

# Fiscal Year 2020 Corporate Responsibility Report



[xilinx.com](http://xilinx.com)

# TABLE OF CONTENTS

MESSAGE FROM OUR PRESIDENT AND CEO	1
ABOUT THIS REPORT	2
ABOUT XILINX	3
XILINX: A TECHNOLOGY LEADER AND INNOVATOR	4
OUR CORPORATE RESPONSIBILITY APPROACH	6
STAKEHOLDER ENGAGEMENT	8
XILINX GIVES GLOBALLY AND ACTS LOCALLY	10
SUPPORTING OUR COMMUNITIES DURING COVID-19	11
AWARDS AND RECOGNITION	12
OUR EMPLOYEES	13
DIVERSITY, EQUITY, AND INCLUSION	15
Workforce Demographics	18
GOVERNANCE AND ETHICS	25
Corporate Governance	25
Ethics and Business Integrity	27
ENVIRONMENT HEALTH AND SAFETY	29
Management System	29
Global Sustainable Building Initiatives	31
Climate Change Efforts	33
Energy Management	34
Water Management	35
Waste Management	35
ENVIRONMENTAL IMPACT OF PRODUCTS	36
Power Reduction	36
XILINX UNIVERSITY PROGRAM (XUP)	37
PRODUCT QUALITY	39
Material Composition	40
Supply Chain Responsibility	40
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS STATEMENT	43
SASB INDEX	44
TCFD INDEX	47
GRI INDEX	48



## MESSAGE FROM OUR PRESIDENT AND CEO

Xilinx's mission is to build an adaptable, intelligent world. Our adaptive platform for accelerated computing delivers the most-dynamic processing technology in the industry, enabling rapid innovation across a wide span of industries. Xilinx is redefining the way the world thinks about computing.

Adaptability is in our DNA: from the flexibility and programmability of our products, to how we respond to our customers' needs. Our ability to adjust to the changing world around us is fundamental to our nearly four decades of success.

But building a better, adaptable world goes beyond our technology. It also includes our unwavering commitment to responsible corporate citizenship. Earlier this year, when the COVID-19 pandemic took hold, Xilinx was able to turn on a dime and support some of the world's largest medical device suppliers with critical technology for identifying and treating the disease. Additionally, we've donated more than \$1 million to organizations fighting COVID-19, including the World Health Organization Solidarity Response Fund, the Silicon Valley Strong Fund, and many others.

Beyond providing financial support to our communities, Xilinx is also committed to prioritizing its Environment Health and Safety Management System to fight climate change and keep our employees healthy and safe. We've taken significant steps to minimize our environmental impact, including the addition of solar panels to generate reusable energy and reduce our carbon footprint. During this pandemic, with reduced building occupancy rates at our headquarters campus in California, we've been able to supply surplus clean, green energy back to the grid for use by the local surrounding community. Over the past five years, we have reduced our global carbon-footprint-per-employee by more than 30%.

Xilinx also cares deeply about maintaining a diverse and talented workforce that reflects a broad range of backgrounds, perspectives, experiences, gender identities, and ethnicities. We are dedicated to providing a work environment where all individuals are always treated with respect, dignity, equality, and inclusion. We firmly denounce racism and inequality in all forms.

I am very proud of the work we've done to support our employees and communities across the globe. On behalf of nearly 5,000 Xilinx employees worldwide, I would like to thank you for your continued support.

A handwritten signature in black ink that reads "Victor Peng". The signature is written in a cursive, flowing style.

**Victor Peng**  
President and CEO  
Xilinx, Inc.



## ABOUT THIS REPORT

This report covers our fiscal year 2020 (April 1, 2019 to March 30, 2020, unless otherwise noted) including our economic, environmental, social, and governance performance. It contains Standard Disclosures from the [GRI Standards: Core Option](#). New this year, we are also including [Sustainability Accounting Standards Board](#) and [Task Force on Climate-Related Disclosures](#) as well as aligning our social and environmental impact activities with the [United Nations Sustainable Development Goals](#). Additional information about Xilinx is available in our 2020 Annual Report on [Form 10-K](#) at [xilinx.com](http://xilinx.com).



### DISTRIBUTING THIS REPORT:

This report is distributed via the following channels:

- > Xilinx.com and our social media channels
- > Internal communications with our employees
- > External communications to stakeholders as requested

Questions and comments on this report can be sent to [corpresp@xilinx.com](mailto:corpresp@xilinx.com) or to our headquarters at:

**Xilinx, Inc.**

Corporate Responsibility  
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 San Jose, California 95124  
 United States

The statements in this Report that are forward-looking, within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, involve numerous risks and uncertainties and are based on current expectations. The reader should not place undue reliance on these forward-looking statements. Our actual results could differ materially from those anticipated in these forward-looking statements for many reasons. Often, forward-looking statements can be identified by the use of forward-looking words, such as “may,” “will,” “could,” “should,” “expect,” “believe,” “anticipate,” “estimate,” “continue,” “plan,” “intend,” “project,” and other similar terminology, or the negative of such terms. We disclaim any responsibility to update or revise any forward-looking statement provided in this Report for any reason.

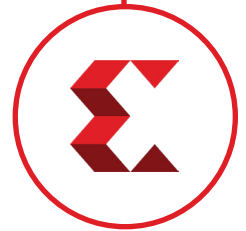
This Report includes trademarks and service marks of Xilinx and other companies that are unregistered and registered in the U.S. and other countries.

We maintain the Xilinx trade name and trademarks, including the following trademarks that are registered in the U.S. and other countries: Xilinx, the Xilinx logo, Alveo, Artix, CoolRunner, ISE, Kintex, Spartan, Versal, Vitis, Virtex, Vivado and Zynq. Maintaining these trademarks, and the goodwill associated with them, is important to our business. We have also obtained the rights to use certain trademarks owned by consortiums and other trademark owners that are related to our products and business.



## ABOUT XILINX

Xilinx, Inc. develops highly flexible and adaptive computing platforms that enable rapid innovation across a variety of technologies - from the cloud, to the edge, to the endpoint. Xilinx is the inventor of Field-Programmable Gate Arrays (FPGA) and Adaptive SoCs (including our Adaptive Compute Acceleration Platform, or ACAP), designed to deliver the most dynamic computing technology in the industry. We collaborate with our customers to create scalable, differentiated and intelligent solutions that enable the adaptable, intelligent and connected world of the future. Xilinx reported revenues of \$3.16 billion for its fiscal year ending March 2020. For more information, visit [xilinx.com](http://xilinx.com).



~5,000

Employees Worldwide



~60,000

Customers



60+

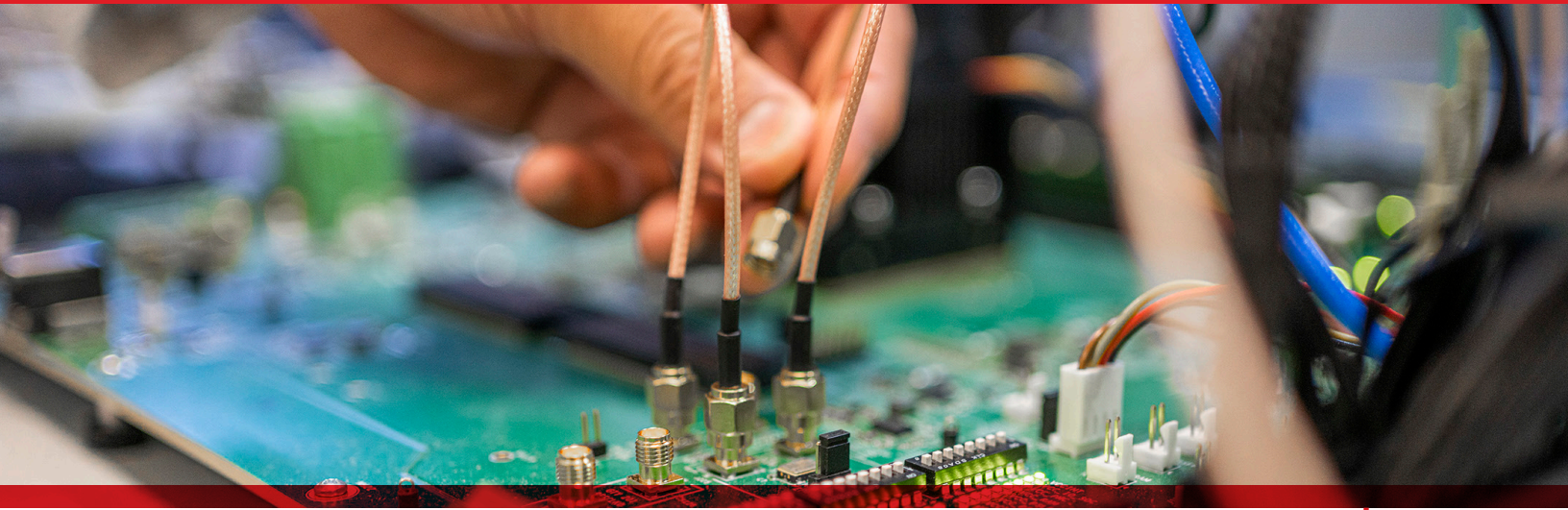
Industry Firsts



4,800+

Patents

[Learn more on how We Are Building the Adaptable, Intelligent World](#)



## XILINX: A TECHNOLOGY LEADER AND INNOVATOR

Xilinx invented FPGAs and has led the FPGA industry since the Company was established in 1984, growing it into a multi-billion dollar business. Our success is founded on continuous innovation, technology leadership, and unparalleled product quality. In addition to inventing FPGA technology, Xilinx was an early pioneer of the fabless semiconductor business model. Today, in partnership with leading semiconductor foundries like Taiwan Semiconductor Manufacturing Company (TSMC), we develop and deploy some of the most-advanced programmable platforms in the world.

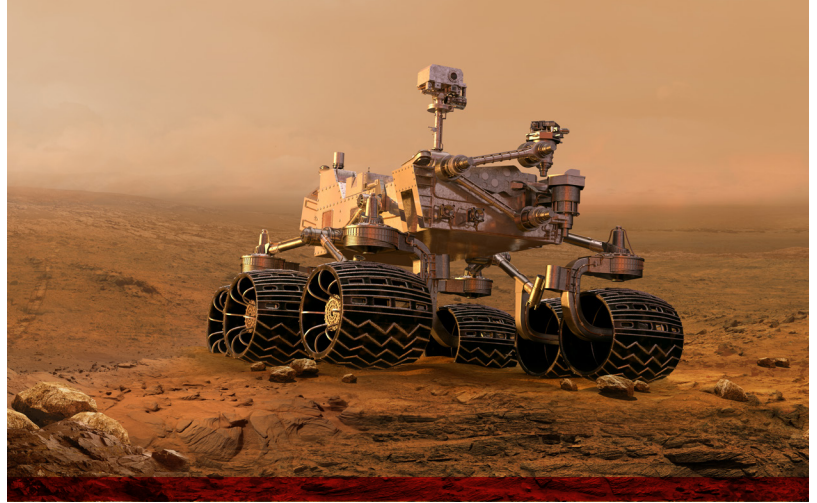


Xilinx's success depends on the dedication and creativity of talented people from all across the world. We operate research and development sites in the U.S., Europe and Asia. The Chief Technology Office (CTO), which encompasses Xilinx Research Laboratories, has multiple sites in San Jose, California; Longmont, Colorado; Dublin, Ireland; and Singapore. We partner extensively with leading researchers in the world's most-prestigious academic institutions to ensure a continuous exchange of talent, technologies, and innovation in both directions.

We participate actively in a wide range of industry standards bodies and open-source initiatives designed to drive the global technical community forward. Examples of Xilinx involvement include our contributions to new domain-specific languages, such as the Programming Protocol-Independent Packet Processors (P4) networking standard. P4 is an open-source programming language that lets end-users dictate how networking gear operates. We also open-source innovative Xilinx technologies such as the Xilinx Run-time Library (<https://github.com/Xilinx/XRT>) and PYNQ ([www.pynq.io](http://www.pynq.io)).

Xilinx product quality is legendary. Our products are used with great success in even the most extreme environments. For example, Curiosity, one of NASA's Mars rovers, is equipped with four Xilinx FPGAs and has been exploring the surface of Mars since 2012. Initially designed for a two-year mission, Curiosity is still operating flawlessly eight years later. Meanwhile, Perseverance, the newest Mars rover, is currently completing its 40,000,000 mile journey to the Red Planet. Perseverance's instrumentation relies on six Xilinx FPGAs for its groundbreaking scientific mission. It is scheduled to touch down on Mars in February 2021.

Closer to home, Xilinx technologies and product quality are central to advanced medical products such as the DaVinci robotic-assisted systems for laparoscopic surgery from Intuitive Surgical. When a patient is being operated on remotely, his or her life depends on both the skills of the surgeon and the equipment the surgeon relies on. Xilinx is proud to be a trusted partner of Intuitive Surgical and proud that its technologies empower state-of-the-art medical systems for robotic-assisted laparoscopic surgery.



Xilinx has expanded beyond its leadership of the FPGA industry to launch entirely new categories of compute platforms. For example, our Versal<sup>®</sup> series enables a new paradigm of Adaptive SoCs. Versal devices are fully software-programmable, compute platforms that combine heterogeneous compute engines to achieve dramatic performance improvements of up to 20X over today's fastest FPGA implementations and more than 100X over today's fastest CPU implementations. They are especially designed for highly demanding markets such as data centers, artificial intelligence applications, and advanced wired and wireless communications.

Meanwhile, Xilinx's Radio Frequency System-on-Chip (RFSoc) devices have created a new class of integrated circuit architecture for the communications and instrumentation markets. RFSoc devices combine high-accuracy analog-to-digital and digital-to-analog converters, operating at Giga samples per second, with software-programmable heterogeneous compute engines. These RFSoc devices define another entirely new category of SoC platforms and are destined to transform the wired and wireless radio markets.

In summary, Xilinx's mission is to build an adaptable, intelligent world. We achieve our mission through continuous innovation, technology leadership, and unparalleled product quality, combined with the dedication and creativity of talented Xilinx people from all across the world.





## OUR CORPORATE RESPONSIBILITY APPROACH

Xilinx places high emphasis on corporate responsibility matters that provide a balance of economic, environmental, social and governance best-practices that we champion. We draw upon internationally recognized standards that promote social and environmental responsibility, such as the standards described in the Responsible Business Alliance (RBA) Code of Conduct.

With our strong culture and long history of corporate citizenship, we are committed to ensuring that working conditions in our operations and supply chains are safe, that all workers are treated with respect and dignity, that our business operations are environmentally responsible and are conducted ethically, and that we proactively contribute to local and global communities wherever we operate.

Each year we review and update our corporate responsibility goals and present these to the Board of Directors to ensure the Company is holding itself to a high standard and adapting to the changing world.



### GOVERNANCE AND ETHICS

Xilinx strives to meet or exceed industry and regulatory standards for ethical business practices. All Xilinx directors, officers and employees are required to comply not only with the letter of the laws, rules and regulations that govern the conduct of our business, but also with the spirit of those laws.



## WORKPLACE

Xilinx provides a safe and healthy work environment for all employees. We embrace employee diversity and inclusion, and strongly encourage opportunities for training, growth, and advancement. We also provide a broad set of benefits and training to promote a healthy and inclusive workforce.

## PRODUCT RESPONSIBILITY

We work closely with industry leaders in the semiconductor manufacturing industry to deliver the highest-quality products to our customers. We also monitor the materials and processes used in the creation of our products, to ensure they do not harm individuals, communities, and our environment.

## ENVIRONMENT, HEALTH AND SAFETY

The quality of products, services, and employee morale are enhanced by a safe and healthy work environment. As a fabless semiconductor company, we believe every bit of conservation helps as we focus on decreasing natural resource use, reducing the solid and chemical waste of our operations, and minimizing our overall environmental impact on the communities around us. We also invest heavily in clean energy initiatives to help address global climate change efforts.



## COMMUNITY

We promote strategic relationships with a wide range of local organizations and support programs that develop and strengthen communities located around the world. We give high priority to employee-initiated volunteering opportunities that involve participation and empowerment of our employees.

## SUPPLIER RESPONSIBILITY

We recruit world-class suppliers for their expertise in building reliable products and their ability to meet applicable product quality, environmental, and health and safety requirements. We are committed to upholding the human rights of workers in our supply chain.



## STAKEHOLDER ENGAGEMENT

Xilinx engages with a wide range of stakeholders on matters that affect our operations including environmental, social and governance factors. Our stakeholders include employees, customers, shareholders, suppliers, developers, educators, and local communities among others.

### EMPLOYEES

We are committed to a culture that enables employees to perform at their best, realize their professional potential, and be well, both physically and mentally. We offer a range of development activities including formal training, lunch-and-learn series, and experiential assignments. Open dialogue between managers and employees on performance, development, and career aspirations are foundational to our values of Excellence, Teamwork, and Accountability.



### CUSTOMERS

Xilinx’s user [community forums](#) and [blogs](#) enable customers to share, discuss, and resolve issues. The Xilinx Xclusive Blog provides coverage on the latest applications and technologies. Our live product training assists users with foundational design knowledge. Authorized training providers deliver online interactive training via an innovative training portal.

### SHAREHOLDERS

We engage in governance, executive compensation, and performance matters with investors and analysts. We also have been participating in CDP carbon disclosure reporting for the 11th straight year, publicly disclosing our climate change and water security responses.

## SUPPLIERS

We build collaborative relationships with our suppliers to support supply continuity, responsible sourcing, and continuous improvements. We also engage our suppliers through periodic business reviews and a supplier rating process.

## DEVELOPERS AND ALLIANCE PROGRAM MEMBERS

We offer tools, libraries and methodologies that reduce development time and allow developers and our Alliance Program partners to create custom hardware accelerators easily to meet customer needs. This program is a worldwide ecosystem of qualified companies who offer acceleration solutions, IP cores, design services, and board development and production.

## EDUCATORS

We provide educators at universities with low-cost development kits, academic licenses for Xilinx software, free teaching and training materials, technical support, and workshops relating to Xilinx technology.

## LOCAL COMMUNITIES

Being a part of the local community is part of who we are. We strive to positively influence our communities via active corporate citizenship and employee giving.

## BOARD OF DIRECTORS

We present our annual updated strategy and goals in environmental, social, and governance areas to the Board and regularly discuss our progress on these goals with the Board to solicit its feedback.

## PUBLIC POLICY ENGAGEMENT

Xilinx's CEO is on the board of the Semiconductor Industry Association (SIA) and Xilinx is a Charter Member of the SIA, which allows us to engage and provide feedback on policy related to the industry.

Additionally, Xilinx is a member of the Silicon Valley Leadership Group (SVLG), a diverse public policy association of more than 350 dynamic companies shaping the innovation economy of Silicon Valley and the nation in areas of environment, education, energy, technology, innovation, and health among others.

## RESEARCH/RATINGS ORGANIZATIONS

We have been featured on Barron's "Top 100 Most Sustainable Companies" list for three years in a row, beginning with the first year this list was published in 2017.

We have interacted with research/rating organizations including MSCI, ISS, and Sustainalytics.

## MEMBERSHIPS & ASSOCIATIONS

We participate in industry, trade, and community organizations to address emerging business and social issues and environmental challenges, and to keep current on industry trends and best practices. Our memberships are listed [here](#).



## XILINX GIVES GLOBALLY AND ACTS LOCALLY

XilinxGives develops local community relations through funding and involvement that encourages participation, teamwork, and volunteerism. We give globally and act locally to make a difference in communities where our employees work, live, and play.

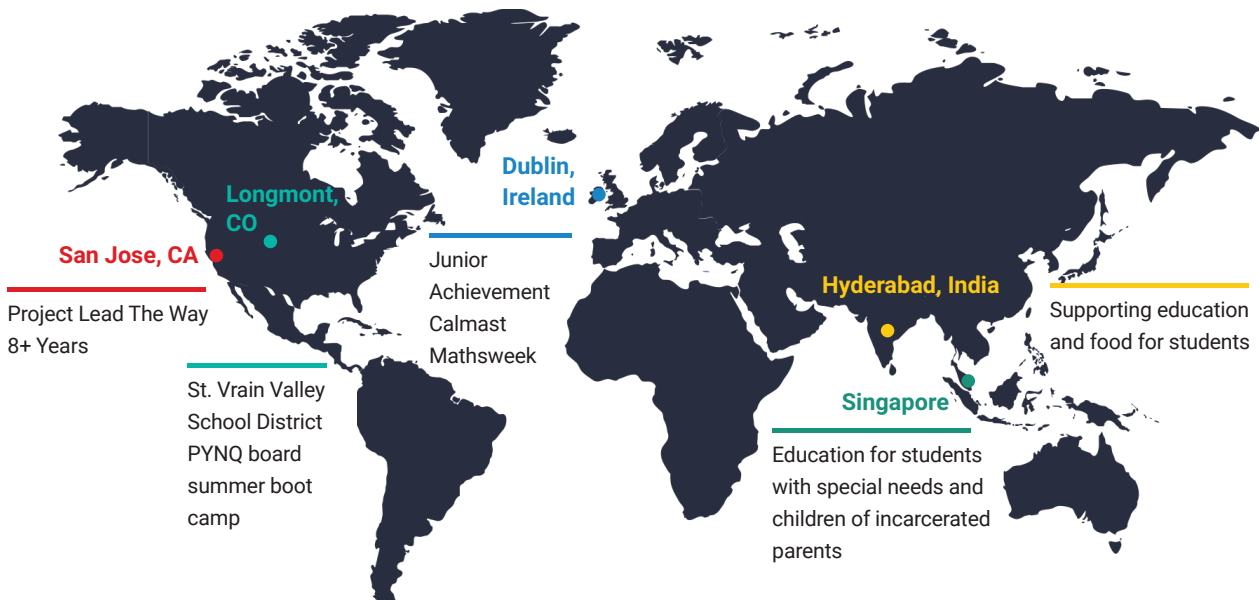
Our efforts include various global programs and services that help:

- > Support underrepresented groups
- > Educate and inspire students in STEM education – Science, Technology, Engineering, and Math
- > Aid those affected by disasters



In FY20, Xilinx donated more than \$2 million to non-profits across the globe and hosted 50 service events to ensure employees had the opportunity to give back to their communities.

### SUPPORTING EDUCATION LOCALLY



# Xilinx Thanks Essential Workers



## SUPPORTING OUR COMMUNITIES DURING COVID-19

The COVID-19 crisis has been an especially trying time for first responders and essential workers. As a company we wanted to make sure we did our part to help our global communities. In addition to donating masks during the initial shortage, Xilinx also donated more than \$1 million to various crisis relief organizations. Donations were made to organizations that are critical to the global effort to combat the pandemic in communities around the world, including the World Health Organization, Give2Asia, and international Red Cross chapters. Additionally, a special matching campaign was created to allow employees to increase their match up to \$2,500 to support COVID-19 relief efforts.



***“ On behalf of Xilinx, I want to thank the doctors and nurses—and everyone on the front lines—for their bravery and dedication during this global pandemic. These are truly challenging times. As we come together to address this challenge head-on, I am inspired by the power of the human spirit. We are all in this fight together. ”*** - Victor Peng

COVID Grants	Amount Donated
WHO COVID-19 Fund	\$250,000
Spanish & Italian Red Cross	\$200,000
Give2Asia: China, Taiwan, Malaysia	\$166,000
UCSF COVID-19 Fund	\$150,000
Akshaya Patra	\$100,000
Silicon Valley Strong	\$100,000
Education Foundation: St. Vrain Valley	\$50,000
Longmont Community Foundation	\$50,000
NCSS: ComChest Courage Funds	\$34,000





## AWARDS AND RECOGNITION

Xilinx received numerous awards in FY2020 for our leadership in technology, our dedication to sustainability, and our work in the community.

**“BEST PAPER OF THE YEAR”**

ACM Transactions on Reconfigurable Technology and Systems (TRETS) 2020

**“2019 TRIBUTE TO WOMEN HONOREE”**

YWCA of Silicon Valley (Susan Wu Director, SPICE Modeling and Design)

**“DIVERSITY IN TECH AWARD DATA SCIENTIST”**

Kantar Media (Michaela Blott Distinguished Engineer)

**2019 GRACE HOPPER CELEBRATION OF WOMEN IN COMPUTING**

**“FRIEND OF THE SENIORS”**

Lions Befrienders Singapore - Xilinx Volunteer Work

**BARRON'S “TOP 100 MOST SUSTAINABLE COMPANIES IN AMERICA”**

**“IOT TECHNICAL INNOVATION AWARD”**

ElectronicFans 4th China IoT Innovation Award Program  
Versal ACAP

**“BEST IOT APPLICATION CASE STUDY”**

OFWeek 2019 IoT Industry Award Program  
Zynq UltraScale+ MPSoC-Based Single-Chip  
Smart Camera Solution

**“THE MOST RESPECTED PUBLIC SEMICONDUCTOR COMPANY” AND “BEST FINANCIALLY MANAGED SEMICONDUCTOR COMPANY”**

Global Semiconductor Alliance

**“TECHNOLOGY OF THE YEAR AWARD”**

Wireless Innovation Forum - ACAP

**“BEST PROCESSOR/DSP/FPGA”**

World Electronics Achievement Awards - Alveo U50

**“2019 WORLD LEADING SCIENTIFIC AND TECHNOLOGICAL ACHIEVEMENTS”**

The 6th World Internet Conference - Versal ACAP

**“FORTUNE’S FUTURE 50 LIST”**

**“TOP 50 SMARTEST COMPANIES”**

MIT Technology Review

**“EMBEDDED SOLUTION PRODUCT OF THE YEAR”**

2019 Electronic Industry Awards - RFSoc

**“2019 VISION PRODUCT OF THE YEAR AWARD FOR THE BEST CLOUD SOLUTION”**

Embedded Vision Alliance - Xilinx AI Platform

**“BEST OF EMBEDDED WORLD”**

Embedded Computing Design- Xilinx AI Platform





## OUR EMPLOYEES

Our employees are passionate, innovative, and highly collaborative. We believe inclusivity is essential to fostering a culture of innovation and creativity that can change the world. To that end, we are committed to providing an inclusive and equitable workplace for all employees and candidates.



### EMPLOYEE EXPERIENCE

Our policies and practices support our core beliefs and goals to make Xilinx a place for our employees to do their best work. We support our workforce with competitive compensation, opportunities for local engagement, and outstanding benefits.

We value diverse perspectives and actively listen to employees through numerous channels throughout the year. We pride ourselves on open communication and candid dialogue across all topics our employees care about. We invite employees to share their perspectives on organizational changes, communication, norms, programs, benefits, and overall engagement via real-time feedback. We use a number of creative channels to facilitate dialogue including in company-wide business meetings through anonymous online inquiry tools, executive skip levels, and regular “Ask Me Anything” meetings where employees can personally raise any question to our executives.

Over the years, employee feedback has helped shaped new programs, amenities, rewards, and benefits to best suit our diverse and global employee base. We also use formal engagement surveys, and since 2013, engagement at Xilinx has consistently outperformed technology industry benchmarks.

Employee feedback on working at Xilinx is consistently similar among genders, age groups, and minorities. Turnover rates are also similar. For more details on our demographics, please click [here](#).

## REWARDS

Xilinx wants all employees to act like owners. To that end, employees receive a stock grant when they begin their employment and have the opportunity to expand their ownership through our employee stock purchase plan as well as ongoing reward programs.

Employees also have the opportunity to recognize and reward their peers through our Impact Awards program. This social recognition platform allows everyone in the Company to celebrate award recipients and make the workplace feel more inclusive.



At Xilinx, we know that benefits are not one-size-fits-all. We tailor our benefits programs to address our employees' needs. We offer a variety of benefits and perks that apply to all life stages. From tuition assistance and parenting tools to retirement planning, we listen to what is top of mind for our employees. We have introduced a new global wellbeing program and technology platform that includes on-demand mental health and resiliency support as well as ways for employees to keep up their physical, financial, and mental health for themselves and their families. Additionally, we have extended our global ergonomics program to help employees work safely from home during the COVID-19 pandemic.

Our employees also benefit from learning programs that offer access to hundreds of technical and professional development opportunities via our award-winning learning portal. Employees can decide what is best for them and their professional journey. Our learning platform assembles customized learning material relevant to the needs of each employee and provides nudges to remind them of content that may be of interest. It also includes a collaborative component that enables employees to see what their peers or leaders are completing and recommending.

Read more about the programs and policies Xilinx has implemented to support and develop its workforce:

- > [Careers at Xilinx](#)
- > [Diversity and Inclusion](#)







## DIVERSITY, EQUITY, AND INCLUSION

We value Xilinx as a place to work that promotes both equal employment opportunities and an environment free from discrimination and harassment. Xilinx is a place where people from all walks of life feel like they belong. We create this inclusive environment by not just treating everyone with respect but actually encouraging diverse thoughts, contrasting opinions, multi-perspective thinking, and going against the grain. Great solutions are rarely one-size-fits-all.



We create the right work environment by setting high expectations and living our values with the right policies, training, and feedback. We provide Unconscious Bias Training to all employees and a comprehensive manager development series aimed at supporting inclusive teams. We also require employees to certify our [EEO/Affirmative Action Policy](#) and complete harassment prevention training. Candidates can see this policy on our career site where we share an [EEO is the Law](#) resource to ensure they know their EEO rights and our [Pay Transparency Policy Statement](#).

We put tremendous value on having a diverse workforce. Having different perspectives brings out innovative ideas and work as a more effective team. Our executive team supports diversity, equity, and inclusion and frequently meets directly with employees to sponsor and champion initiatives throughout the world.

**“ We are a richer, greater company because of the diversity of our people, cultures, and ideas. ”** - Victor Peng

## PROGRAMS THAT DRIVE DIVERSITY AND INCLUSION

### RECRUITMENT:

- > We work with [JobFindah](#) and [Vetsjobs](#) to expand the reach of our job opportunities.
- > We analyze job description language using third-party artificial intelligence software to create gender-neutral job descriptions and foster broader appeal.
- > We offer personalized, dedicated assistance for applicants with differing abilities.
- > We employ expanded targeted outreach and recruitment practices with underrepresented student groups.
- > We are committed to ensuring diverse candidate representation in interviews.

### DEVELOPMENT:

- > We require unconscious bias training for all new hires and make it available on-demand for all employees.
- > We offer targeted and individualized development opportunities and mentoring.
- > We provide ongoing training, resources, conferences, and support to grow leadership skills.

### ENGAGEMENT:

- > We foster communities that connect, grow and give in major sites all over the world with local leads, core teams, and external partners.
- > We provide communication channels that foster connection, support, and celebration for communities, such as: Black-X, Pride-X, LatinX, Women of Xilinx, Women in Tech, parents, entry-level professionals and interns.

### CELEBRATION:

- > We facilitate on-campus gatherings and invite all to join in observing and celebrating days of significance such as International Women’s Day, Veterans Day, Diwali, Chinese New Year, and Pride Day.
- > We recognize various cultures and historically significant days with time off for days such as Juneteenth and Martin Luther King Day.



**DONATIONS & GRANTS IN SUPPORT OF DIVERSITY, EQUALITY, AND INCLUSION:**

- > We support organizations fighting to end discrimination: [Color of Change](#), the [Equal Justice Initiative](#), the [National Association for the Advancement of Colored People Legal Defense and Education Fund](#), and the [National Urban League](#).
- > We offer scholarships through the [Society of Women Engineers](#) (SWE) supporting the next generation of women in technology and grants to universities that prepare them.

**“ Xilinx proactively drives diversity, inclusion, and respect for all individuals and continuously advocates for social justice and equality. ”** - Victor Peng

**PARTNERS IN DIVERSITY & INCLUSION:**

- > [YWCA of Silicon Valley](#): For more than 20 years, we have celebrated senior female Xilinx leaders for their outstanding achievements, leadership, and impact. More than 20 Xilinx leaders have received the YWCA’s “Tribute to Women Award.” We proudly support the YWCA’s mission “Eliminating Racism, Empowering Women” through ongoing sponsorship and donations.
- > [Watermark](#): Since 2013, Xilinx has been a proud Watermark member (dedicated to increasing the number of women in leadership positions) benefiting from executive development, workshops, and the annual Watermark conference.
- > [AnitaB.org](#): For nearly 10 years, we have met thousands of women in tech at the annual Grace Hopper Celebration, the largest women-in-tech gathering in the world, both in the U.S. and India.
- > [Connecting Women in Tech](#) (CWIT): Together with a network of 20 other Irish-based multinational technology companies, we collaborate to attract, promote and encourage women in STEM careers.

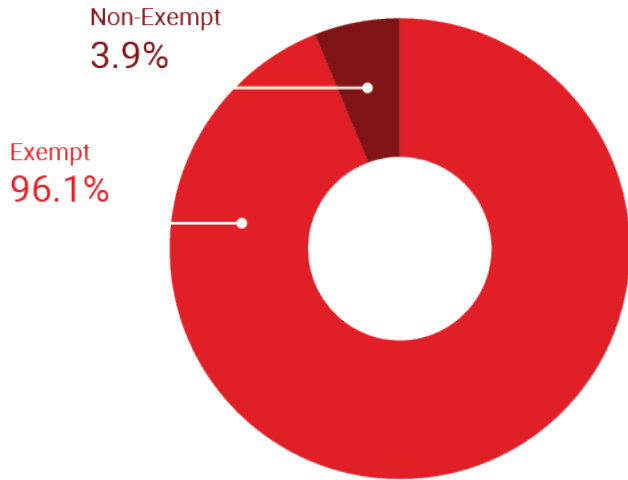
**COMMITTED TO SYSTEMIC AND OBSERVABLE CHANGE**

Programmatic and demographic metrics inform both our progress and opportunities to continuously improve diversity and inclusion. We use our internal metrics to continuously gauge how we recruit, hire, develop, engage and retain our diverse workforce. The results of the analysis is applied to inform changes to our internal processes and programs to ensure equality and fairness.

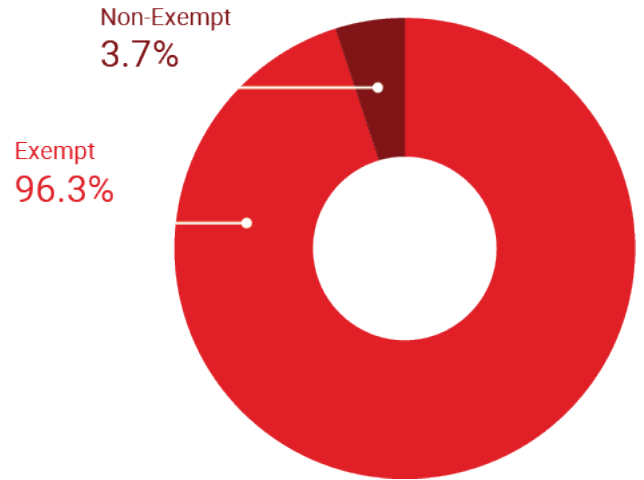


# EMPLOYEE TYPE

FY19 Employee Type



FY20 Employee Type



Employee Type # of Employees % of Employees

Employee Type	# of Employees	% of Employees
Exempt	4,261	96.1%
Non-Exempt	172	3.9%
<b>Total</b>	<b>4,433</b>	<b>100%</b>

Employee Type # of Employees % of Employees

Employee Type	# of Employees	% of Employees
Exempt	4,712	96.3%
Non-Exempt	179	3.7%
<b>Total</b>	<b>4,891</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

## DEFINITIONS - EMPLOYEE TYPE\*

### EMPLOYEE

Includes Exempt and Non-Exempt Full-Time Employees

Turnover Rate FY20 FY19 FY18 FY17

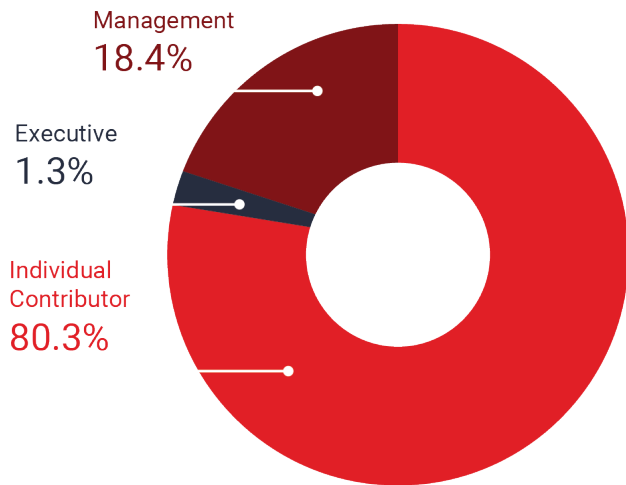
Turnover Rate	FY20	FY19	FY18	FY17
Voluntary	5.9%	6.8%	7%	5.9%
Total	8.9%	8.2%	8.7%	6.9%

Turnover is calculated over a completed fiscal year (12 months)

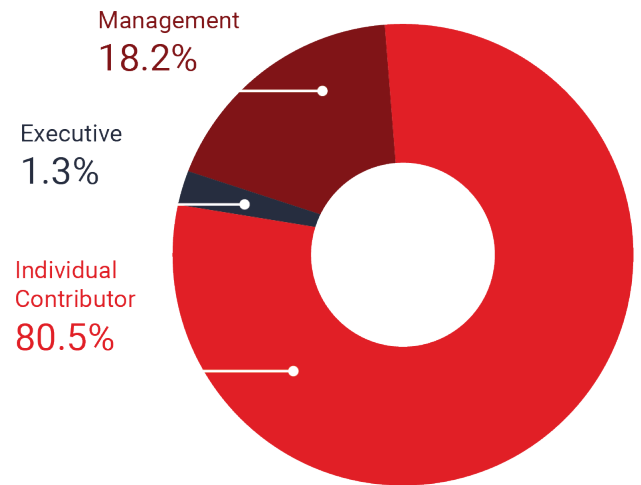
\*Represents Worldwide Data

# EMPLOYEE LEVEL TYPE

FY19 Employee Level Type



FY20 Employee Level Type



Employee Level Type # of Employees % of Employees

Employee Level Type	# of Employees	% of Employees
Individual Contributor	3,557	80.3%
Management	817	18.4%
Executive	59	1.3%
<b>Total</b>	<b>4,433</b>	<b>100%</b>

Employee Level Type # of Employees % of Employees

Employee Level Type	# of Employees	% of Employees
Individual Contributor	3,933	80.5%
Management	892	18.2%
Executive	66	1.3%
<b>Total</b>	<b>4,891</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

## DEFINITIONS - EMPLOYEES BY LEVEL\*

### EMPLOYEE

Includes Exempt and Non-Exempt Full-Time Employees

### MANAGEMENT

Includes any employee that is not an executive who is a people manager

### EXECUTIVES

Includes any employee that is a VP or above

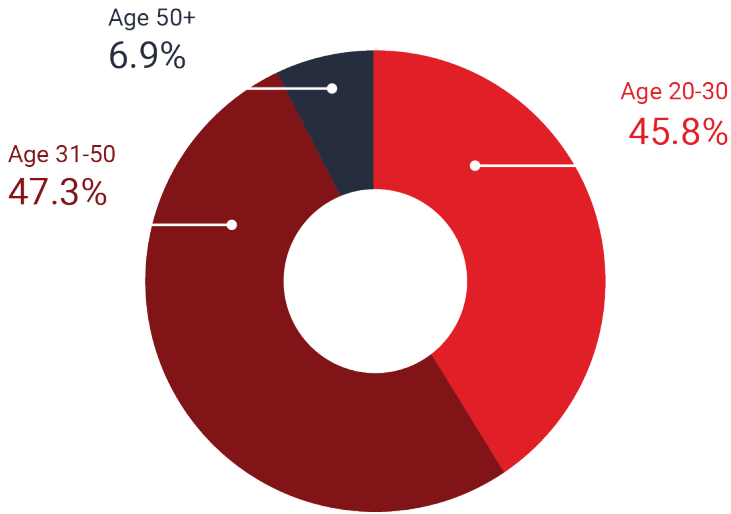
### INDIVIDUAL CONTRIBUTORS

Includes any employees who are not executives or management

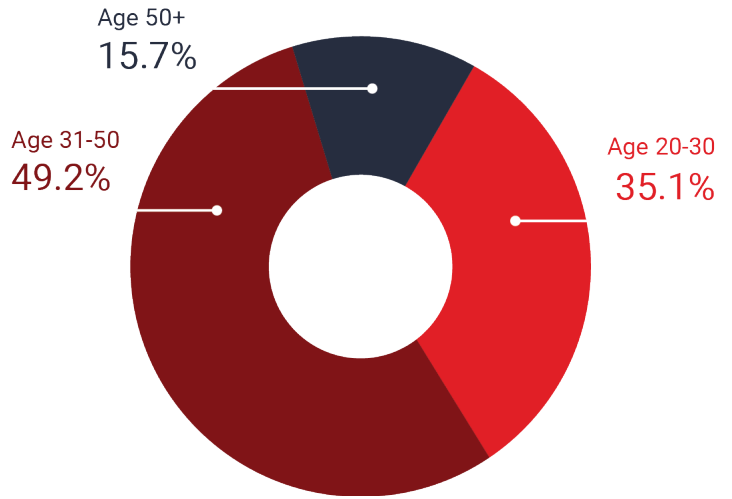
\*Represents Worldwide Data

# NEW HIRES BY AGE

FY19 New Hires by Age



FY20 New Hires by Age



Age Band	# of Employees	% of Employees
20-30	358	45.8%
31-50	369	47.3%
50+	54	6.9%
<b>Total</b>	<b>781</b>	<b>100%</b>

Age Band	# of Employees	% of Employees
20-30	314	35.1%
31-50	439	49.2%
50+	140	15.7%
<b>Total</b>	<b>893</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

## DEFINITIONS - HIRES BY AGE\*

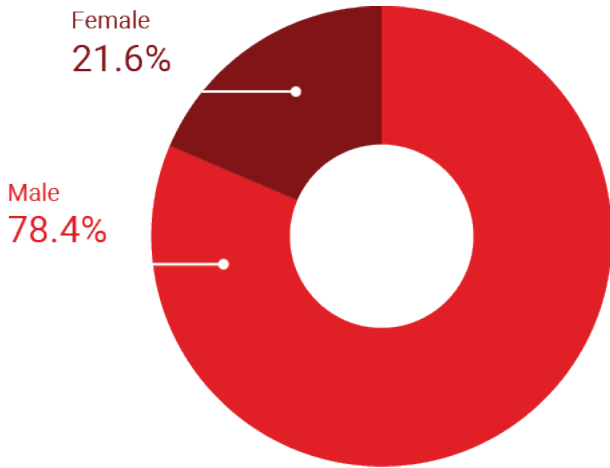
### NEW HIRES

Includes Exempt and Non-Exempt Full-Time Employees hired within the fiscal year

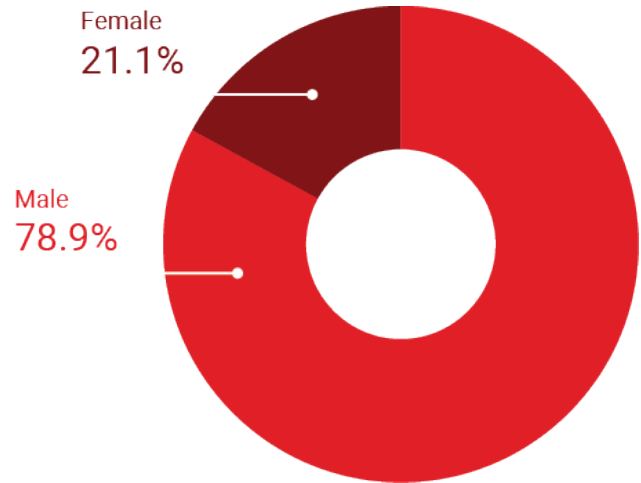
\*Represents Worldwide Data

# NEW HIRES BY GENDER

FY19 New Hires by Gender



FY20 New Hires by Gender



Gender	# of Employees	% of Employees
M	612	78.4%
F	169	21.6%
<b>Total</b>	<b>781</b>	<b>100%</b>

Gender	# of Employees	% of Employees
M	705	78.9%
F	188	21.1%
<b>Total</b>	<b>893</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

## DEFINITIONS - NEW HIRES BY GENDER\*

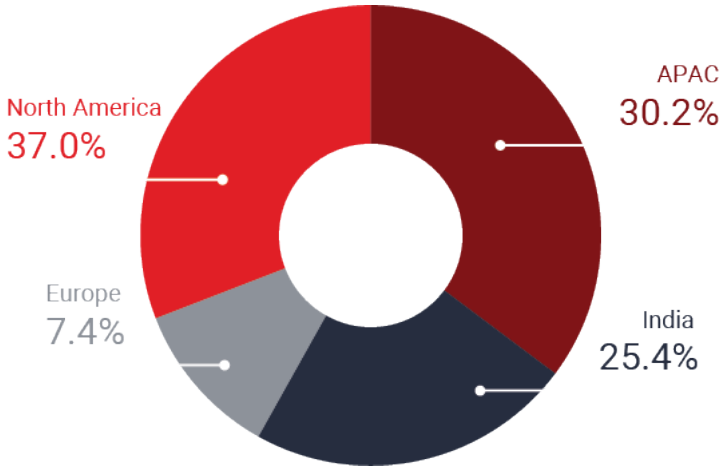
### NEW HIRES BY GENDER

Includes Exempt and Non-Exempt Full-Time Employees hired within the fiscal year

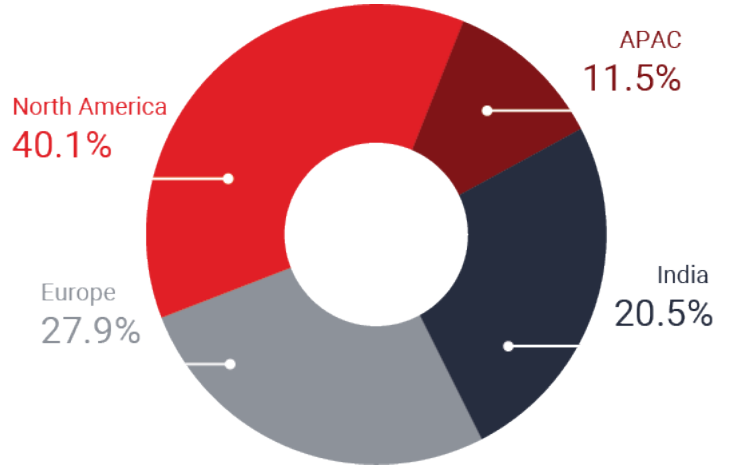
\*Represents Worldwide Data

# NEW HIRES BY REGION

FY19 New Hires by Region



FY20 New Hires by Region



Headcount Location # of Employees % of Employees

Headcount Location	# of Employees	% of Employees
North America	289	37.0%
India	198	25.4%
Europe	58	7.4%
APAC	236	30.2%
<b>Total</b>	<b>781</b>	100%

Headcount Location # of Employees % of Employees

Headcount Location	# of Employees	% of Employees
North America	358	40.1%
India	183	20.5%
Europe	249	27.9%
APAC	103	11.5%
<b>Total</b>	<b>893</b>	100%

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

## DEFINITIONS- NEW HIRES BY REGION\*

### NEW HIRES

Includes Exempt and Non-Exempt Full-Time Employees hired within the fiscal year

\*Represents Worldwide Data



# POSITIONS HELD BY GENDER

## FY19 Positions Held by Gender

Gender	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
F	22.6%	23.9%	17.4%	14.8%	18.2%
M	77.4%	76.1%	82.6%	85.2%	81.8%

## FY20 Positions Held by Gender

Gender	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
F	22.4%	23.6%	17.5%	16.2%	27.3%
M	77.6%	76.4%	82.5%	83.8%	72.7%

### DEFINITIONS- POSITIONS HELD BY GENDER\*

**GLOBAL WORKFORCE**

Includes only Exempt and Non-Exempt Full-Time employees

**INDIVIDUAL CONTRIBUTORS**

Includes only Exempt and Non-Exempt Full-Time employees who are not people managers

**MANAGERS**

Includes any employee that is a people manager

**LEADERS**

Includes any employee that is a VP or above

**EXECUTIVES**

Includes any C-Suite employees

\*Represents Worldwide Data

# EMPLOYEES BY RACE AND ETHNICITY

## FY19 Employees by Race and Ethnicity

Ethnicity	U.S. Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%		0.4%		
Asian	53.6%	54.4%	50.4%	37.0%	11.1%
Black or African American	0.4%	0.3%	0.6%	2.2%	11.1%
Hispanic or Latino of Any Race	4.0%	4.4%	2.8%	4.3%	11.1%
Native Hawaiian or Other Pacific	0.6%	0.7%	0.4%		
Two or More Races	1.0%	1.3%	0.2%		
White	40.3%	38.9%	45.2%	56.5%	66.7%

## FY20 Employees by Race and Ethnicity

Ethnicity	U.S. Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%		0.3%		
Asian	56.7%	56.7%	56.7%	40.9%	53.9%
Black or African American	0.4%	0.4%	0.3%		7.7%
Hispanic or Latino of Any Race	3.3%	3.9%	1.7%	1.1%	
Native Hawaiian or Other Pacific	0.6%	0.6%	0.4%	1.1%	
Two or More Races	1.0%	1.3%	0.1%		
White	37.9%	37.1%	40.5%	56.9%	38.4%

### DEFINITIONS- EMPLOYEES BY RACE AND ETHNICITY\*

#### U.S. WORKFORCE

Includes only Exempt and Non-Exempt Full-Time employees

#### INDIVIDUAL CONTRIBUTORS

Includes only Exempt and Non-Exempt Full-Time employees who are not people managers

#### MANAGERS

Includes any employee that is a people manager

#### LEADERS

Includes any employee that is a VP or above

#### EXECUTIVES

Includes any C-Suite employees

\*Employees self-identify based on EEO-1 race and ethnicity categories. Reflects United States race and ethnicity data only.



# GOVERNANCE AND ETHICS

## CORPORATE GOVERNANCE

Xilinx is committed to the highest standards of corporate governance, business conduct and ethics. To be successful, Xilinx must be a name our stockholders, customers and suppliers trust. Compliance with the law and ethical standards is a top priority for Xilinx. We are responsible for understanding the laws and implementing corporate policies that apply to our business. Our corporate policies and associated guidelines are available on our Company intranet.



## OUR BOARD

Our Board of Directors oversees and advises our executives on the long-term interests of our stockholders and the Company. In order to serve as a prudent fiduciary for our stockholders, our Board meets regularly to discuss matters relevant to our business. To fulfill its responsibilities and to discharge its duty, our Board follows the procedures and standards that are set forth in our adopted governance guidelines, including our Significant Corporate Governance Principles and Director’s Code of Ethics.

Currently, our Board has nine members, eight of whom are independent directors. Xilinx has adopted the standards for director independence in accordance with Nasdaq’s independence standards. Our Board is also chaired by an independent director. It is the Board’s policy that if the chair is not an independent director, the Board will designate an independent director to serve as its lead independent director. We believe that having an independent chair or a lead independent director, either of whom is responsible for coordinating the activities of the independent directors and chairing the meetings of the Committee of Independent Directors, among other duties, allows our CEO to better focus on the day-to-day management and leadership of the Company, while better enabling the Board to advise and oversee the performance of the CEO.

Our Board has four standing committees: Audit Committee, Compensation Committee, Nominating and Governance Committee, and Committee of Independent Directors. All independent directors are members of the Committee of Independent Directors. Each of the Audit, Compensation, and Nominating and Governance Committee is subject to a charter which is approved by the Board and reviewed regularly. Each committee is chaired by an independent director.



The Nominating and Governance Committee is responsible for identifying and screening new candidates for Board membership and for overseeing the evaluation of Board members. Our Board believes in bringing a diversity of backgrounds and viewpoints to the Board and desires that its directors and nominees possess critical skills and experience in the areas of semiconductor design and marketing, manufacturing, software, and finance. The Board also believes having directors of diverse gender, race, and ethnicity, along with varied skills and experiences, contributes to a balanced and effective Board. Our Significant Corporate Governance Principles affirm our commitment to a policy of inclusiveness. To further that commitment in any director candidate search, the Nominating and Governance Committee has committed to actively seek out director candidates reflecting a diversity of backgrounds, perspectives, experiences, genders, races, and ethnicities.

Our Significant Corporate Governance Principles, the Director’s Code of Ethics, and the charters of our Audit, Compensation, and Nominating and Governance committees are available at our [Investor Relations](#) web page.

## RISK MANAGEMENT

Our Board has overall responsibility for risk oversight at the Company and may delegate particular risk areas to the appropriate Committees of the Board. The Board’s role in risk oversight builds upon management’s risk management process. The Company conducts a formal annual risk assessment and coordinates ongoing risk management activities throughout the year to identify, analyze, respond to, monitor, and report on risks. Risks reviewed by the Company include operational, financial, legal and compliance, IT and cybersecurity, strategic, and business-continuity risks. The management team then reviews with the Board any significant risks identified during the process, together with plans to mitigate such risks. In response, the Board or the relevant Committee may request that management conduct additional review of or reporting on select enterprise risks. The process and risks are reviewed at least annually with the Board or any of its Committees.

In addition, our business continuity plan serves as a framework for managing and responding quickly to unanticipated events and interruptions that may impact our business operations and customers. Our Board plans for succession to the position of the Chair of the Board, the position of CEO and other senior management positions to help ensure continuity of leadership. To assist the Board, the CEO provides the Board with an assessment of other senior managers and their potential as a suitable successor. The CEO also provides the Board with an assessment of persons considered potential successors to certain senior management positions.

## STOCKHOLDER COMMUNICATIONS

We encourage regular communication with investors and our stockholders. We hold annual stockholder meetings to provide updates on our strategy and financial performance. We also report our performance through quarterly conference calls and our Annual Report. Stockholders may also initiate any communication with the Board in writing and send them addressed in care of our Corporate Secretary, to Xilinx, Inc., 2100 Logic Drive, San Jose, CA 95124, or by email to [corporate.secretary@xilinx.com](mailto:corporate.secretary@xilinx.com). The Corporate Secretary, exercising discretion as to the nature and appropriateness of such correspondence for the Board's consideration, may forward it to the intended recipients. Further information regarding stockholder communications with Xilinx is available in our most recent [Proxy Statement](#) filed with the SEC.

## ETHICS AND BUSINESS INTEGRITY

### CODE OF CONDUCT

Our Board has adopted a Code of Conduct that outlines our expectation that all Xilinx directors, officers and employees must comply with laws and Xilinx policies in everyday business dealings. Xilinx believes that its directors, officers and employees are responsible for acting with integrity and honesty, treating people fairly, and understanding the laws and Xilinx policies that apply to their work. Our Code does not permit engaging in any transactions and activities that could reasonably be viewed as a conflict of interest. We also have a Financial Code of Ethics that applies to our Finance, Accounting, and Treasury employees.

### INTELLECTUAL PROPERTY PROTECTION

The most-valuable asset at Xilinx, after its people, is its proprietary information and other intellectual property. Xilinx relies on proper management and use of its proprietary information and intellectual property to successfully compete in the global marketplace. We protect proprietary information of our customers to assist us in providing products and services that meet their needs and of our suppliers to design products. Our Legal Department oversees our intellectual property.

### PRIVACY AND SECURITY

Our policies require that all Xilinx employees appropriately handle and protect the confidential information of Xilinx, its customers and other business partners. We provide periodic confidential information protection training to employees. We also protect the data and privacy of employees, customers and business partners by implementing appropriate safeguards for data and information systems. Our website's [Privacy Policy](#), amongst other legal mechanisms to safeguard personal data, includes our commitment to comply with the EU-U.S. and Swiss-U.S. Privacy Shield requirements.





## ANTI-CORRUPTION

Xilinx policy strictly prohibits giving anything of value to a public official or government employee in return for retaining or obtaining business, in compliance with the U.S. Foreign Corrupt Practices Act (FCPA), as well as other national and international anti-corruption legislation that includes the U.K. Bribery Act of 2010. Employees and other persons representing or acting on behalf of Xilinx are expected to become familiar with and comply with the Xilinx Anti-Corruption and FCPA Compliance Policy and the Foreign Agent and Representative Policy.

## ANONYMOUS REPORTING PROCESS

Our Code of Conduct includes protections for employees who report violations of the Code of Conduct, corporate policies, laws, rules, and regulations. We strongly encourage employees to use our open-door communication channels to report concerns about business practices at Xilinx that do not seem right to them. Our web-based anonymous reporting process allows employees, as well as external parties, to report violations they may not feel comfortable bringing up directly with management. The anonymous reporting channel is another way to communicate concerns if, for whatever reason, employees or external parties are not willing or able to use other communication channels. The site can be accessed from our intranet and [Corporate Governance](#) web page.

## ETHICS AND COMPLIANCE TRAINING

We have a mandatory Code of Conduct and compliance training program, with courses covering relevant areas of Information Security, Privacy, Anti-Harassment and Anti-Discrimination, Export Controls and Environment, Health and Safety (EHS). New hires are expected to complete all assigned courses within 30 days of joining Xilinx. Managers are required to complete additional compliance courses, including Preventing Discrimination and Harassment and Affirmative Action.



## ENVIRONMENT HEALTH AND SAFETY

### MANAGEMENT SYSTEM

We fully support environmental sustainability in our workplace, supply chain, and local communities. Our Environment, Health and Safety Management System (EHSMS), with its guiding principles of “Plan-Do-Check-Act,” is the foundation for our global environmental governance efforts in driving continual improvement. The EHSMS, together with our adaptable and proactive approach, has enabled us to consistently meet or exceed industry standards and customer expectations. For more than a decade, Xilinx has been third-party-certified to the [ISO14001](#) and [ISO45001](#) (replacing OHSAS 18001) standards at our key operational sites. Our [EHS Policy](#) describes Xilinx’s strong culture of protecting the environment and promoting a safe and healthy workplace. Our EHS culture is behind all of our environmentally responsible corporate decisions and we are committed to doing our part to address sustainability issues across our operations with our goals, targets and associated metrics reviewed annually with our executive leadership team.



### EMPLOYEE SAFETY MANAGEMENT

We are recognized as an industry leader committed to product stewardship, keeping pace with changing environmental regulations, and providing a healthy, safe, and secure work environment for our employees. We believe that by serving as a responsible business, employer, and member of the global community, we strengthen our ability to deliver products in a manner which improves the quality of life while preventing all workplace injuries, no matter how small. Our health and safety programs are based on a risk assessment process to identify, evaluate, and estimate the levels of hazards involved in a situation, and comparing these against external benchmarks or standards to determine acceptable risks.

During this time of COVID-19, the health and safety of our employees and service providers has been paramount. We took steps to suspend normal operations in more than 35 Xilinx offices around the globe in March 2020. Since then, Xilinx has been providing enhanced technical and emotional support services to assist our employees and their families while they are working/schooling from home. For essential lab and office operations to continue, we have implemented temperature checks, improved cleaning and air conditioning operations, instituted social distancing, and provided masks to all those entering our locations to ensure their safety.

We have developed a robust, global ergonomic program to address Work-related Musculoskeletal Disorders (WMSDs) and have been successful in minimizing these types of potential injuries. Additionally, during this current pandemic, we have adapted our global ergonomics program to address employees' varying home set-ups so they can work safely while remote.



To prevent workplace injuries, we provide initial and ongoing health and safety-related training to our employees that meets global regulatory requirements aimed to protect the health and well-being of our employees. Xilinx uses the Total Recordable Injury Rate (TRIR) calculation to measure the number of Occupational Safety and Health Administration (OSHA) workplace injuries that occur each calendar year. Due to our focused initiatives on managing risk, we have a low injury rate as shown in the chart with our target being well below the semiconductor manufacturing injury rate as published by the U.S. Department of Labor.

Global Injury Rate	CY2019	CY2018	CY2017	CY2016	CY2015
Total recordable incident rate (injuries per 100 employees)	0.19	0.05	0.16	0.24	0.11
Fatalities	0	0	0	0	0

### OUR EMPLOYEES EMBRACE EARTH DAY

Earth Day reminds everyone about environmental issues and encourages employee participation in projects that improve the condition of our planet. Our annual events are celebrated globally to show support for protecting our environment and raising sustainability awareness not just one day but every day. Due to the mandatory work from home status of many Xilinx sites because of the COVID-19 pandemic, this year's annual event was held virtually for employees to highlight their sustainability initiatives while competing with their peers across the globe.



Employee engagement is an important factor for us to successfully implement our conservation initiatives. Striking a balance between energy reduction goals and employee comfort presents continuous challenges from a building operations standpoint. However, through partnerships with our employees and by promoting Earth Day every day, we find we are able to make a difference in our workplace and communities by reinforcing our commitment to combatting climate change as a Xilinx family.



## GLOBAL SUSTAINABLE BUILDING INITIATIVES

While Xilinx does not own or lease land in protected areas of high biodiversity, we are aware that proactively addressing environmental issues is good for our communities, company and impact on biodiversity. Our conservation efforts over the years have resulted in significant environmental design awards as well as industry and governmental certifications. Below are some highlights of our initiatives including energy efficiency in design and construction at our major locations covering nearly 1,572,000-square-feet of occupied space.

### XILINX – COLORADO

- > In 2002, our Colorado office was awarded the Colorado Renewable Energy Society Award of Merit from the Architecture Institute of America.
- > The design of the entire project inside and out, utilized concepts of sustainable architecture responsive to the area’s quality of life and employed energy conservation, use of “green” products, local materials, and water management. An indigenous habitat for wildlife was also enhanced throughout the property.



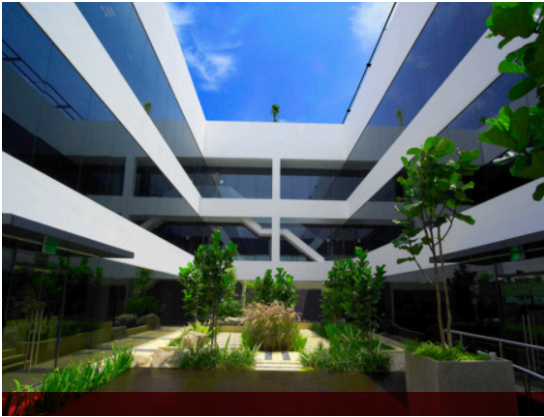
### XILINX – HYDERABAD

- > This new building was completed in 2019 incorporating high energy efficiency features in the approximate 300,000 square feet (encompassing 6 floors) of occupied space by more than 1,400 Xilinx employees. The facility was designed to be ergonomically compliant, environmentally friendly, and equipped with a fully automated lighting management system to control lighting based on occupancy and daylight.
- > The Data Center is equipped with advanced HVAC system technology including In-Row cooling units to help drive energy usage dramatically down.

### XILINX – IRELAND

- > This campus was built in 2000 with a modular design format to easily incorporate site expansion without disruption to the surrounding ecosystem.
- > Energy efficiency upgrades have included LED lighting and energy efficient UPS systems in the data center.
- > We have partnered with the local waste management company for the past 10 years to eliminate landfill and convert waste that cannot be reused or recycled into clean energy.





**XILINX – SINGAPORE**

- > In 2007, the award-winning Xilinx Asia Pacific Headquarters became the first privately owned industrial building in Singapore to be awarded the BCA Green Mark Platinum Award—the highest green building accolade by the Building and Construction Authority (BCA).
- > This building, with its eco-friendly design and proven state-of-the-art energy saving installations is a demonstration of Xilinx’s commitment to create a sustainable environment.

**XILINX – SAN JOSE (CORPORATE HEADQUARTERS)**

- > In 2007, Xilinx received the Leadership in Energy and Environmental Design (LEED) Award for the renovation of a 72,000-square-foot building.
- > In 2016, we completed the renovation of a 113,000-square-foot building with design focused on energy efficiency and sustainability. This has resulted in net zero energy levels to be achieved in 100% of the building’s office spaces.
- > In early 2020, Xilinx completed construction of a Solar Parking and Energy Storage Project to power more than 50% of a 180,000-square-foot building on campus.



**RENEWABLE AND ONSITE ENERGY GENERATION PROJECTS (CORPORATE HEADQUARTERS)**

At the end of 2019, 40% of the electricity used by the campus was generated from fuel cells and a rooftop solar system. As of July 2020, 60% of the electricity used has been generated by onsite sources.

- > 2012—Bloom Energy Fuel Cells (1MW)
- > 2016—Rooftop Solar System (600kW)
- > 2018—Bloom 4th Generation Energy Fuel Cell Upgrade (1MW)
- > 2020—Parking Lot Solar System (1.4MW)

**ELECTRIC VEHICLE CHARGING STATIONS (SINCE 2012)**

With the growing demand of electric vehicles and in support of carbon reduction, Xilinx has been investing in providing availability of charging stations to our employees globally.

- > 55 ports including 16 additional ports that were installed in 2020

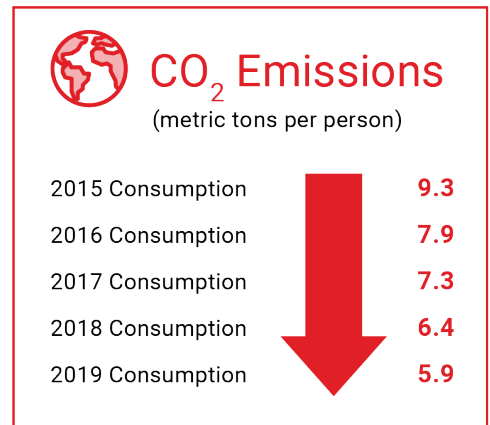


**SOLAR PROJECT COMPLETED AT CORPORATE HEADQUARTERS**

In early 2020, Xilinx completed the installation of a large (1.4MW) Parking Lot Solar System that includes a 1MWh battery storage. The installed solar panels will generate energy that will be both used by the campus building and stored into the battery system. What makes this solar project unique is the ability to store excess energy generation – as the solar system produces power, energy is directed and stored in the batteries for later use when building loads are high and/or when utility rates are most expensive. We are also able to send surplus energy back to the power grid for use by the local surrounding community. In addition, the 3,600 solar panel system offers shade to 500 employee parking spaces.

**CLIMATE CHANGE EFFORTS**

Xilinx has long been committed to supporting conservation efforts and reducing its carbon footprint. Emission data is tracked for our major sites, including our corporate headquarters in San Jose, and our facilities in Colorado, Ireland, Singapore, and Hyderabad. We had set a carbon reduction goal of 10% by the end of CY2019, beginning with our baseline of CY2014. We exceeded this goal at the end of CY2019, reporting a 31% carbon reduction per headcount (normalized data). Since this goal was originally set, we have substantially grown our business with a 41% increase in headcount and 12% increase in square footage while driving down our carbon emissions.



- > In support of limiting global warming by minimizing generation of greenhouse gases (GHGs) in our operations as we continue to expand our business, we have set a new carbon emissions target of 25% CO<sub>2</sub> reduction per employee over ten years from 2016 to 2025 with our baseline year of CY2015.

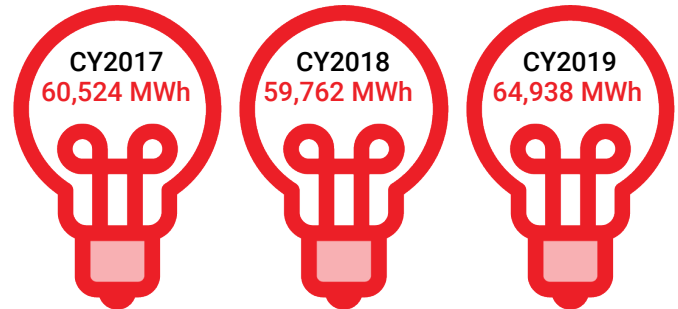
**RENEWABLE ENERGY INITIATIVES**

Xilinx has been a member of the EPA’s Green Power Partner Program since 2005, supporting the development of renewable energy while also helping protect the environment. In addition, Xilinx purchases renewable energy certificates (RECs) in the U.S. and in Singapore. On average, 3,500 MWh is purchased every year. For every kilowatt hour of RECs purchased by Xilinx, an equal amount of electricity from renewable resources is being delivered to the power grid, helping to offset the generation of electricity from other more-polluting sources such as oil, natural gas, and coal.

Energy-efficient building design, conservation initiatives, and energy reduction projects have helped us achieve our carbon reduction goal along with sourcing global electricity use from renewable energy with continued company growth. In late 2016, we began rapidly increasing our use of renewable energy, and by the end of 2019, renewable energy sources have supplied 31% of our total energy needs at headquarters in San Jose, California. We are currently evaluating market-based renewable energy options for alignment to the 1.5-degree Celsius warming scenario which will aid in meeting our 25% CO<sub>2</sub> reduction goal from Scope 1 and 2 emissions by the end of CY2025, and put us on track for 50% reduction of total emissions by 2030.

## ENERGY MANAGEMENT

We undertake a variety of actions, including energy conservation projects, sustainable building initiatives, and renewable energy use to achieve GHG emission reduction results. As a fabless semiconductor company, the sustainable operation of our office buildings accounts for the majority of our environmental impact, therefore Xilinx consistently reviews the latest technologies while tracking data trends for improved energy reduction results.



Our energy use comes from Scope 1 (stationary combustion sources such as natural gas and diesel) and Scope 2 (purchased electricity) emissions of which electricity use accounts for over 90% of our total carbon emissions footprint. Our total energy usage increased by 9% from CY2019, compared to CY2018, with the majority of increase due to our growing data center and engineering lab operations. With our global data center footprint expanding, we are continuing to look at energy reduction efforts (as listed below) along with reducing our environmental impact by implementing green equipment purchasing initiatives for new equipment, upgrades, and optimization.

### INTELLIGENT ENERGY-EFFICIENT COOLING SYSTEMS

- > Outside air-cooling systems used to reduce and offset energy use in data centers and lab environments
- > Dynamic controls that adjust to set points based on outside weather conditions optimize comfort and energy usage for office environments
- > Control systems monitor and notify when out-of-tolerance conditions could cause run-away energy consumption

### PASSIVE ENERGY-EFFICIENT BUILDING FEATURES

- > Reflective roofing systems reflect up to 88% of the sun’s energy, allowing for less mechanical cooling energy to be consumed
- > Rooftop solar hot water collectors offset water heating energy (Singapore office)
- > Architectural features such as awnings and trellises work to minimize solar gain into buildings
- > Semi-external building areas used for informal meetings and gatherings use natural ventilation in lieu of traditional cooling systems
- > Natural sunlight from skylights, solar tubes, and light wells enhance building occupants’ visual comfort and improve light quality

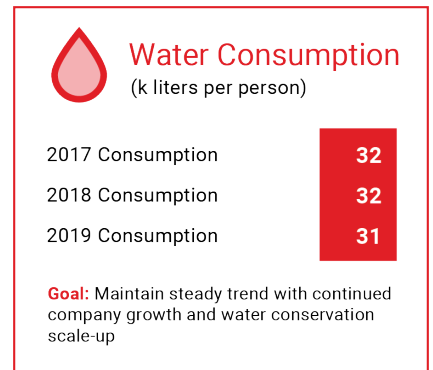
### ENERGY-SAVING TECHNOLOGIES

- > High-efficiency critical power protection equipment (San Jose campus)
- > Environmentally friendly TL5 and LED lamps and controls for scheduling
- > Occupancy sensors in meeting rooms, restrooms, and copy rooms
- > High-efficiency electrical transformers
- > Energy monitoring/management software that helps identify and quantify potential energy saving opportunities
- > Office lighting systems that automatically dim or switch off when sufficient ambient light is present

### WATER MANAGEMENT

As a fabless semiconductor company, we are not a major water consumer, but we still believe every bit of conservation helps in our target of demonstrating a yearly reduction trend even with increasing headcount. Water conservation projects that we continue to expand and improve to drive down our water consumption include:

- > Weather-based irrigation controls
- > H<sub>2</sub>O Utilization Awareness Program
- > Sensor activated (touchless) low-flow fixture retrofits
- > Use of recycled condensate water for landscape irrigation

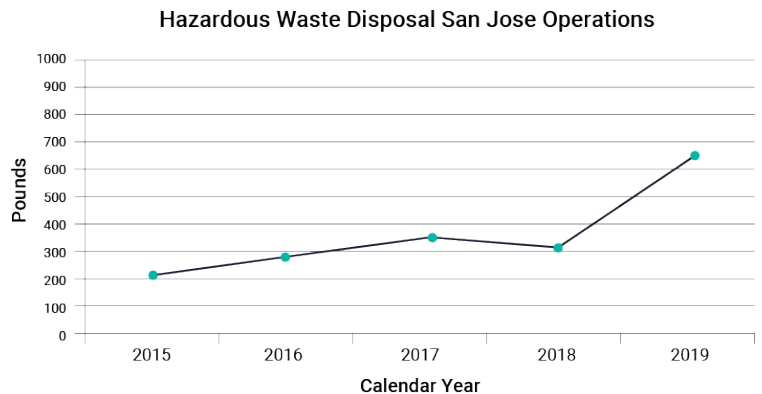


### WASTE MANAGEMENT

As part of our ongoing efforts to be responsible eco-citizens, we implemented a waste reduction program to reduce waste from our daily operations sent to landfills and encourage global employee engagement in recycling activities. Overall, waste reduction efforts at our major sites have resulted in significant improvements for recycled and compost waste versus landfill wastes and we are on target for a continued trend of yearly reduction with increasing headcount.

### HAZARDOUS WASTE

As a fabless semiconductor company, we generate minimal hazardous waste stemming from R&D efforts at Xilinx facilities. Hazardous waste disposal at our corporate headquarters in San Jose is well below the EPA requirements for Conditionally Exempt Small Quantity Generators (accumulate less than 2,200 pounds (1,000 kgs) at any one time).





## ENVIRONMENTAL IMPACT OF PRODUCTS

Through careful selection of silicon process and power-conscious architecture design, Xilinx devices deliver power efficiency across all its product portfolios to maximize performance and minimize energy use for customers. With each generation, Xilinx broadens its power reduction capabilities, ranging from process enhancements, architectural innovations, aggressive voltage scaling strategies, and advanced software optimization strategies. Power estimation, thermal models, full software support, and demonstration boards are publicly available for our product families to allow customer evaluation. For the complete power overview and associated detail on portfolio-specific capabilities, silicon process advantages, power-saving metrics, and benchmark comparisons, please visit our [Power Efficiency](#) web page.



### POWER REDUCTION

The massively interconnected global community continues to demand physically smaller, adaptable devices that are capable of using more bandwidth at greater speeds, while also demanding that these adaptable devices perform with a higher level of power efficiency – that is, they must move more data at higher speeds while using less power. To accomplish this, whole new power-management technologies were conceived and implemented in the form of real-world devices, capable of moving unprecedented volumes of data – terabits per second – at ultra-low, high-efficiency power levels that were inconceivable just a few years ago.

### POWER REDUCTION IN NEXT-GENERATION ULTRASCALE™ AND VERSAL ARCHITECTURE

Designers are now able to meet revolutionary market demands with the enhanced power-reduction technology built into the Xilinx UltraScale and Versal products, based on the industry's first ASIC-class programmable architecture. Designed to scale from 20 nm planar technology through 7 nm FinFET and beyond, the architecture equips an already-successful architectural platform with numerous innovative power-reduction techniques. Co-engineered with Vivado design suite and Vitis and Vitis AI, the architecture enables HW and SW developers to build smarter, more flexible, more power-efficient systems than what has been possible using current-generation technology and solutions.

### POWER ANALYSIS AND OPTIMIZATION

Whether designing technology for next-generation communication equipment, space satellites, automotive, or handheld applications, improving energy efficiency is a principal goal in each step of our research, development and design process. Some of Xilinx's latest products can be found [here](#).



## XILINX UNIVERSITY PROGRAM (XUP)

Xilinx devices are used extensively for teaching and research in electrical and computer engineering, computer science, and physics at universities and colleges all over the world. We also enable many of the startups coming out of universities to realize their first products with Xilinx FPGAs. The use of Xilinx integrated circuits is so widespread in engineering education that some have quipped that, “FPGAs might just as well have been designed for education, rather than exclusively for industry.”

Each year, thousands of professors and hundreds of thousands of students worldwide use Xilinx technologies provided by the Xilinx University Program (XUP). XUP also hosts a range of events including training, workshops, design contests, and hackathons.

In 2020, Xilinx set up the first Adaptive Compute Clusters (XACCs) at four of the world’s most prestigious technical universities.



The four universities are ETH Zurich; the University of California, Los Angeles; the University of Illinois at Urbana Champaign; and National University of Singapore. The XACCs provide critical infrastructure and funding to support novel research in adaptive compute acceleration for high-performance computing (HPC). The scope of the research is broad and encompasses systems, architecture, tools, and applications. This is an excellent example of industry-academia collaboration, designed to ensure that new graduates are equipped with the most relevant, up-to-date education, and that postgraduates can continue to pursue groundbreaking research.

COVID-19 is having a huge impact on students and researchers, who now have to study from home. This is especially difficult for courses that rely extensively on hands-on laboratories. To make it easier for students to get access to our technologies, we increased our donation and discount programs and set up remote access to our computer-aided design (CAD) tools. In addition, we now offer online versions of our tutorials, workshops, contests, and hackathons.

“ Xilinx was incredibly supportive when the COVID-19 pandemic threatened to leave me stranded with no way to return home due to international travel restrictions. They extended my internship and compensated me for additional costs I incurred, all of which I really appreciate. ” - Sarunas (Shawn) Kalade, Intern

“ Through the Xilinx University Program, we were able to turn the COVID-19 disaster into a new chapter for our remote labs. I don't think we could have a better educational partner than Xilinx and their incredibly helpful folks in the XUP! ” - Steven Clark, PhD, Instructional Labs Manager  
lab64 Co-Director, Electrical Engineering Department  
Stanford University

XUP also champions multiple Women in Technology (WIT) initiatives. For example, we have launched a new initiative for women in technical roles in academia which includes grants to increase the representation and participation of women in technology-focused careers.

Further details on XUP are available at [www.xilinx.com/xup](http://www.xilinx.com/xup), or by email at [xup@xilinx.com](mailto:xup@xilinx.com)





## PRODUCT QUALITY

Trust is earned over time, by performing consistently and delivering results that exceed expectations. Over the last 35 years, Xilinx has demonstrated and proven that its products meet the most-rigorous environments and product demands. Xilinx enjoys strong working relationships with customers because of an unwavering commitment to quality. Xilinx executives, managers, and engineers diligently focus on customers and adjust Xilinx products, programs, training, and support to deliver optimal results.



Frequent and extensive knowledge sharing also helps optimize Xilinx customer successes. Xilinx and customers -- with support from technology suppliers and partners -- make up a tightly linked community. Xilinx devices and design methodologies are enabling unprecedented customer innovation, with shorter time-to-market and reduced costs. For details on how Xilinx is committed to achieving the highest quality, please visit our [Quality and Reliability](#) web page.

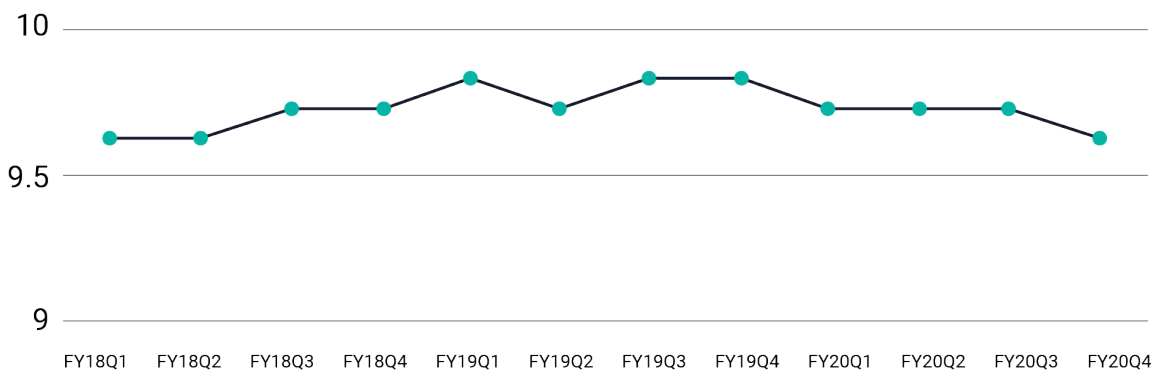
[ISO9001 Certification](#)

[QML per MIL-PRF-38535](#)

[ISO/TS16949](#)

[STACK Certification](#)

### CUSTOMER QUALITY SCORECARD (RATING 0 TO 10)



## MATERIAL COMPOSITION

Xilinx is committed to ensuring the highest levels of compliance across the many standards that govern different industry management systems. Xilinx offers lead free (Pb-Free) components that comply with the European Union’s RoHS directive (2015/863). RoHS-compliant devices are specified by adding the character “G” to the package designator portion of the part number. Under current directive, Xilinx flip-chip packages are exempt from the lead-free requirement under Exemption 15 (lead in solders to complete a viable electrical connection between semiconductor die and carrier within integrated circuit flip-chip packages). Flip-chip packages that are fully 6-of-6-RoHS compliant without Exemption 15 are specified by adding the character “V” to the package designator portion of the part number. Xilinx offers our standard devices which contain lead but comply with the RoHS Directive limits for mercury, hexavalent chromium, cadmium, PBB and PBDE. Halogen-Free and Green package is per IEC61249-2-21.

Additional information and disclosures can be accessed from the links below:

[RoHS, WEEE, and ELV](#)

[REACH Position Statement](#)

[RoHS 3](#)

[Device Reliability Report](#)

[China RoHS](#)

[Conflict Minerals](#)

## SUPPLY CHAIN RESPONSIBILITY

Xilinx partners closely with leaders in the semiconductor device manufacturing industry. Our fabless model allows supply chain partners to focus on their core competencies, such as foundry services, packaging, assembly, and test functions. We focus on rapidly designing and bringing advanced product architectures, software tools, and intellectual property to the market, while retaining access to the most-advanced semiconductor process technologies available.

Xilinx pioneered fabless manufacturing and continues to deliver products with zero-defect using industry-leading engineering with aligned supplier quality programs. Please visit our [Quality by Manufacturing](#) page for more information.

### SUPPLIER SELECTION

Xilinx’s partners provide the highest quality products and services. We continuously monitor their documented procedures to ensure conformance to requirements specified for our approved suppliers list. Major requirements for supplier eligibility include:

- > Evidence of an effective quality system
- > Conformance to international standards and/or certifications - All Xilinx manufacturing partners are verified to ISO 14001 and ISO 45001 (replacing OHSAS 18001)
- > Thorough qualification for each process, package, product, and service provided; Qualification plans are governed by internal specifications
- > Regular audits to continuously maintain their Approved Supplier eligibility and improve their processes

Xilinx can revoke the “Approved Supplier” status if a supplier fails to meet specification requirements.

**SUPPLIER ETHICS & COMPLIANCE POLICY**

Xilinx expects all of its suppliers to conduct themselves with the highest standards of honesty, fairness, and personal integrity as do Xilinx and its employees. Our [Supplier Ethics & Compliance Policy](#) outlines the basic tenets required of our suppliers. The commitment of our valued suppliers to our Supplier Ethics & Compliance Policy is essential to our mutual long-term success in alignment with the spirit and intent of the [Responsible Business Alliance \(RBA\) Code of Conduct\\*](#). Xilinx’s suppliers are also fully



responsible for ensuring that any subcontractors, agents or other third parties doing work for Xilinx will act consistently with the policy. The policy requires supplier compliance with all applicable laws, regulations, and Xilinx policies. These include the maintenance of a management system, upholding the human rights of workers, maintaining a safe and healthy workplace, prohibitions against bribes, kickbacks, conflicts of interest, unfair business practices, illegal insider trading, and political contributions or lobbying on behalf of Xilinx, as well as respect for intellectual property rights.

\*Xilinx Suppliers that are [RBA members](#): ASE Technology Holding Co., Ltd; Flex; Samsung Electronics; TSMC

**CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT AND UNITED KINGDOM MODERN SLAVERY ACT**

Xilinx is committed to the eradication of the practice of slavery or human trafficking, and firmly supports those efforts embodied in the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015 to eradicate these activities. Xilinx uses several approaches designed to ensure and verify the absence of these practices in its supply chain. These include the Xilinx [Code of Social Responsibility](#), Xilinx Supplier Ethics and Compliance Policy, and the additional steps below:

- > Regular supply chain verifications to assess the risk of non-compliance
- > Regular onsite supplier audits to evaluate supplier avoidance of human trafficking and slavery
- > Supplier assurances to ensure responsible, ethical, and environmental conduct
- > Periodic business reviews to ensure conformance with laws, regulations, and Xilinx requirements
- > Supply-chain employees and suppliers have access to relevant information

Please see our [Supply Chain Transparency Disclosure Statement](#) for additional details.

## CONFLICT MINERALS

Conflict minerals originate from mining activities in the Democratic Republic of the Congo and its neighboring countries, the proceeds of which have been used to fuel conflicts and human rights abuses by financing armed groups. In compliance with the U.S. Securities and Exchange Commissions (SEC) conflict minerals rule, we used the Conflict Free Sourcing Initiative (CFSI) reporting tool to track suppliers' practices and confirm that minerals used in electronic products are mined from legitimate sources. The Company's due diligence approach is based on the OECD framework. We filed our first report in May 2014 and have annually filed since then. Since the end of 2013, we have been monitoring developments on best practices concerning conflict minerals, including participating in the Silicon Valley Conflict Minerals Forum. We took steps to improve due diligence and to further mitigate the risk that necessary conflict minerals in our products could benefit armed groups in the covered countries. These steps included requiring our suppliers to maintain a responsible sourcing program that provides accurate and complete conflict mineral declarations annually, and reviewing and assessing supplier conflict minerals compliance as part of our supplier audits. The Xilinx [Conflict Minerals Policy](#) and [Annual Disclosure](#) can be found at our [Corporate Responsibility](#) web page.

## SUPPLY CHAIN SECURITY

Many global customs authorities have developed partnership programs to strengthen cargo security processes within the global supply chain. Xilinx is a strong supporter of these efforts and participates in cargo security programs in the United States, Singapore, and the European Union (EU). Xilinx is a certified partner in the U.S. Customs and Border Protection's Customs Trade Partnership Against Terrorism (C-TPAT) program and conducts security risk assessments of its entire supply chain. In the EU and Singapore, Xilinx is certified under the EU's Authorized Economic Operator (AEO) program and Singapore's Secure Trade Partnership (STP) program. Participation in these programs facilitates increased delivery assurance to customers while helping to reduce the threat of terrorism.



Xilinx products are designed to meet and operate reliably to their maximum specifications

Quality by Design



Xilinx pioneered fabless manufacturing and continues to deliver quality products

Quality by Manufacturing



Xilinx qualification methodology exceeds industry standards

Reliability



Xilinx support accelerates customer productivity and time-to-market

Support

# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS STATEMENT

Xilinx’s corporate responsibility strategy and initiatives are in alignment with the United Nations Sustainable Development Goals (UN SDGs) to achieve a better and more sustainable future for all. The 17 UN SDGs is a global call to action to end poverty, protect the planet, and ensure all people enjoy peace and prosperity by 2030. Information on our initiatives with elements that align with specific UN SDGs and include increasing access to education, health care and wellbeing, combating climate change, promoting a healthy planet, and reducing inequality while responding to the global COVID-19 pandemic, are noted below and addressed in this report.



## GOOD HEALTH AND WELL-BEING

- > Our devices are used in medical technology (i.e. [DaVinci Robot](#)).
- > We are responding to [COVID-19](#).



## QUALITY EDUCATION

- > We are educating and inspiring students in [STEM](#) education – Science, Technology, Engineering, and Math.



## GENDER EQUALITY

- > We support [gender equality](#) with [Women in Technology](#) and Diversity Initiatives.



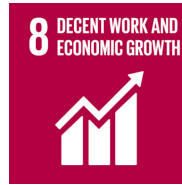
## CLEAN WATER AND SANITATION

- > We employ [water conservation initiatives](#) to reduce impact in office facilities.



## AFFORDABLE AND CLEAN ENERGY

- > We have implemented technology solutions for improving [power efficiency](#) in our products.
- > We are [reducing usage of energy](#) in our office facilities.



## DECENT WORK AND ECONOMIC GROWTH

- > [We are committed](#) to creating a culture that invests in our people, is inclusive, and treats employees equitably and fairly.



## INDUSTRY INNOVATION AND INFRASTRUCTURE

- > We leverage [technology to promote sustainability](#) in our products and for our customers.



## REDUCED INEQUALITIES

- > We are committed to increasing [diversity across the organization](#) and nurturing a culture of inclusion while ensuring our employees are treated fairly.



## RESPONSIBLE CONSUMPTION AND PRODUCTION

- > We conduct energy audits of our operations at our [major site locations](#) to identify opportunities for improvement.
- > We expect our [suppliers](#) to adhere to the same business ethics and human rights standards we have for ourselves.



## CLIMATE ACTION

- > We achieved a [31% reduction](#) normalized per employee in Scope 1+2 GHG emissions since 2015.
- > We are currently evaluating market-based renewable energy options for [alignment to the 1.5-degree Celsius warming scenario](#) which will aid in meeting our new 25% Scope 1+2 GHG emissions reduction by the end of 2025 and put us on track for 50% reduction by 2030.

## SASB INDEX

Based on investor outreach feedback, we have aligned, for the first time, our disclosure with the Sustainability Accounting Standards Board (SASB) framework.

SASB has developed voluntary industry-specific disclosure standards for environmental, social and governance issues that facilitate communication between companies and investors about decision-useful information. Below is a mapping of how our latest disclosure aligns with the recommended metrics for the SASB Technology and Communications Sector – Semiconductor Standard.

Topic	Code	Accounting Metric	Unit of Measure	Response/Location
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions	Metric tons (t) CO <sub>2</sub> -e	<a href="#">2020 CDP Response</a>
		(2) Amount of total emissions from perfluorinated compounds	Metric tons (t) CO <sub>2</sub> -e	Not Applicable
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	<a href="#">2020 CDP Response</a>
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed	Gigajoules (GJ)	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies
		(2) percentage grid electricity	Percentage (%)	
		(3) percentage renewable	Percentage (%)	
Water Management	TC-SC-140a.1	(1) Total water withdrawn	Thousand cubic meters (m <sup>3</sup> )	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies
		(2) Total water consumed	Thousand cubic meters (m <sup>3</sup> )	
		Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress	Percentage (%)	
		Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing	Metric tons (t)	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies
		Percentage of hazardous waste from manufacturing that is recycled	Percentage (%)	
		The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework	N/A	

## SASB INDEX (CONTINUED)

Topic	Code	Accounting Metric	Unit of Measure	Response/Location
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards.	N/A	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies. However, Xilinx expects all of our suppliers to conduct themselves with the highest standards of honesty, fairness, and personal integrity as do Xilinx and its employees. Our <a href="#">Supplier Ethics &amp; Compliance Policy</a> outlines the basic tenets required of our suppliers. The commitment of our valued suppliers to our Policy is essential to our mutual long-term success in alignment with the spirit and intent of the Responsible Business Alliance (RBA) Code of Conduct.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	Reporting Currency	
		The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.	N/A	
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	(1) Percentage of employees that are foreign nationals	Percentage (%)	Not Disclosed
		(2) Percentage of employees that are located offshore	Percentage (%)	<a href="#">Workforce Demographics</a>
		Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management approach to addressing these risks	N/A	<a href="#">Form 10-K</a>

## SASB INDEX (CONTINUED)

Topic	Code	Accounting Metric	Unit of Measure	Response/Location
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	Xilinx does not participate in the IEC 62474; however Xilinx publicly releases <a href="#">Materials Declaration Data Sheets (MDDS)</a> and <a href="#">IPC-1752</a> for all devices upon production release.
		Disclosure shall include a discussion of efforts to minimize usage of these substances	N/A	
	TC-SC-410a.2	(1) Processor energy efficiency at a system-level for servers	Various, by product category	Not Applicable to Xilinx products
		(2) Processor energy efficiency at a system-level desktops	Various, by product category	Not Applicable to Xilinx products
		(3) Processor energy efficiency at a system-level laptops	Various, by product category	Not Applicable to Xilinx products
		Disclosure shall include a discussion of efforts to design for new and emerging usage patterns with respect to energy efficiency in all product categories (i.e., applications for servers, desktops, laptops, workstations, netbooks, tablets, mobile phones, and storage).	N/A	Not Applicable to Xilinx products
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Xilinx focused risks include those associated with Conflict Minerals. Our Conflict Minerals Policy and Annual Disclosure can be found at our <a href="#">Corporate Responsibility</a> web page.
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting Currency	In FY20, there were no legal proceedings associated with anticompetitive behavior regulations
		The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses	N/A	N/A



# TCFD INDEX

Based on investor outreach feedback, we have aligned, for the first time, our disclosure with the Task Force on Climate-related Financial Disclosures (TCFD).

TCFD has developed a voluntary framework for use by companies to provide information to investors, lenders, insurers, and other stakeholders on climate-related financial risk disclosure. Below is a mapping of how our latest disclosure aligns with this framework.

Disclosure Item	Recommended Disclosure	Description	Response/Location
Governance	A. Board Oversight	Describe the Board’s oversight of climate-related risks and opportunities.	<a href="#">2020 CDP Climate Change Response</a> ; C1 Governance
	B. Management’s Role	Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">2020 CDP Climate Change Response</a> ; C1 Governance
Strategy	A. Risks and Opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">2020 CDP Climate Change Response</a> ; C2 Risk & Opportunities
	B. Impact on Organization	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<a href="#">2020 CDP Climate Change Response</a> ; C2 Risk & Opportunities
	C. Resilience of Strategy	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We have not completed a scenario analysis at the time this report was published, but plan to complete in FY21.
Risk Management	A. Risk Assessment Process	Describe the organization’s processes for identifying and assessing climate-related risks.	<a href="#">2020 CDP Climate Change Response</a> ; C2 Risk & Opportunities
	B. Risk Management Processes	Describe the organization’s processes for managing climate-related risks.	<a href="#">2020 CDP Climate Change Response</a> ; C2 Risk & Opportunities
	C. Intergration into Overall Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<a href="#">2020 CDP Climate Change Response</a> ; C2 Risk & Opportunities
Metrics and Targets	A. Climate Related Metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">2020 CDP Climate Change Response</a> ; C5 Emissions Methodology
	B. Scope 1, 2, 3 GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<a href="#">2020 CDP Climate Change Response</a> ; C5 Emissions Data
	C. Climate-Related Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">2020 CDP Climate Change Response</a> ; C4 Targets and Performance

# GRI INDEX

We followed the internationally recognized Global Reporting Initiative (GRI) Sustainability Reporting Standards and provided a cross-reference to the contents in this FY20 Corporate Responsibility Report per the GRI Standards: Core Option.

Organizational Profile		
GRI Standards	Description	Data and/or Website Links
102-1	Name of the Organization	Xilinx, Inc.
102-2	Activities, brands, products and services	<a href="#">About Xilinx</a>   <a href="#">Form 10-K</a>
102-3	Location of Headquarters	San Jose, California, USA
102-4	Location of Operations	<a href="#">Main offices</a>
102-5	Ownership and legal form	<a href="#">Form 10-K</a>
102-6	Markets served	<a href="#">Form 10-K</a>
102-7	Scale of the Organization	<a href="#">About Xilinx</a>
102-8	Information on employees and other workers	<a href="#">Life at Xilinx</a>   <a href="#">Workforce Demographics</a>
102-9	Supply chain	<a href="#">Supplier Ethics</a>
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary Principle or Approach	<a href="#">Corporate Governance</a>
102-12	External Initiatives	<a href="#">Product Responsibility</a>
102-13	Membership of Associations	Covered in relevant sections of this report and also include those listed below:
	> Avnu Alliance	> Carbon Disclosure Project (CDP)
	> Corporate Executive Board (CEB) - acquired by Gartner	> Embedded Vision Alliance (EVA)
	> EU Authorized Economic Operator (AEO)	> Forum of Incident Response and Security Teams (FIRST)
	> Global Semiconductor Alliance (GSA)	> Innovation Value Institute (IVI)
	> Institute of Electrical and Electronics Engineers (IEEE)	> Joint Electronic Device Engineering Council (JEDEC)
	> OpenPOWER Foundation	> Responsible Business Alliance - Supply Chain and Sustainability Management Platform (RBA-Online)
	> Semiconductor Industry Association	> Silicon Valley Leadership Group
	> Singapore Strategic Trade Partnership (STP)	> U.S. Commerce Department Information Systems Technical Advisory Committee (ISTAC)
	> U.S. Customs-Trade Partnership Against Terrorism (C-TPAT)	> U.S. Environmental Protection Agency Green Power Partnership

## GRI INDEX (CONTINUED)

Strategy		
GRI Standards	Description	Data and/or Website Links
102-14	Statement from Senior Decision-Maker	<a href="#">Message From Our President and CEO</a>
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	<a href="#">Privacy Policy</a>   <a href="#">Ethics and Business Integrity</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Governance and Ethics</a>
Governance		
102-18	Governance structure	<a href="#">Corporate Governance</a>
Stakeholder Engagement		
102-40	List of stakeholder groups	<a href="#">Stakeholder Engagement</a>
102-41	Collective bargaining agreements	Employees in the U.S., Canada, India, and APAC regions are not unionized. Employees in the EMEA region have the freedom of association and the right to form and join a trade union; Xilinx does not, however, participate in any collective bargaining in the EMEA region but complies with all statutory obligations with regard to collective agreements. Our France office has an elected employee representative, and new this year our Taiwan office has formed a Labor Management Committee as required by law.
102-42	Identifying and selecting stakeholders	<a href="#">Stakeholder Engagement</a>
102-43	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>
102-44	Key topics and concerns raised	<a href="#">Stakeholder Engagement</a>
Reporting Practice		
102-45	Entities included in the consolidated financial statements	<a href="#">Form 10-K</a>
102-46	Defining report content and topic boundaries	<a href="#">About This Report</a>
102-47	List of material topics	<a href="#">CRR Approach</a>   <a href="#">Stakeholder Engagement</a>
102-48	Restatements of information	None
102-49	Changes in reporting	There were no significant changes in reporting
102-50	Reporting Period	<a href="#">About This Report</a>
102-51	Date of of most recent report	October 2019
102-52	Reporting cycle	<a href="#">About This Report</a>
102-53	Contact point for questions regarding this report	<a href="#">About This Report</a>
102-54	Claims of reporting in accordance with the GRI standards	This report contains Standard Disclosures from the GRI Standards: Core Option
102-55	GRI Context Index	<a href="#">GRI</a>
102-56	External assurance	None

## GRI INDEX (CONTINUED)

Economic Performance			
GRI Standards	Description	Data and/or Website Links	
103-1	Explanation of the material topic and its Boundary	<a href="#">Form 10-K</a>   <a href="#">CRR Approach</a>	
103-2	The management approach and its components	<a href="#">Form 10-K</a>   <a href="#">CRR Approach</a>	
103-3	Evaluation of the management approach	<a href="#">Form 10-K</a>   <a href="#">CRR Approach</a>	
201-1	Direct economic value generated and distributed	<a href="#">Form 10-K</a>	
	Financial Data (in thousands USD except per share amounts)	FY2020	FY2019
	Total Revenue	3,162,666	3,059,040
	Operating Income	791,888	956,799
	Net Income	792,721	889,750
	Diluted Earnings Per Share	3.11	3.47
	Cash Dividends Per Share	1.48	1.44
	Percent of Revenue by End Market		
	A&D, Industrial and TME	41%	41%
	Automotive, Broadcast and Consumer	16%	15%
	Wired and Wireless	34%	36%
	Data Center	9%	7%
	Channel	0%	1%
	Percent of Revenue by Region		
	North America	29%	28%
	Asia Pacific	46%	45%
	Europe	17%	19%
	Japan	8%	8%
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2020 CDP Response C2. Risk and Opportunities</a>	
Anti-Corruption			
103-1	Explanation of the material topic and its Boundary	<a href="#">Governance and Ethics</a>	
103-2	The management approach and its components	<a href="#">Governance and Ethics</a>	
103-3	Evaluation of the management approach	<a href="#">Governance and Ethics</a>	
205-1	Operations assessed for risks related to corruption	<a href="#">Governance and Ethics</a>	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Governance and Ethics</a>	
205-3	Confirmed incidents of corruption and actions taken	None for this reporting year	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In FY20, there were no legal proceedings associated with anti-competitive behavior, anti-trust, or monopoly practices.	

## GRI INDEX (CONTINUED)

Environmental Topics		
GRI Standards	Description	Data and/or Website Links
103-1	Explanation of the material topic and its Boundary	<a href="#">Form 10-K</a>   <a href="#">2020 CDP Response C3. Business Strategy</a>
103-2	The management approach and its components	<a href="#">Form 10-K</a>   <a href="#">2020 CDP Response C3. Business Strategy</a>
103-3	Evaluation of the management approach	<a href="#">Form 10-K</a>   <a href="#">2020 CDP Response C3. Business Strategy</a>
302-1	Energy Consumption with the Organization	<a href="#">Energy Management</a>
302-3	Energy Intensity	CY2019: 14.4 MWh/headcount CY2018: 15.4 MWh/headcount CY2017: 16.3 MWh/headcount
302-4	Reduction of Energy Consumption	<a href="#">Energy Management</a>
302-5	Reductions in energy requirements of products and services	<a href="#">Environmental Impacts of Products</a>
303-1	Water withdrawal by source	<a href="#">Water Management</a>   <a href="#">2020 CDP Response. Water Security</a>
305-1	Scope 1 Direct GHG Emissions	<a href="#">Climate Change Efforts</a>   <a href="#">2020 CDP Response C6. Emissions Data</a>  CY2019: 1,612 metric ton CO <sub>2</sub> e CY2018: 1,663 metric ton CO <sub>2</sub> e CY2017: 1,493 metric ton CO <sub>2</sub> e
305-2	Scope 2 Indirect GHG Emissions	<a href="#">Climate Change Efforts</a>   <a href="#">2020 CDP Response C6. Emissions Data</a>  CY2019: 25,330 metric ton CO <sub>2</sub> e CY2018: 23,103 metric ton CO <sub>2</sub> e CY2017: 25,553 metric ton CO <sub>2</sub> e
305-4	GHG emissions intensity	<a href="#">Climate Change Efforts</a>
305-5	Reduction of GHG emissions	<a href="#">Climate Change Efforts</a>
306-2	Waste by Type and Disposal Method	<a href="#">Waste Management</a>
306-3	Significant Spills	None
306-4	Transport of hazardous waste	<a href="#">Hazardous Waste Management</a>
307-1	Non-compliance with Environmental Laws and Regulations	None
308-1	New suppliers that were screened using environmental criteria	<a href="#">Supplier Responsibility</a>

## GRI INDEX (CONTINUED)

Social Topics		
GRI Standards	Description	Data and/or Website Links
103-1	Explanation of the material topic and its Boundary	<a href="#">Form 10-K</a>   <a href="#">Diversity, Equity and Inclusion</a>
103-2	The management approach and its components	<a href="#">Form 10-K</a>   <a href="#">Diversity, Equity and Inclusion</a>
103-3	Evaluation of the management approach	<a href="#">Form 10-K</a>   <a href="#">Diversity, Equity and Inclusion</a>
401-1	New employee hires and employee turnover	<a href="#">Workforce Demographics</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Our Employees</a>
403-1	Workers representation in formal joint management worker health and safety committees	<a href="#">EHS</a>
403-2	Work-related injuries	<a href="#">EHS</a>
404-1	Employee training	<a href="#">Our Employees</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Our Employees</a>
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive twice annually regular performance and career development reviews
405-1	Diversity of Governance Bodies and Employees	<a href="#">Diversity, Equity, and Inclusion</a>   <a href="#">Workforce Demographics</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Engagement</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Product Responsibility</a>

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