 1986. Last amended effective July 1, 2023.

**Eligibility for Participation**

An eligible hourly paid employee of a participating unit (Xylem Standard, previously ITT or ITT Standard) with the United Steelworkers, AFL-CIO-CLC and its Local Union 897 shall become a participant as of their date of hire.

Employees hired or rehired on or after October 17, 2016 are not eligible to participate.

**Normal Retirement**

Eligibility

Age 65.

Gross Benefit

**For participants hired on or before October 17, 1993:**

A monthly amount equal to (1) plus (2):

- (1) For service on and prior to December 31, 2013, the greater of (a) 1% of average monthly earnings multiplied by years of credited service or (b) \$18.00 multiplied by years of credited service.
- (2) For service after December 31, 2013, \$50.00 multiplied by years of credited service if terminating by 2019 and \$51.00 per year of credited service if terminating after 2019.

**For participants hired after October 17, 1993:**

A monthly amount equal to years of credited service times a benefit unit based on the termination date, as shown in the table below:

Termination Date	Benefit Unit
Prior to 1/2/2000	\$ 18.00
1/2/2000 – 10/14/2001	\$ 19.00
10/15/2001 – 10/16/2005	\$ 20.00
10/17/2005 – 10/15/2006	\$ 21.00
10/16/2006 – 10/14/2007	\$ 22.00
10/15/2007 – 10/19/2008	\$ 23.00
10/20/2008 – 10/15/2010	\$ 24.00
10/16/2010 – 10/15/2011	\$ 25.00
10/16/2011 – 10/20/2002	\$ 26.00
10/21/2012 – 10/13/2013	\$ 27.00

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
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Termination Date	Benefit Unit
10/14/2013 – 12/31/2016	\$ 30.00
1/1/2017 – 12/31/2017	\$ 31.00
1/1/2018 – 12/31/2018	\$ 32.00
1/1/2019 – 12/31/2019	\$ 33.00
1/1/2020 – 12/31/2020	\$ 34.00
1/1/2021 – 12/31/2022	\$ 35.00
1/1/2023 – 12/31/2023	\$ 36.00
On or after 1/1/2024	\$ 37.00

For the first three months after retirement, the Special Conditions Pension is paid in lieu of the normal retirement benefit.

**Benefit Offset**

Regardless of hire date, the gross benefit is reduced by the benefit earned under the American Standard Inc. Plan.

**Early Retirement**

Eligibility

Age 55 and 10 years of credited service. Participants are also eligible upon termination due to a layoff or plant shutdown with points (age plus years of credited service) of 80 or more.

Benefit

The normal retirement benefit is payable immediately, without reduction, if the participant meets any of the following conditions:

- **30 and out** — The participant is age 62 with 30 years of continuous service at commencement. In this case, an additional supplement of \$200 per month is payable until age 65.
- **Early retirement with 75 points** — The participant is age 55 with 10 years of credited service and 75 points.
- **Involuntary separation with 80 points** — The participant separates with 80 points, due to a layoff or plant shutdown.

Otherwise, the normal retirement benefit is reduced by ¼ of 1% for each month early retirement precedes the normal retirement.

For all retirements, for the first three months after retirement, the Special Conditions Pension is paid in lieu of the early retirement benefit.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

**Special Conditions Pension**

Eligibility	Active employees retiring under the plan.
Benefit	A lump sum of 13 weeks of pay at the pay rate the retiree would have received if they were on vacation at retirement. This benefit is not reduced for early retirement.

**Vested Termination**

Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination, with commencement between the vested retirement date and normal retirement date. If the benefit is commenced before the normal retirement date, the benefit is equal to the normal retirement benefit reduced by $\frac{1}{3}$ of 1% for each month the early retirement precedes the normal retirement.

**Disability**

Eligibility	Total and permanent disability from active service after attainment of 10 years of credited service.
Benefit	The greater of \$275 per month and the unreduced accrued benefit determined as of the date of disability, payable immediately.

**Surviving Spouse**

Eligibility	Five years of continuous service.
Benefit	<p>A monthly benefit payable to the surviving spouse beginning the first day of the month after death equal to 50% of the amount payable if the participant had retired on that date with a 50% joint and survivor benefit.</p> <p>For survivors of employees who die after completing 10 years of service and attaining age 40, a minimum benefit applies. Until the earlier of remarriage and the survivor's age 65, the minimum amount payable to the survivor is \$250 per month.</p> <p>The benefits above are available to active and terminated vested participants. Participants are not charged for this coverage.</p>

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

**Normal Form of Annuity**

Without Spouse

Single life annuity.

With Spouse

50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

**Optional Forms of Annuity**

Single life annuity.

100% joint and survivor annuity.

75% joint and survivor annuity.

50% joint and survivor annuity.

**Delayed Commencement**

If benefit commencement is delayed beyond the later of normal retirement (age 65) or date of termination, participants choose between retroactive payments back to the later of those dates with interest or an actuarial increase applied to the prospective monthly benefit.

**Actuarial Equivalence**

Lump-Sum

IRS §417(e) segment rates and §417(e) mortality table.

Others

For commencements by June 30, 2023, factors as per Appendix A of the plan document. For commencements after June 30, 2023, the greater of the Appendix A factors and factors using the lump-sum Actuarial Equivalence.

**Definitions**

Average Monthly Earnings

Compensation based on the highest five calendar years of the final 10 calendar years preceding termination or retirement. The average monthly earnings and associated benefits were frozen on December 31, 2013.

Continuous Service

The period beginning on the first day of the month in which the employee completes one hour of service and ending on the last day of the month in which the employee is no longer employed.

Credited Service

One month of service is earned for each calendar month during which an employee has one hour of service.

Small Payments

If the present value of a pension benefit is \$3,500 or less, that benefit shall be payable in a lump-sum payment.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Zelienople

**Effective Date**

January 1, 1951. Last amended effective July 1, 2023.

**Eligibility for Participation**

An eligible employee (currently represented for Collective Bargaining by International Brotherhood of Painters and Allied Trades, Glaziers Local Union 751, AFL-CIO) who is on the payroll of a participating unit becomes a participant as of the date he or she completes an hour of service.

No employees are to become eligible to participate after May 1, 2007 with the exception of formerly eligible rehires.

**Normal Retirement**

Eligibility

Age 65 or five years of continuous service.

Benefit

A monthly amount equal to sum of benefit accruals for each full or fractional year of credited service up to August 31, 2010. The benefit accrual for each year is based on the participant's annual compensation rate and the schedule of benefit units for that year, as follows:

Annual Rate of Compensation	Benefit Unit
<b>Prior to January 1, 1998:</b>	
\$21,200 but less than \$21,800	\$ 17.50
\$21,800 but less than \$22,400	\$ 18.00
\$22,400 but less than \$23,000	\$ 18.50
\$23,000 but less than \$23,600	\$ 19.00
\$23,600 but less than \$24,200	\$ 19.50
\$24,200 but less than \$24,800	\$ 20.00
\$24,800 but less than \$25,400	\$ 20.50
\$25,400 but less than \$26,000	\$ 21.00
\$26,000 but less than \$26,600	\$ 21.50
\$26,600 but less than \$27,200	\$ 22.00
\$27,200 but less than \$27,800	\$ 22.50
\$27,800 but less than \$28,400	\$ 23.00

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
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Annual Rate of Compensation	Benefit Unit
<b>Effective January 1, 1999, the following rates were added:</b>	
\$28,400 but less than \$29,000	\$ 23.50
\$29,000 but less than \$29,600	\$ 24.00
\$29,600 but less than \$30,200	\$ 24.50
\$30,200 but less than \$30,800	\$ 25.00
\$30,800 but less than \$31,400	\$ 25.50
\$31,400 and over	\$ 26.00
<b>Effective January 1, 2004, the following rates were added:</b>	
\$32,000 but less than \$32,600	\$ 26.50
\$32,600 but less than \$33,200	\$ 27.00
\$33,200 but less than \$33,800	\$ 27.50
\$33,800 and over	\$ 28.00

No credited service is earned after August 31, 2010.

**Early Retirement**

Eligibility

Age 55 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by  $\frac{1}{3}$  of 1% for each month the early retirement precedes the normal retirement.

**Vested Termination**

Eligibility

Five years of continuous service.

Benefit

The accrued benefit at the date of termination, payable at age 65.

Participants at least age 55 at separation, with 10 years of continuous service at separation, are eligible for the early retirement benefit described above.

Participants under age 55 at separation, but with at least 10 years of continuous service at separation, may commence as early as age 55. If so, benefits are reduced by  $\frac{5}{9}$  of 1% for each of the first 60 months and  $\frac{5}{18}$  of 1% for each of the next 60 months that commencement precedes age 65.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

**Disability**

Eligibility	Total and permanent disability of an active employee after 10 years of continuous service.
Benefit	The accrued benefit determined as of the date of disability.

**Surviving Spouse**

Eligibility	Five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse of an active or terminated vested employee, beginning at the later of the employee's earliest retirement age or notification to the administration committee of the employee's death. The benefit is equal to 50% of the amount payable if the participant had retired on that date with a 50% joint and survivor benefit.  Participants are not charged for this coverage.

**Postretirement Death Benefit**

Eligibility	Normal retirement, early retirement, or disability retirement directly from active service. The benefit is not payable to terminated vested participants who subsequently commence.
Benefit	Upon death of the participant, a one-time lump sum death benefit of \$2,500 is paid to a beneficiary, unless the beneficiary is eligible for a death benefit under another program of the company other than a postretirement life insurance benefit from the retiree welfare plan. Benefit is in addition to the annuity benefits payable under the plan.

**Normal Form of Annuity**

Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity, reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

**Optional Forms of Annuity**

Single life annuity.  
100% joint and survivor annuity.  
75% joint and survivor annuity.  
50% joint and survivor annuity.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
EIN: 45-2080495 PN: 053

**Delayed Commencement**

If benefit commencement is delayed beyond the later of normal retirement (age 65) or date of termination, participants choose between retroactive payments back to the later of those dates with interest or an actuarial increase applied to the prospective monthly benefit.

**Actuarial Equivalence**

Lump-Sum

IRS §417(e) segment rates and §417(e) mortality table.

Others

For commencements by June 30, 2023, historical factors per the plan document. For commencements after June 30, 2023, the greater of the historical factors and the factors using the lump-sum Actuarial Equivalence.

**Definitions**

Continuous Service

The period measured from the date employment commences to the date employment terminates. A full year of service is granted for years where at least 1,000 hours were worked during a calendar year for an eligible employee.

Credited Service

One month of service is earned for each calendar month during which an employee has one hour of service. However, no credited service is earned after August 31, 2010.

Annual Compensation Rate

Basic rate of pay for a plan year, annualized to reflect normal hours worked, excluding hours considered to be overtime.

Small Payments

If the present value of a pension benefit is \$5,000 or less, that benefit shall be payable in a lump-sum payment.

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**FORM 5500, SCHEDULE H, LINE 4i, – SCHEDULE OF ASSETS**  
**(HELD AT END OF YEAR) AS OF DECEMBER 31, 2024**

**EIN#: 45-2080495**  
**PN: 053**

<u>(a)</u>	<u>(b)</u> <u>Identity of Issuer, Borrower,</u> <u>Lesser or Similar Party</u>	<u>(c)</u> <u>Description of Investment, including Maturity</u> <u>Date, Rate of Interest, Collateral, and Par or</u> <u>Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current Value</u>
		<b>U.S. Government Securities</b>		
	United States Treasury	United States Treasury Bond 2.375% 15 Feb 2042	\$ 432,871	\$ 388,015
	United States Treasury	United States Treasury Bond 4.25% 15 Feb 2054	831,395	761,729
	United States Treasury	United States Treasury Bond 4.25% 15 Aug 2054	896,033	858,409
	United States Treasury	United States Treasury Bond 4.625% 15 Nov 2044	398,031	388,121
	United States Treasury	UST Bills 0% 03 April 2025	182,998	183,024
	United States Treasury	UST Notes 1.375% 15 Nov 2031	194,326	183,862
	United States Treasury	UST Notes 1.875% 15 Feb 2032	387,705	378,636
	United States Treasury	UST Notes 4.25% 15 Nov 2034	107,723	106,383
	Total U.S. Government Securities		3,431,082	3,248,179
		<b>Corporate Bonds</b>		
	Advocate Health & Hospitals Corp	Advocate Health & Hospitals Corp 3.829% 15 Aug 2028	95,131	96,681
	Advocate Health & Hospitals Corp	Advocate Health & Hospitals Corp 4.272% 15 Aug 2048	306,745	291,046
	AEP Texas Inc	AEP Texas Inc 3.95% 01 Jun 2028	687,494	705,370
	AEP Texas Inc	AEP Texas Inc 4.15% 01 May 2049	237,215	226,485
	AERCAP Ireland Cap Ltd	AERCAP Global A Semi-Ann 5.750% 6 Jun 2028	306,686	315,863
	Alabama Power Co	Alabama Power Co 3.125% 15 Jul 2051	136,913	131,427
	Alexandria Real Estate Equities Inc	Alexandria Real EST Equits Inc 5.15% 15 April 2053	180,654	178,144
	Altria Group Inc	Altria Group Inc 2.45% 04 Feb 2032	199,261	218,064
	Altria Group Inc	Altria Group Inc 3.400% 04 Feb 2041	147,488	144,407
	Amazon.com In	Amazon.com Inc 4.25% 22 Aug 2057	1,080,664	986,760
	Amazon.com In	Amazon.com Inc 4.95% 05 Dec 2044	50,738	47,651
	Ameren Illinois Co	Ameren Illinois Co 4.5% 15 Mar 2049	81,696	75,976
	Ameren Illinois Co	Ameren Illinois Co 5.55% 01 Jul 2054	210,447	206,833
	America Movil SAB de CV	America Movil SAB de CV 6.125% 30 Mar 2040	250,042	240,318
	American Homes 4 Rent LP	American Homes 4 Rent LP 5.5% 01 Feb 2034	201,896	199,175
	AMGEN Inc	AMGEN Inc 4.875% 01 Mar 2053	108,061	102,990
	Apple Inc	Apple Inc 2.8% 08 Feb 2061	125,964	118,466
	Apple Inc	Apple Inc 4.1% 08 Aug 2062	348,606	358,283
	Apple Inc	Apple Inc 4.375% 13 May 2045	151,950	141,238
	Archer-Daniels-Midland Co	Archer-Daniels-Midland Co 4.5% 15 Mar 2049	313,558	286,389
	Arizona Public Service Co	Arizona Public Service Co 4.2% 15 Aug 2048	386,441	383,071
	Athene Holding Ltd	Athene Holding Ltd 5.875% 15 Jan 2034	203,292	202,710
	Atmos Energy Corp	Atmos Energy Corp 6.2% 15 Nov 2053	74,819	79,672
	Baltimore Gas and Electric Co	Baltimore Gas and Electric Co 3.75% 15 Aug 2047	350,419	335,346
	Banco Santander SA	Banco Santander SA 5.588% 08 Aug 2028	725,000	734,695
	Bank of America Corp Variable	Bank of America Corp Variable 4.078% 23 Apr 2040	101,826	102,150
	Bank of America Corp Variable	Bank of America Corp Variable 4.244% 24 Apr 2038	616,945	622,576
	Bank of America Corp Variable	Bank of America Corp Variable 4.33% 15 Mar 2050	246,776	237,400
	Bank of America Corp	Bank of America Corp 5.875% 07 Feb 2042	265,534	260,816
	Bank of Montreal	Bank of Montreal Que 3.088% VAR Floating 10 Jan 2037	271,659	303,286
	Barclays PLC	Barclays PLC 3.33%/VAR 24 Nov 2042	433,560	427,036
	Berkshire Hathaway Energy Company	Berkshire Hathaway Energy Company 4.6% 01 May 2053	170,014	165,938
	Berkshire Hathaway Finance Corp	Berkshire Hathaway Finance Corp 3.85% 15 Mar 2052	155,834	143,835
	Blackrock Funding Inc	Blackrock Funding Inc 5.25% 14 Mar 2054	138,391	132,253
	Bristol-Myers Squibb Co	Bristol-Myers Squibb Co 2.35% 13 Nov 2040	23,750	23,153
	Bristol-Myers Squibb Co	Bristol-Myers Squibb Co 3.55% 15 Mar 2042	49,692	46,380
	Bristol-Myers Squibb Co	Bristol-Myers Squibb Co 3.55% 15 Mar 2042	254,962	273,100
	Broadcom Inc	Broadcom Inc 2.6% 15 Feb 2033 144A	165,658	165,319
	Brown-Forman Corp	Brown-Forman Corp 4% 15 Apr 2038	637,625	631,477
	Burlington Northern Santa Fe LLC	Burlington Northern Santa Fe LLC 4.45% 15 Jan 2053	175,992	167,529
	Burlington Northern Santa Fe LLC	Burlington Northern Santa Fe LLC 5.2% 15 Apr 2054	34,533	32,938

Sponsor EIN # 45-2080495  
Plan # 053

Continued....

**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**FORM 5500, SCHEDULE H, LINE 4i, – SCHEDULE OF ASSETS**  
**(HELD AT END OF YEAR) AS OF DECEMBER 31, 2024**

**EIN#: 45-2080495**  
**PN: 053**

<u>(a)</u>	<u>(b)</u> <u>Identity of Issuer, Borrower,</u> <u>Lesser or Similar Party</u>	<u>(c)</u> <u>Description of Investment, including Maturity</u> <u>Date, Rate of Interest, Collateral, and Par or</u> <u>Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current Value</u>
	Burlington Northern Santa Fe LLC	Burlington Northern Santa Fe LLC 6.875% 01 Dec 2027	151,512	147,449
	Canadian PAC RY Co	Canadian PAC RY Co 6.125% 15 Sept 2115	82,405	80,007
	Capital One Financial Corp	Capital One Financial Corp 2.359% 29 July 2032	35,616	36,323
	Capital One Financial Corp	Capital One Financial Corp 7.624% 30 Oct 2031	300,000	331,231
	Case Western Reserve University	Case Western Reserve University 5.405% 01 Jun 2122	22,552	23,338
	Cisco Systems Inc	Cisco Systems Inc 5.9% 15 Feb 2039	529,807	507,213
	Citigroup Inc Variable	Citigroup Inc Variable 3.878% 24 Jan 2039	217,582	216,734
	Citigroup Inc Variable	Citigroup Inc Variable 3.98% 20 Mar 2030	361,520	372,348
	Citigroup Inc	Citigroup Inc 8.125% 15 Jul 2039	602,444	586,224
	Citizens Financial Group Inc	Citizens Financial Grp Inc 2.638% 30 Sept 2032	337,908	345,559
	Coca Cola FEMSA SAB DE CV	Coca Cola FEMSA SAB DE CV 1.85% 01 Sept 2032	236,644	231,206
	Comcast Corp	Comcast Corp 2.937% 01 Nov 2056	712,178	663,979
	Comcast Corp	Comcast Corp 2.937% 01 Nov 2056	111,818	101,927
	Comcast Corp	Comcast Corp 4.95% 15 Oct 2058	184,268	168,535
	Comerica Inc	Comerica Inc 4% 01 Feb 2029	179,583	203,857
	Commonwealth Edison Co	Commonwealth Edison Co 4% 01 Mar 2048	250,498	233,926
	Connecticut LT & PWR Co	Connecticut LT & PWR Co 4.95% 15 Aug 2034	49,778	48,759
	ConocoPhillips	ConocoPhillips 6.5% 01 Feb 2039	636,999	606,644
	Consolidated Edison Co of New York Inc	Consolidated Edison Co of New York Inc 3% 01 Dec 2060	70,073	73,571
	Consolidated Edison Co of New York Inc	Consolidated Edison Co of New York Inc 4% 15 Nov 2057	255,368	238,974
	Consolidated Edison Co of New York Inc	Consolidated Edison Co of New York Inc 4.45% 15 Mar 2044	613,133	597,859
	Consolidated Edison Co of New York Inc	Consolidated Edison Co of New York Inc 4.625% 01 Dec 2054	77,812	75,505
	Consumers 2023 Securitization Funding LL	Consumers 2023 Securitization Funding 01 Sept 2031 5.210%	219,906	222,219
	Cooperatieve Rabobank UA	Cooperatieve Rabobank UA 5.25% 24 May 2041	196,791	184,311
	Coserv Securitization 2022 LLC	Coserv Securitization 2022 LLC 5.058% 15 Aug 2038	262,617	265,534
	Costco Wholesale Corp	Costco Wholesale Corp 1.75% 20 April 2032	62,048	61,033
	Curators Of The Univ Of Missou Txbi-Ref-System	Curators Of The Univ Of Missou Txbi-Ref-System		
	Txbi-Ref-System Facs Rev Bonds 05 May 2020	Facs Rev Bonds 05 May 2020 2.012% 01 Nov 2027	90,278	93,410
	CVS Health Corp	CVS Health Corp 5.875% 01 Jun 2053	141,140	133,014
	Dell International/EMC Corp	Dell Intl/EMC Corp 3.375% 15 Dec 2041	108,575	106,680
	Diageo Capital PLC	Diageo Capital PLC 2.125% 29 April 2032	166,848	163,319
	Dominion Energy Inc	Dominion Energy Inc 5.25% 01 Aug 2033	55,058	54,282
	DTE Electric Securitization Funding	DTE Electric Securitization Funding II 5.970% 01 Mar 2033	220,891	228,289
	Duke Energy Florida LLC	Duke Energy Florida LLC 3% 15 Dec 2051	543,029	495,246
	Duke Energy Florida LLC	Duke Energy Florida LLC 4.2% 15 Jul 2048	67,680	64,035
	Duke Energy Indiana LLC	Duke Energy Indiana LLC 3.75% 15 May 2046	104,975	100,657
	Duke Energy Ohio Inc	Duke Energy Ohio Inc 4.3% 01 Feb 2049	133,614	128,508
	Duke Energy Ohio Inc	Duke Energy Ohio Inc 5.375% 15 Jun 2033	97,547	99,473
	Duke Energy Progress LLC	Duke Energy Progress LLC 4.1% 15 Mar 2043	74,831	73,511
	Duke Energy Progress LLC	Duke Energy Progress LLC 4.15% 01 Dec 2044	70,874	69,163
	Duke Energy Progress LLC	Duke Energy Progress LLC 4.2% 15 Aug 2045	124,774	121,536
	Ecolab Inc	Ecolab Inc 2.75% 18 Aug 2055	203,633	187,841
	Eli Lilly & Co	Eli Lilly & Co 2.5% 15 Sep 2060	433,355	391,457
	Eli Lilly & Co	Eli Lilly & Co 4.15% 15 Mar 2059	30,865	27,465
	Entergy Arkansas LLC	Entergy Arkansas LLC 4.2% 01 Apr 2049	33,312	31,715
	Entergy Louisiana LLC	Entergy Louisiana LLC 3.12% 01 Sep 2027	698,933	720,991
	Entergy Louisiana LLC	Entergy Louisiana LLC 4% 15 Mar 2033	519,386	521,792
	Entergy Louisiana LLC	Entergy Louisiana LLC 5.150% 15 Sept 2034	44,829	44,257
	Entergy Texas Inc	Entergy Texas Inc 1.5% 01 Sep 2026	56,810	61,517
	Enterprise Prods Oper LLC	Enterprise Prods Oper LLC 4.95% 15 Oct 2054	365,524	349,384
	Essential Utilities Inc	Essential Utilities Inc 5.375% 15 Jan 2034	85,774	84,172
	Evergy Metro Inc	Evergy Metro Inc 4.2% 15 Mar 2048	192,961	186,158

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**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**FORM 5500, SCHEDULE H, LINE 4i, – SCHEDULE OF ASSETS**  
**(HELD AT END OF YEAR) AS OF DECEMBER 31, 2024**

**EIN#: 45-2080495**  
**PN: 053**

(a)	(b) <u>Identity of Issuer, Borrower, Lesser or Similar Party</u>	(c) <u>Description of Investment, including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Evergy Mo West Storm FDG I LLC	Evergy Mo West Storm FDG I LLC 5.104% 01 Dec 2040	1,056,833	1,049,096
	Eversource Energy	Eversource Energy 5.5% 01 Jan 2034	5,045	4,960
	Extra Space Storage LP	Extra Space Storage LP 2.35% 15 Mar 2032	163,996	163,392
	Exxon Mobil Corp	Exxon Mobil Corp 4.327% 19 Mar 2050	89,915	82,239
	Federal Realty Investment Trust	Federal Realty Investment Trust 3.2% 15 Jun 2029	688,858	727,626
	FedEx Corp 2020-1 Class AA Pass Through Trust	FedEx Corp 2020-1 Class AA Pass Through Trust 1.875% 20 Aug 2035	155,058	156,779
	Florida Power & Light Co	Florida Power & Light Co 3.15% 01 Oct 2049	79,749	74,145
	Florida Power & Light Co	Florida Power & Light Co 3.3% 30 May 2027	114,028	116,187
	The Ford Foundation	Ford Foundation/The 2.815% 01 Jun 2070	280,261	261,290
	Gallagher (Arthur J.) & Co	Gallagher (Arthur J.) & Co 3.05% 09 Mar 2052	3,168	3,118
	General Mtrs Finl Co Inc	General Mtrs Finl Co Inc 3.1% 12 January 2032	178,170	196,887
	General Mtrs Finl Co Inc	General Mtrs Finl Co Inc 6.1% 07 January 2034	41,090	40,579
	George Washington University/The	George Washington University/The 4.3% 15 Sep 2044	134,900	128,581
	Georgetown University/The	Georgetown University/The 5.215% 01 Oct 2118	413,333	393,703
	Gilead Sciences Inc	Gilead Sciences Inc 4.5% 01 Feb 2045	678,706	642,848
	GlaxoSmithKline Capital Inc	GlaxoSmithKline Capital Inc 6.375% 15 May 2038	643,219	606,964
	Globe Life Inc	Globe Life Inc 5.85% 15 Sept 2034	239,518	241,348
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc (The) 2.908% 21 July 2042	198,303	191,072
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The Variable 4.017% 31 Oct 2038	568,508	571,597
	Goldman Sachs Group Inc/The	Goldman Sachs Group Inc/The 6.25% 01 Feb 2041	481,277	473,700
	Home Depot Inc/The	Home Depot Inc/The 3.625% 15 Apr 2052	141,662	130,617
	Home Depot Inc/The	Home Depot Inc/The 4.875% 15 Feb 2044	296,165	278,997
	Home Depot Inc/The	Home Depot Inc/The 5.875% 16 Dec 2036	595,416	573,096
	HSBC Holdings PLC Variable	HSBC Holdings PLC Variable 3.973% 22 May 2030	356,944	372,885
	HSBC Holdings PLC	HSBC Holdings PLC 5.25% 14 Mar 2044	451,753	461,990
	Humana Inc	Humana Inc 5.5% 15 Mar 2053	42,483	40,141
	Indiana Michigan Power Co	Indiana Michigan Power Co 4.25% 15 Aug 2048	166,608	157,659
	ING Groep NV	ING Groep NV 3.95% 29 Mar 2027	714,495	736,932
	Intel Corp	Intel Corp 4.1% 19 May 2046	278,782	238,706
	Intercontinental Exchange Inc	Intercontinental Exchange Inc 3% 15 Sept 2060	139,521	130,477
	Jobsohio Bevera	Jobsohio Bevera 4.433% 01 Jan 2033	49,487	49,146
	John Sevier Combnd CYC Gen LLC	John Sevier Combnd CYC Gen LLC 4.626% 15 Jan 2042	49,722	51,587
	Johnson & Johnson	Johnson & Johnson 2.45% 01 Sept 2060	306,590	284,702
	JPMorgan Chase & Co Variable	JPMorgan Chase & Co Variable 3.882% 24 Jul 2038	493,378	490,584
	JPMorgan Chase & Co	JPMorgan Chase & Co 5.6% 15 Jul 2041	155,486	151,434
	JPMorgan Chase & Co	JPMorgan Chase & Co 6.4% 15 May 2038	630,659	616,678
	Keybank National ASSN	Keybank NATL ASSN 5% 26 Jan 2033	70,757	71,934
	Keybank National ASSN	Keybank Natl Assn 4.9% 08 Aug 2032	41,347	42,645
	Kimberly-Clark Corp	Kimberly-Clark Corp 3.9% 04 May 2047	170,839	156,158
	Kyndryl Holdings Inc.	Kyndryl Holdings Inc 4.1% 15 Oct 2041	152,960	158,408
	Lauder Estee Cos Inc	Lauder Estee Cos Inc 4.15% 15 Mar 2047	216,921	197,419
	Lincoln National Corp Ind	Lincoln National Corp Ind 15 Mar 2034 5.852%	107,343	106,340
	Lloyds Banking Group PLC Variable	Lloyds Banking Group PLC 3.369% 14 Dec 2046	284,016	276,710
	Lloyds Banking Group PLC Variable	Lloyds Banking Group PLC Variable 3.574% 07 Nov 2028	118,079	124,902
	Lockheed Martin Corp	Lockheed Martin Corp 4.7% 15 May 2046	202,138	187,646
	Louisiana Local	Louisiana Local 5.048% 01 December 2034	45,640	44,985
	Louisville Gas and Electric Co	Louisville Gas and Electric Co 4.25% 01 Apr 2049	99,696	95,335
	Lowe's COS Inc	Lowe's COS Inc. 2.8% 15 Sept 2041	139,458	137,234
	M&T Bank Corp	M&T Bank Corp 5.053% 27 Jan 2034	9,522	9,577
	Marathon Petroleum Corp	Marathon Petroleum Corp 5% 15 Sept 2054	69,230	65,820
	Marsh & McLennan Cos Inc	Marsh & McLennan Cos Inc 2.9% 15 Dec 2051	146,519	136,704
	Merck & Co Inc.	Merck & Co Inc 2.9% 10 Dec 2061	653,242	648,045
	MetLife Inc	MetLife Inc 4.875% 13 Nov 2043	274,402	272,370

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**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**FORM 5500, SCHEDULE H, LINE 4i, – SCHEDULE OF ASSETS**  
**(HELD AT END OF YEAR) AS OF DECEMBER 31, 2024**

**EIN#: 45-2080495**  
**PN: 053**

<u>(a)</u>	<u>(b)</u> <u>Identity of Issuer, Borrower,</u> <u>Lesser or Similar Party</u>	<u>(c)</u> <u>Description of Investment, including Maturity</u> <u>Date, Rate of Interest, Collateral, and Par or</u> <u>Maturity Value</u>	<u>(d)</u> <u>Cost</u>	<u>(e)</u> <u>Current Value</u>
	Microsoft Corp	Microsoft Corp 2.525% 01 Jun 2050	192,983	172,311
	Microsoft Corp	Microsoft Corp 2.675% 01 June 2060	37,724	35,140
	Microsoft Corp	Microsoft Corp 4.2% 03 Nov 2035	114,026	109,920
	Mitsubishi UFJ Financial Group Inc	Mitsubishi UFJ Financial Group Inc 3.85% 01 Mar 2026	134,566	138,546
	Mitsubishi UFJ Financial Group Inc	Mitsubishi UFJ Financial Group Inc 4.153% 07 Mar 2039	825,630	827,833
	Mizuho Financial Group Inc	Mizuho Financial Group Inc 2.839% 13 Sep 2026	579,484	611,464
	Mizuho Financial Group Inc Variable	Mizuho Financial Group Inc Variable 4.254% 11 Sep 2029	674,025	695,181
	Moodys Corp	Moodys Corp 2.75% 08/19/2041	56,678	55,243
	Morgan Stanley Variable	Morgan Stanley Variable 4.431% 23 Jan 2030	119,038	121,657
	Morgan Stanley Variable	Morgan Stanley Variable 4.457% 22 Apr 2039	810,678	814,590
	Morgan Stanley	Morgan Stanley 6.375% 24 Jul 2042	334,635	324,114
	National Rural Utilities Cooperative Finance Corp	National Rural Utilities Cooperative Finance Corp 3.05% 25 Apr 2027	759,823	785,491
	National Rural Utilities Cooperative Finance Corp	National Rural Utilities Cooperative Finance Corp 4.4% 01 Nov 2048	217,364	208,974
	New York & Presbyterian Hosp	New York & Presbyterian Hosp 3.954% 01 Aug 2119	371,882	345,872
	Niagara Mohawk Power Corp	Niagara Mohawk Power Corp 5.29% 1/17/2034	215,000	210,224
	NIKE Inc	NIKE Inc 3.375% 27 Mar 2050	144,319	126,767
	Norfolk Southern Corp	Norfolk Southern Corp 3.7% 03/15/2053	11,146	10,780
	Norfolk Southern Corp	Norfolk Southern Corp 4.1% 05/15/2121	48,573	44,980
	Norfolk Southern Corp	Norfolk Southern Corp 4.55% 06/01/2053	116,627	113,080
	NXP B V/NXP FDG LLC/NXP USA Inc	NXP B V/NXP FDG LLC/NXP USA Inc 3.125% 2/15/2042	14,457	13,918
	NYU Langone Hospitals	NYU Langone Hospitals 5.75% 01 Jul 2043	210,590	203,554
	Oklahoma Development Finance Authority ODFA 2022-PSO A1	Oklahoma Development Finance Authority ODFA 2022-PSO A1 4.135% 01 Dec 2033	102,723	100,515
	Oklahoma Development Finance Authority ODFA 2022-OGE A1	Oklahoma Development Finance Authority ODFA 2022-OGE A1 4.285% 01 Feb 2034	53,447	52,252
	Oklahoma Gas and Electric Co	Oklahoma Gas and Electric Co 3.3% 15 Mar 2030	1,219,274	1,246,661
	Oncor Electric Delivery Co LLC	Oncor Electric Delivery Co LLC 5.75% 15 Mar 2029	669,379	661,483
	ONE Gas Inc	ONE Gas Inc 4.5% 01 Nov 2048	154,416	149,477
	Oracle Corp	Oracle Corp 3.65% 25 Mar 2041	442,543	463,948
	Oracle Corp	Oracle Corp 3.85% 15 Jul 2036	334,701	342,697
	Oracle Corp	Oracle Corp 3.9% 15 May 2035	451,239	459,982
	PepsiCo Inc	PepsiCo Inc 2.625% 21 Oct 2041	235,831	228,951
	PepsiCo Inc	PepsiCo Inc 4.45% 14 Apr 2046	33,684	30,248
	Pfizer Inc	Pfizer Inc 4% 15 Dec 2036	674,574	646,311
	Pfizer Inc	Pfizer Inc 7.2% 15 Mar 2039	461,110	432,512
	PG&E Energy Recovery Funding LLC	PG&E Energy Recovery Funding LLC 2.28% 15 Jan 2038	19,447	19,674
	PG&E Recovery Funding LLC	PG&E Recovery Funding LLC 5.231% 01 June 2042	230,833	228,064
	PG&E Recovery Funding LLC	PG&E Recovery Funding LLC 5.256% 15 Jan 2040	152,539	149,115
	PG&E Recovery Funding LLC	PG&E Recovery Funding LLC 5.536% 15 July 2049	30,071	29,865
	PG&E Wildfire Recovery Funding LLC	PG&E Wildfire Recovery Funding LLC 4.022% 01 Jun 2033	83,137	84,188
	PG&E Wildfire Recovery Funding LLC	PG&E Wildfire Recovery Funding LLC 4.263% 01 Jun 2038	212,198	211,101
	PG&E Wildfire Recovery Funding LLC	PG&E Wildfire Recovery Funding LLC 4.451% 01 Dec 2049	98,991	95,586
	PG&E Wildfire Recovery Funding LLC	PG&E Wildfire Recovery Funding LLC 5.081% 01 Jun 2043	162,924	151,094
	PG&E Wildfire Recovery Funding LLC	PG&E Wildfire Recovery Funding LLC 5.212% 01 Dec 2049	585,922	560,246
	Philip Morris International Inc	Philip Morris International Inc 4.25% 10 Nov 2044	622,616	626,238
	PPL CAP FDG Inc	PPL CAP FDG Inc 5.25% 9/1/2034	49,743	49,209
	Prologis Targeted US Logistics Fund LP	Prologis Targeted US Logistics Fund LP 5.250% 1/15/2035	114,259	112,941
	Providence St Joseph Health Obligated Group	Providence St Joseph Health Obligated Group 3.93% 01 Oct 2048	159,126	150,034
	Prudential Financial Inc	Prudential FINL Inc 6.5% 03/15/2054	203,272	205,693

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**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
**FORM 5500, SCHEDULE H, LINE 4i, – SCHEDULE OF ASSETS**  
**(HELD AT END OF YEAR) AS OF DECEMBER 31, 2024**

**EIN#: 45-2080495**  
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(a)	(b) <u>Identity of Issuer, Borrower, Lesser or Similar Party</u>	(c) <u>Description of Investment, including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	QUALCOMM Inc	QUALCOMM Inc 4.8% 20 May 2045	388,724	361,463
	Realty Income Corp	Realty Income Corp 2.85% 12/15/2032	169,714	168,940
	Realty Income Corp	Realty Income Corp 5.375% 9/1/2054	68,862	66,448
	Republic Services Inc	Republic Services Inc 2.375% 03/15/2033	165,236	162,005
	Royal Bank of Canada	Royal Bank of Canada 4.65% 27 Jan 2026	475,972	489,372
	S&P Global Inc.	S&P Global Inc 2.3% 08/15/2060	320,198	300,491
	Shell Finance US Inc.	Shell Finance US Inc. 4.125% 11 May 2035	535,464	504,168
	Shell Finance US Inc.	Shell Finance US Inc. 4.55% 12 Aug 2043	572,370	533,373
	Southwestern Public Service Co	Southwestern Public Service Co 4.4% 15 Nov 2048	420,681	401,081
	Sumitomo Mitsui Financial Group Inc	Sumitomo Mitsui Financial Group Inc 3.544% 17 Jan 2028	418,837	433,373
	Swepeco Storm Recovery Funding LLC	Swepeco Storm Recovery Funding LLC 4.88% 09/01/2041	139,931	136,807
	Tampa Elec Co	Tampa Elec Co 3.45% 15 Mar 2051	132,396	125,906
	Tampa Electric Co	Tampa Electric Co 4.3% 15 Jun 2048	456,854	443,309
	Targa RES Corp	Targa RES Corp 4.2% 2/1/2033	183,446	181,603
	Texas Electric Market Stabilization Funding N LLC	Texas Electric Market Stabilization Funding N LLC 4.265% 01 Aug 2036	83,577	84,107
	Texas Electric Market Stabilization Funding N LLC	Texas Electric Market Stabilization Funding N LLC 4.966% 01 Feb 2044	440,132	414,165
	Texas Nat Gas	Texas Nat Gas 5.102% 01 April 2035	1,081,870	1,086,755
	Toronto-Dominion Bank/The Variable	Toronto-Dominion Bank/The Variable 3.625% 15 Sep 2031	693,450	733,797
	Tosco Corp	Tosco Corp 7.9% 01 Jan 2047	209,916	198,352
	Truist Financial Corp	Truist Financial Corp 4.916% 28 July 2033	139,308	155,892
	Union Pacific Corp	Union Pacific Corp 4.75% 12/15/2043	88,868	86,379
	United Airlines 2024-1 Class A Pass Through	United Airlines 2024-1 Class A Pass Through 5.450% 8/15/2038	160,000	160,223
	United Parcel Service Inc	United Parcel Service Inc 3.75% 15 Nov 2047	311,627	283,778
	United Parcel Service Inc	United Parcel Service Inc 4.25% 15 Mar 2049	601,877	550,282
	University of Chicago/The University of Southern California	University of Chicago/The University of Southern California 3.028% 01 Oct 2039	381,321	352,223
	University of Southern California	University of Southern California 3.841% 01 Oct 2047	333,877	324,224
	US Bancorp	US Bancorp Del 2.677% 27 Jan 2033	246,618	227,573
	Verizon Communications	Verizon Communications Inc 2.987% 30 Oct 2056	203,237	227,564
	Virginia Electric and Power Co	Virginia Electric and Power Co 4% 15 Nov 2046	41,517	44,477
	Virginia Electric and Power Co	Virginia Electric and Power Co 4.2% 15 May 2045	119,315	116,463
	Virginia Electric and Power Co	Virginia Electric and Power Co 5.05% 15 Aug 2034	257,836	254,909
	Virginia Electric and Power Co	Virginia Electric and Power Co 5.55% 15 Aug 2054	274,379	268,148
	Walmart Inc	Walmart Inc 2.5% 22 Sep 2041	69,696	67,660
	Walmart Inc	Walmart Inc 4.5% 15 Apr 2053	284,056	275,365
	Walt Disney Co/The	Walt Disney Co/The 5.4% 01 Oct 2043	68,558	65,257
	Walt Disney Co/The	Walt Disney Co/The 6.4% 15 Dec 2035	457,040	441,868
	Washington Gas Light Co	Washington Gas Light Co 3.796% 15 Sep 2046	607,725	592,952
	Wells Fargo & Co	Wells Fargo & Co 4.1% 03 Jun 2026	252,899	248,908
	Wells Fargo & Co	Wells Fargo & Co 5.574% 25 July 2029	139,084	143,429
	Westlake Corp	Westlake Corp 2.875% 08/15/2041	227,505	233,518
	Westpac Banking Corp	Westpac Banking Corp 2.894% 04 Feb 2030	115,031	110,713
	William Marsh Rice University	William Marsh Rice University 3.774% 15 May 2055	520,344	548,811
	Willis-Knighton Medical Center	Willis-Knighton Medical Center 4.813% 01 Sep 2048	71,773	64,583
	Wisconsin Electric Power Co	Wisconsin Electric Power Co 4.3% 15 Dec 2045	158,101	153,822
	Total Corporate Bonds		333,989	334,740
			62,985,940	61,945,358
		<b>Mutual Funds</b>		
	Capital Research & Mgmt Co.	American Funds EuroPacific Growth R6	2,192,501	2,124,175
	Baron Capital	Baron Small Cap Instl Fund	526,973	569,998
	Allspring	Allspring Special Small Cap Value Fund	577,136	601,093
	JP Morgan Investment Mgmt Inc.	JP Morgan Mid Cap Value R6 Fd	1,316,672	1,363,816
	Mainstay	Mainstay MackKay High Yield Corporate Bond R6 Fund	572,993	589,888
	T. Rowe Price Associates, Inc.	T Rowe Price Mid-Cap Growth I Fund	1,405,588	1,405,543

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**XYLEM PENSION PLAN FOR U.S. HOURLY EMPLOYEES**  
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*	Fidelity	Fidelity Real Estate Index Fund	1,108,350	1,223,268
	Total Mutual Funds		7,700,213	7,877,781
		<b>Collective Trusts</b>		
	Northern Trust	NT Collective ACW I Ex US Invst Mkt Idx NL	1,992,926	2,179,719
	Northern Trust	NT Collective S&P 500 Index NL	4,843,837	6,481,456
	Total Collective Trusts		6,836,763	8,661,175
		<b>Cash Equivalents</b>		
*	Fidelity	FIMM Government Portfolio - Instl CL	1,399,876	1,399,876
*	Fidelity	FIMM Treasury Only Portfolio - Class I	380,034	380,034
	Total Cash Equivalents		1,779,910	1,779,910
	<b>Total investments</b>		\$ 82,733,908	\$ 83,512,403

\* Represents a party-in-interest

See accompanying Independent Auditor's Report.

Sponsor EIN # 45-2080495  
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Schedule SB Attachment (Form 5500) – 2024 Plan Year  
 Xylem Pension Plan for U.S. Hourly Employees  
 EIN: 45-2080495 PN: 053

Schedule SB, line 32 – Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 8,643,745	January 1, 2023	14	\$ 824,983
Shortfall	\$ 1,652,223	January 1, 2024	15	\$ 150,320

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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## Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the funding expected rate of return on assets (before the third segment rate limitation) from 6.28 percent to 6.13 percent.

The above assumption change was made to better reflect anticipated plan experience. The change did not reduce the funding shortfall, so approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) — 2024 Plan Year  
Xylem Pension Plan for U.S. Hourly Employees  
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## Schedule SB, line 23 — Information on Use of Multiple Sets of Mortality Tables

The Revenue Ruling 96-7 Mortality Table for Disability after December 31, 1994 is used for disabled participants. As of January 1, 2024, one participant was reported as disabled. This table is being used for the disabled participant as of January 1, 2024 and those assumed to become disabled in the future.