

Creating lasting change in communities worldwide



We believe that access to clean water and sanitation is fundamental to sustainable development and robust societies. Through our global corporate social responsibility program, Watermark, we partner with nonprofit organizations to deliver education and solutions that improve water access, strengthen resilience against climate change, and enhance quality of life of communities, employees, value chain partners, and other stakeholders.

Our efforts go beyond technology, focusing on empowering communities through education, collaboration, and action. Whether providing WASH solutions to underserved communities, engaging employees and value chain partners in volunteer projects and fundraising, providing humanitarian aid when natural disasters strike, or leveraging partnerships to build more resilient infrastructure, Xylem strives to create lasting impact where it is needed most.

79%

of all Xylem employees collectively volunteered more than 220,000 hours, participating in skills-based initiatives, implementing WASH solutions for underserved communities, building capacity through training and mentoring, and more.

2,660

employees volunteered at least 1% of their time (20 hours or more).

>3.6 million

people were reached with WASH solutions.

>2.1 million

people were impacted through water education and awareness initiatives.

>16,000

students were engaged globally through our youth programs.

43

disasters were addressed through humanitarian aid delivered in partnership with our global nonprofit partners. This included the pro-bono provision of emergency water treatment and dewatering solutions during crises in Brazil, India, the Philippines, the United States, Poland, and Spain.

North America

Canada ●▲▼
United States of America ●□■▲▼

Europe

Austria ●□▲▼
Belgium ●▲▼
Cyprus ▼
Czechia ●□▲▼
Denmark ●▲▼
Finland ●▲▼
France ●▲▼
Germany ●□▲▼
Hungary ●▲▼
Ireland ●▲▼
Italy ●▲▼
Luxembourg ●
Netherlands ●▲▼
Norway ●▲▼
Poland ●□■▲▼
Portugal ●
Romania ●▲▼
Slovakia ●▲▼
Spain ●□■▲▼
Sweden ●▲▼
Switzerland ●▲▼
Ukraine ●□■▲▼
United Kingdom ●▲▼

Latin America

Argentina ●■▲▼
Brazil ●□■▲▼
Chile ●□■▲▼
Colombia ●□■▲▼
Dominican Republic ■
Ecuador ▼
El Salvador □■
Haiti ■▲▼
Honduras ■▲▼
Jamaica □■▼
Mexico ●■▲▼
Peru ●■▲▼
Uruguay ●▲▼

Africa

Algeria ●▲▼
Central African Republic □■
Côte d'Ivoire ●▲▼
Egypt ●▲
Ethiopia □■▲▼
Ghana ■▲▼
Kenya ●■▲▼
Madagascar ▼
Malawi ●■▲▼
Mali □■▼
Morocco ●■▲▼
Nigeria ▼
Somalia ■▲
South Africa ●□■▲▼
South Sudan ▼
Sudan □■
Tanzania □■▲▼
Zambia □■▼

Middle East

Israel □■▼
Lebanon □■▲
Saudi Arabia ●
Türkiye ●▲▼
Palestine □■
United Arab Emirates ●▲▼
Yemen □■▲▼
Qatar ●▼

Asia

Afghanistan □■▲▼
Bangladesh ■▲▼
Cambodia ●■▲▼
China ●■▲▼
Hong Kong ●▲▼
India ●□■▲▼
Indonesia ●□■▲▼
Japan ●▲▼
Kazakhstan ●
Malaysia ●□■▲▼
Nepal □■▼
Pakistan ▼
Philippines ●□■▲▼
Republic of Korea ●▼
Singapore ●▲▼
Taiwan ●
Thailand ●■▲▼
Vietnam ●■▲▼

Australia and New Zealand

Australia ●▲▼
New Zealand ●▲▼

- Employee engagement
- Humanitarian disaster response
- WASH access
- ▲ Water awareness and education
- ▼ Youth engagement



Employee and stakeholder engagement

In 2024, we continued to expand and enrich our volunteer programs, offering meaningful opportunities for employees to engage in projects that align with our mission to address water challenges. Through a variety of volunteer initiatives, signature events, partnerships with local and global nonprofit organizations, and engaging with external stakeholders such as channel or supply partners and customers, we are amplifying our collective impact and advancing a more sustainable, equitable world. For example, our **global network of more than 400 employees, serving as Watermark Champions, Leads, and Ambassadors**, offered a wide range of in-person, virtual, individual, and skills-based volunteer opportunities for colleagues and partners worldwide, enabling **79% participation this year**.

WASH access

Access to safe water and sanitation improves health outcomes and enhances opportunities for education and economic advancement, breaking the cycle of poverty. This is why climate and disaster resilience in WASH is critical. To address this global challenge effectively, we must approach it from multiple angles: through innovation, investment, capacity building, and — most importantly — partnerships. By combining these efforts, we are enabling safe WASH access in communities around the world.

In May 2024, we announced our new 2030 Goal to progress in climate-resilient WASH access:

Reach an additional 80 million people by 2030 through climate-resilient WASH access and capacity building in under-resourced, water-insecure communities.

We are building on our longstanding philanthropic efforts with:

- **New investments** in water infrastructure and growth companies.
- **Expanded commercial business development** in WASH.

Together, these efforts contribute to our social impact goal of delivering safe WASH access to communities, while also driving economic value and growth.

We are mobilizing funds, time, expertise, and technology to drive impactful WASH projects:

Mobilizing donations and volunteers

In 2024, our employees and channel partners volunteered time to assemble almost 2,000 water filters in partnership with Wine to Water. These filters were distributed to households facing water quality challenges, including in Ukraine. Through this initiative — powered by monetary grants and volunteer efforts — nearly 20,000 people gained access to safer drinking water.

Investing for impact

Xylem has joined WaterEquity's Water & Climate Resilience Fund as a strategic investor. This new private investment fund provides equity and debt capital to projects and growth companies working across the water value chain, including bulk water supply, water distribution, wastewater treatment, and water reuse. At its target fund size, the fund aims to deliver safe water or sanitation access to 15 million people across Africa, Asia, and Latin America.

Providing WASH solutions

Through our partnership with LORENTZ, we have expanded our portfolio to include solar-powered and solar/grid hybrid solutions. These technologies are enabling us to serve new markets, particularly in regions like East Africa, where solar water solutions are increasing access to clean water, reducing dependency on fossil fuels and building climate resilience in communities.

Water awareness and education

For any water solution to be effectively implemented and sustained, it is essential that the community values clean, safe water, takes ownership of the project, and receives adequate training to utilize and maintain the solution. Through partnerships and targeted outreach, we work to mobilize communities, empowering individuals to adopt responsible WASH practices. In 2024, we **reached 2.1 million people through our water education initiatives**, making significant progress toward our water education goal.

Youth engagement

To empower the next generation to address our critical water challenges, it is essential to equip them with the knowledge, tools, and platforms needed to develop and implement innovative solutions. In 2024, we **engaged more than 16,800 students through our global youth programming**. Our flagship youth innovation program, Xylem Ignite, fosters the growth of young talent by providing participants opportunities for mentorship, skills development, innovation, community action, and leadership. These initiatives aim to build awareness, experience, and capabilities that will prepare students to enter the water workforce and drive change in the future.

Humanitarian disaster response

We are committed to mitigating the social and economic impacts of natural disasters by providing sustainable relief to those most in need. Leveraging our global network of experienced employees and partners, we mobilize expertise, resources, and technology to respond quickly and effectively, often in regions where our employees live and work. In 2024 alone, we **delivered humanitarian aid in 43 disaster-stricken areas across 29 countries**. Simultaneously, we advanced disaster preparedness initiatives among our employees, partners, and the communities we serve. Our efforts included deploying in-kind technology, mobilizing community-led volunteer initiatives, providing financial support, and advancing preparedness among our employees and communities.



[Learn more about our community impact initiatives, partnerships, and projects on pages 67–75 of our 2024 Sustainability Report.](#)