FISCAL YEAR 2019 CORPORATE RESPONSIBILITY REPORT

XILINX.

Adaptable. Intelligent.

MESSAGE FROM OUR PRESIDENT AND CEO

Today, being an active, responsible, global corporate citizen is paramount.

As we transition to a platform company whose mission is Building the Adaptable, Intelligent World, our powerful products will be accessible to more developers accelerating innovation across multiple industries. This year, after four years of development by 1,500+ talented engineers, we unveiled Versal, the world's first Adaptive Compute Acceleration Platform (ACAP). Versal empowers innovators around the planet to create sustainable solutions to problems that improve and even save lives.

Products based on Xilinx adaptable platforms are being deployed in disruptive applications like Autonomous Driving, 5G Communications Infrastructure, Artificial Intelligence, Data Analytics, Industrial IoT, Genomics, Fintech, and more. To foster rapid innovation, inclusion of diverse thinking is a top priority at Xilinx. We are driving diversity in our workforce by finding talent from across a broad range of backgrounds, perspectives, experiences, genders, and ethnicities. We invest in programs to ensure that our employees feel challenged, fulfilled by their work, and part of a meaningful mission.

We also care deeply about giving back to our local communities and conserving our beautiful planet. We work with communities around the world to understand their challenges—and to leave them with a positive imprint. Additionally, our priority is to create an Environment, Health and Safety Management System that permeates all aspects of what we do. We are committed to protecting the environment and maintaining a safe and healthy workplace. As a result, we have taken great strides to minimize overall environmental impact, consistent with global climate change efforts.

Thank you for supporting us by reading this Corporate Responsibility Report. I am extremely proud of our efforts to enrich our employees—and our local and global communities.

Victor Peng
President and CEO
Xilinx, Inc.

ABOUT THIS REPORT

This report covers our fiscal year 2019 (April 1, 2018 to March 30, 2019, unless otherwise noted) and contains Standard Disclosures from the GRI Sustainability Reporting Guidelines.

ABOUT XILINX

Xilinx is the inventor of the FPGA, programmable SoCs, and now, the ACAP. Our highly-flexible, programmable silicon, enabled by a suite of advanced software and tools, drives rapid innovation across a wide span of industries and technologies—from consumer to cars to the cloud. Xilinx delivers the most dynamic processing technology in the industry, enabling rapid innovation with our adaptable, intelligent computing.

~4,400
Employees Worldwide

60,000+
Customers

60+
Industry Firsts

4000+
Patents

XILINXGIVES

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 which help:

• Support underrepresented groups

• Advance medical research

• Educate and inspire students in STEAM education – Science, Technology, Engineering, Arts, and Math

• Aid those affected by disasters

#XILINXGIVES
GIVE GLOBALLY • ACT LOCALLY
FY2019

41,785 Volunteer Hours

15 Team Service Projects

8 Collection Drives

4 Disaster Relief Campaigns

63 Grants Distributed

42 Individual Nonprofits Benefited

7 Employee Outreach Events
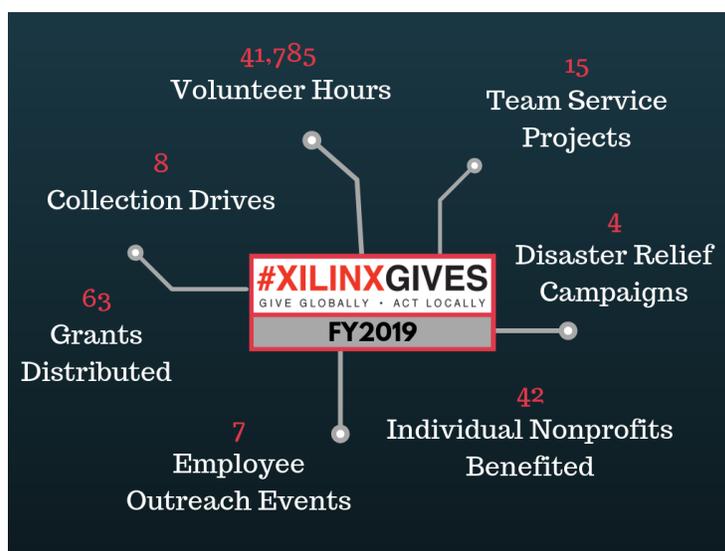
OUR EMPLOYEES

At a Glance

Our global workforce embodies employees who are passionate, innovative, competitive, and collaborative. We believe diversity is essential to fostering a culture of innovation and creativity that can change the world. To that end, we are committed to providing equal opportunities to all employees and applicants. 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 invest in the health and well-being of our employees by offering a wide array of benefits and perks that meet the diverse needs of our global workforce and their families. Employees also benefit from our Learning and Development strategy that offers the opportunity and resources to tap into an ecosystem of learning, and engages in a social and collaborative learning environment that supports their career growth and goals.

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

• Careers at Xilinx

• Diversity and Inclusion

• University Program

~4,400

Employees in
22 countries worldwide

DIVERSITY AND INCLUSION

Having a diverse workforce is vital to our mission of Building the Adaptable, Intelligent World. We foster a culture that embraces differences by searching for candidates, at all levels, from a wide range of backgrounds, ethnicities, abilities, and experiences. In addition, we also strive to create an environment where employees feel accepted, respected, and empowered.

To achieve this, we offer employee programs that reinforce our values and provide opportunities for open participation and collaboration. We believe that all voices matter and encourage the sharing of different ideas and listening to perspectives as fuel for creativity, innovation, and belonging. Through regular surveys on our global employees' experience, we leverage insights to build meaningful development and HR programs to foster an inclusive environment. Senior management hosts quarterly all-hands meetings to share business results and achievements where employees are encouraged to actively engage with questions and feedback. We empower our workforce to be curious, creative, and collaborative as part of our global LearnX program. Through this program, we offer numerous professional and personal development opportunities, including a self-directed learning platform with course offerings including career coaching, career planning, affirmative action, equal employment awareness, and unconscious bias training.

In 2019, we further enhanced our commitment to workforce diversity when we launched our Women in Technology initiative. This initiative includes women's development programs dedicated to increasing women's representation in leadership positions, strategic partnerships with universities, and memberships in professional groups such as Watermark and AnitaB.org to further the advancement of women in technology. We encourage and support the development of our global Xilinx Women's Groups, which are committed to the engagement, education, and empowerment of women in technology at Xilinx. We also pursue a diverse pool of future candidates by engaging in diversity outreach activities and seek to expand that pool by supporting various educational programs, including curriculum development in local high schools and universities.

At Xilinx, we proudly hire, develop, attract, and retain people of all backgrounds, beliefs, cultures, abilities, genders, sexual orientation, and veteran status. We take pride in and celebrate what makes our workforce different and unique.

The following statistics represent the demographics of our workforce.

EMPLOYEE TYPE

FY18 Employee Type
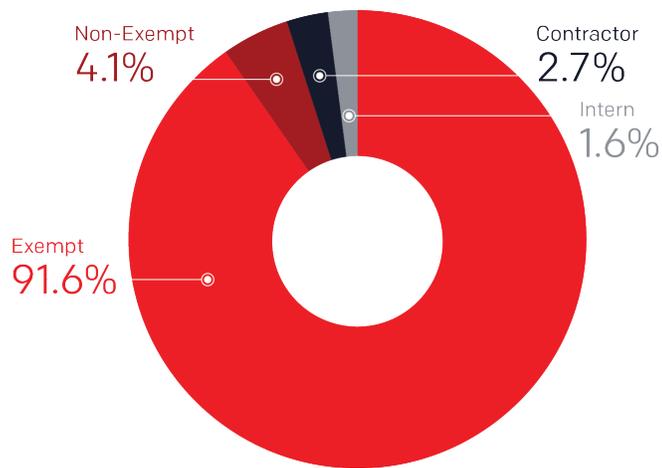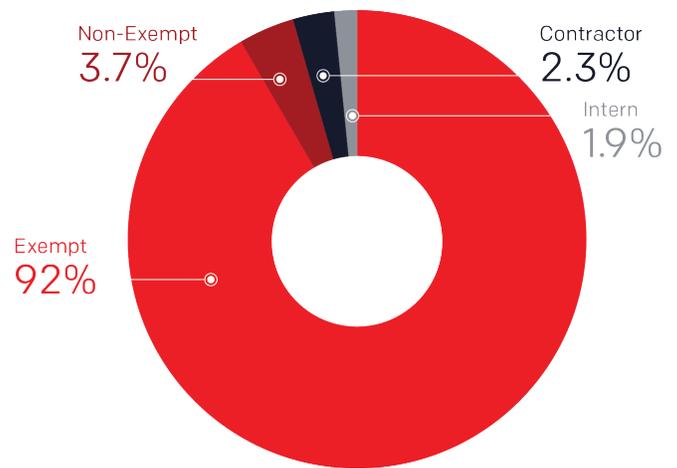
Non-Exempt
4.1%

Contractor
2.7%

Intern
1.6%

Exempt
91.6%

Employee Type	# of Employees	% of Employees
Exempt	3843	91.6%
Non-Exempt	171	4.1%
Contractor	113	2.7%
Intern	69	1.6%
Total	**4196**	**100%**

FY19 Employee Type

Non-Exempt
3.7%

Contractor
2.3%

Intern
1.9%

Exempt
92%

Employee Type	# of Employees	% of Employees
Exempt	4261	92%
Non-Exempt	172	3.7%
Contractor	108	2.3%
Intern	89	1.9%
Total	**4630**	**100%**

Definitions

Employee
Includes Exempt and Non-Exempt
Full Time Employees

Contractors
Includes Temporary Workers, Independent
Contractors, and Interim Temporary Workers

Interns
Includes Interns and
Visiting Scholars

*Represents Worldwide Data

EMPLOYEE LEVEL TYPE

FY18 Employee Level
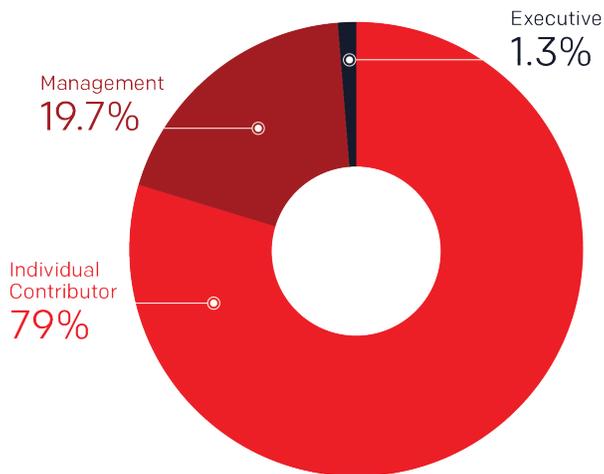
Executive
1.3%

Management
19.7%

Individual
Contributor
79%
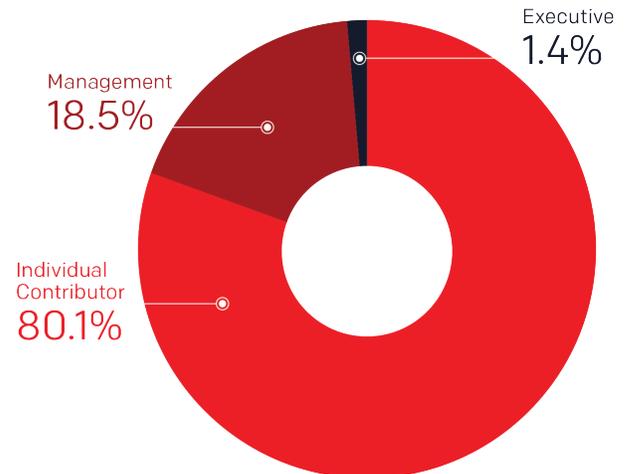
Employee Level Type	# of Employees	% of Employees
Individual Contributor	3170	79%
Management	790	19.7%
Executive	54	1.3%
Total	**4014**	**100%**

FY19 Employee Level

Executive
1.4%

Management
18.5%

Individual
Contributor
80.1%

Employee Level Type	# of Employees	% of Employees
Individual Contributor	3553	80.1%
Management	819	18.5%
Executive	61	1.4%
Total	**4433**	**100%**

Definitions - Employees by Level*

Employee
Includes Exempt and Non-Exempt
Full Time Employees

Executives
Includes any employee that
is a VP or above

Management
Includes any employee
that is not an Executive
who is a people manager

Individual Contributors
Includes any employees
who are not Executives or
Management

*Represents Worldwide Data

NEW HIRES BY AGE

FY18 New Hires by Age

Age 50+
9.7%

Age 20-30
35%

Age 31-50
55.3%

FY19 New Hires by Age

Age 50+
7%

Age 20-30
45.6%

Age 31-50
47.4%
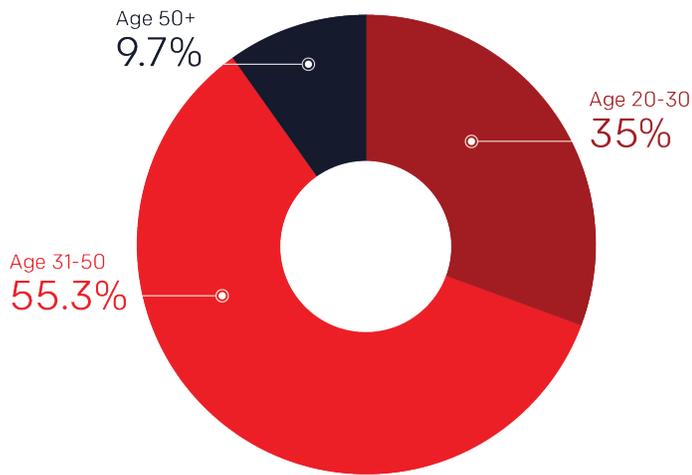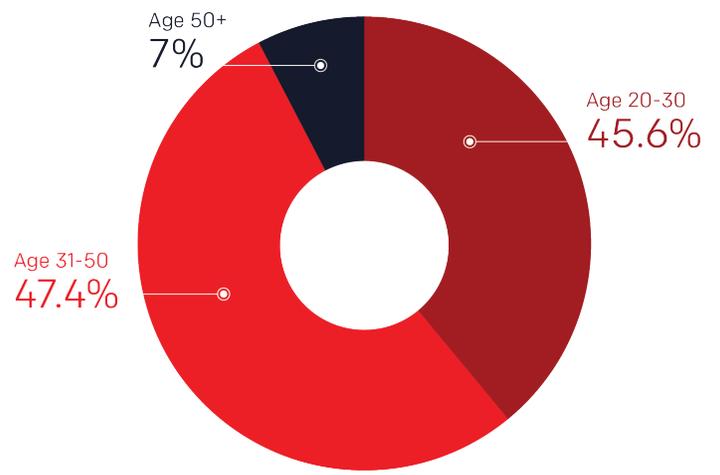
Age Band	# of Employees	% of Employees
20-30	181	35%
31-50	286	55.3%
50+	50	9.7%
Total	**517**	**100%**

Age Band	# of Employees	% of Employees
20-30	345	45.6%
31-50	358	47.4%
50+	53	7.0%
Total	**756**	**100%**

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

FY18 New Hires by Gender

Female 19%

Male 81%
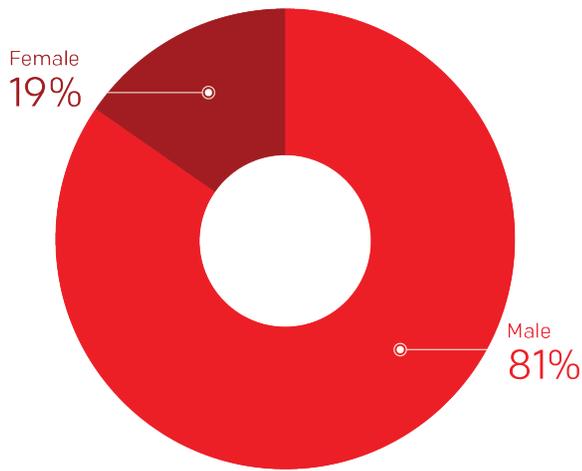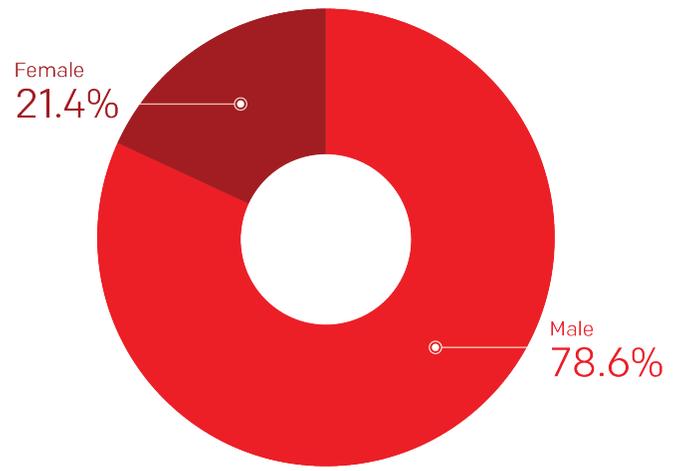
Gender	# of Employees	% of Employees
M	419	81%
F	98	19%
Total	**517**	**100%**

FY19 New Hires by Gender

Female 21.4%

Male 78.6%

Gender	# of Employees	% of Employees
M	594	78.6%
F	162	21.4%
Total	**756**	**100%**

**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

FY18 New Hires by Region
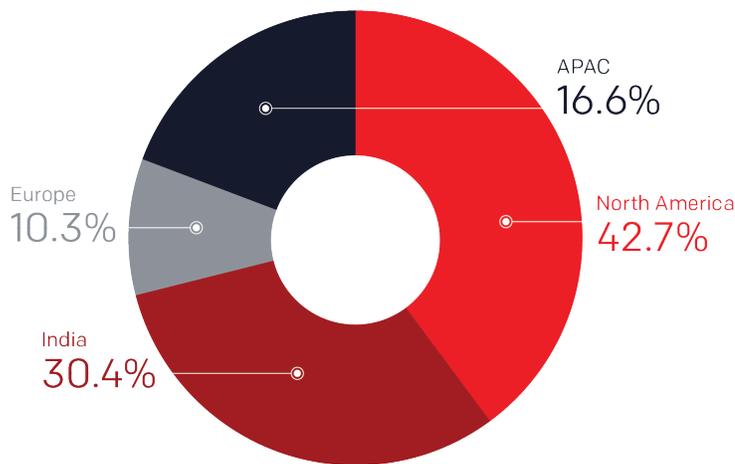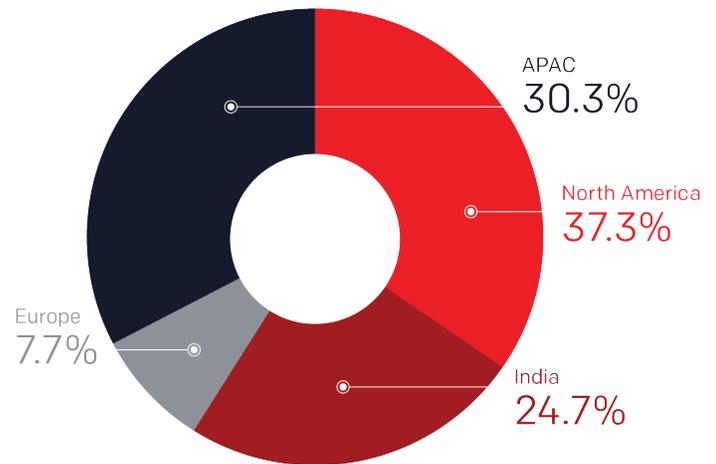
APAC
16.6%

North America
42.7%

Europe
10.3%

India
30.4%

Headcount Location	# of Employees	% of Employees
North America	221	42.7%
India	157	30.4%
Europe	53	10.3%
APAC	86	16.6%
Total	**517**	**100%**

FY19 New Hires by Region

APAC
30.3%

North America
37.3%

Europe
7.7%

India
24.7%

Headcount Location	# of Employees	% of Employees
North America	282	37.3%
India	187	24.7%
Europe	58	7.7%
APAC	229	30.3%
Total	**756**	**100%**

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

FY18 Positions Held by Gender

Gender	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
F	22.7%	24.1%	17.5%	14.8%	18.2%
M	77.3%	75.9%	82.5%	85.2%	81.8%

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%

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

FY18 Employees by Race and Ethnicity

Ethnicity	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%		0.4%		
Asian	53.0%	53.7%	50.4%	37.0%	11.1%
Black or African American	0.4%	0.3%	0.7%	2.2%	11.1%
Hispanic or Latino of Any Race	3.3%	3.5%	2.7%	4.3%	11.1%
Native Hawaiian or Other Pacific	0.7%	0.7%	0.4%		
Two or More Races	0.8%	1%			
White	41.8%	40.8%	45.3%	56.5%	66.7%

FY19 Employees by Race and Ethnicity

Ethnicity	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%		0.4%		
Asian	53.6%	54.5%	50.4%	37.7%	20%
Black or African American	0.4%	0.3%	0.6%	1.9%	10%
Hispanic or Latino of Any Race	4%	4.4%	2.8%	3.8%	20%
Native Hawaiian or Other Pacific	0.6%	0.7%	0.4%		
Two or More Races	1%	1.3%	0.2%		
White	40.3%	38.8%	45.1%	56.6%	50%

Definitions- Employees by Race and Ethnicity*

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

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

ENVIRONMENT HEALTH AND SAFETY

For over a decade, Xilinx has been third-party-certified to the ISO 14001 and OHSAS 18001 standards at our key operational sites which helps us continually improve our Environment, Health and Safety (EHS) Management System.

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 heightened awareness of climate change and water conservation concerns. Our leadership team is committed to ensuring the EHS Management System is embedded in the company's One Xilinx culture and applied at all levels of the organization.

Our Employees Embrace Earth Day

More employees than ever are partnering with Xilinx in Earth Day events, making a difference in our workplace and communities. The annual events are celebrated globally to show support for protecting our environment and raising sustainability awareness. The growing amount of electronic waste produced each year has led to Xilinx Earth Day e-waste collections and recycling events. This year, almost 11,000 pounds (5,000 kgs) of e-waste was collected for recycling.

GLOBAL SUSTAINABLE BUILDING INITIATIVES

Our conservation efforts over the years have resulted in significant environmental design awards as well as industry and governmental certifications. These awards and certifications demonstrate our strong commitment to the environment and communities within which we conduct our business. Below are some highlights of our initiatives:

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).

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 for the existing prairie dog community.
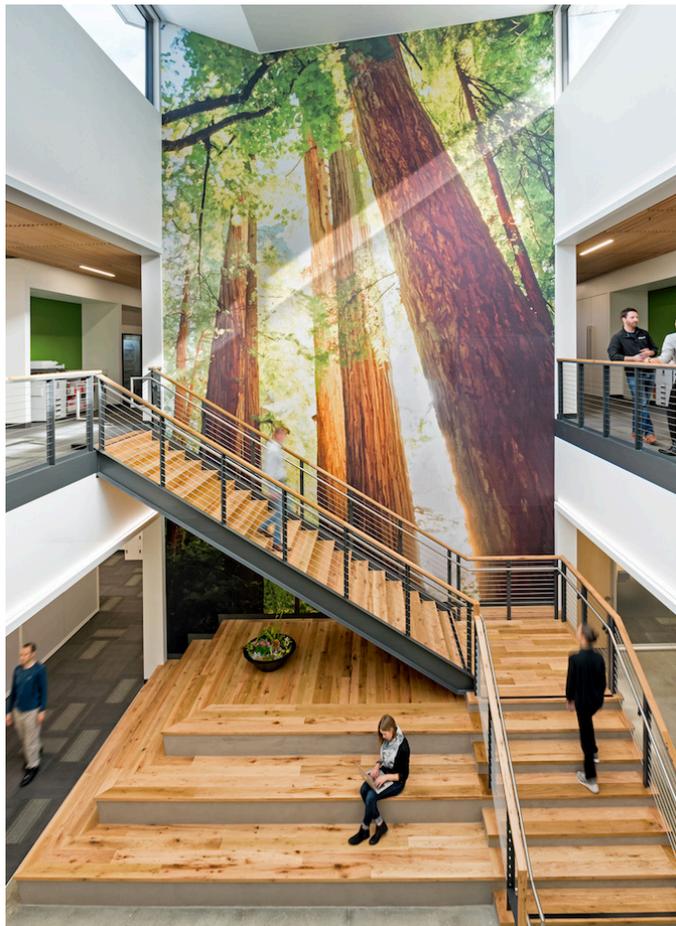
Xilinx—San Jose (Corporate Headquarters)

- In 2007, received the Leadership in Energy and Environmental Design (LEED) Award for the renovation of a 72,000 sq ft building.

- In 2016, completed the renovation of a 113,000 sq ft building with design focused on energy efficiency and sustainability which has allowed net zero energy levels to be achieved in 100% of the building's office spaces.

Global Energy Efficiency in Design and Construction of Xilinx Buildings

• Passive architectural features

• Reflective roofing systems

• Adaptive climate control systems

• Ambient air cooling systems

• High efficiency lighting

Renewable and Onsite Energy Generation Projects (Corporate Headquarters)

• 2012—Bloom Energy Fuel Cells (1mW)

• 2016—Rooftop Solar System (600kW)

• 2018—Bloom 4th Generation Energy Fuel Cell Upgrade (1mW)

• 40% of the electricity used by the San Jose campus is generated by onsite sources (as of CY2018)

Electric Vehicle Charging Stations (since 2012)

• 20 total (globally)

• 16 additional to be added in 2019

Upcoming Solar Project in 2019 (Corporate Headquarters)

• Solar Parking and Energy Storage Project (1.4mW Solar System and 1mWh Battery Storage)
  will increase the overall self-generated energy capability from 40% to 60% on the San Jose campus
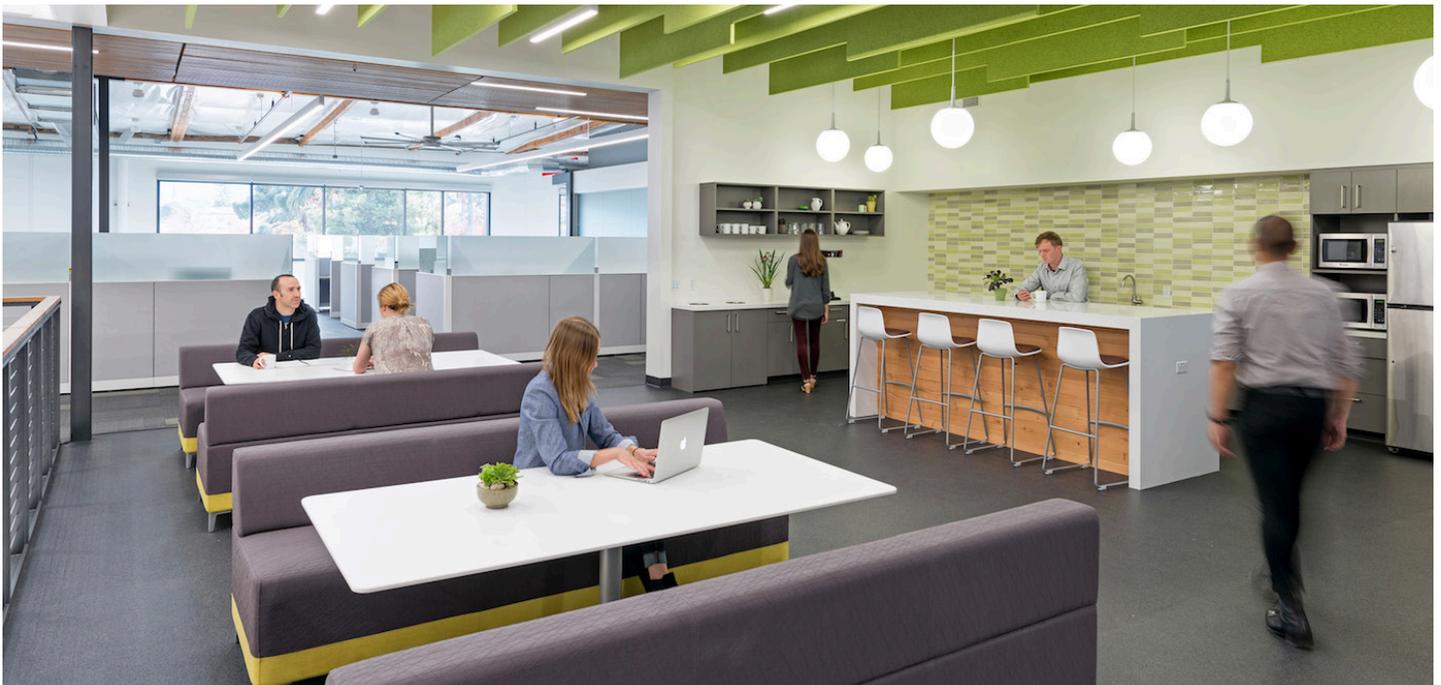
Climate Change Efforts

Emission data is tracked for our major sites, including our corporate headquarters in San Jose, Colorado, Ireland, Singapore, and Hyderabad. We have set a Carbon Reduction Goal of 10% by end of CY2019, beginning with our baseline of CY2014. Currently, we have exceeded this goal and are at 27% carbon reduction per headcount (normalized data).

Xilinx has been a member of the EPA's Green Power Partner list since 2005, helping to support the development of renewable energy while also helping protect the environment. In addition, Xilinx purchases renewable energy certificates (RECs) in the U.S. On average, 3,073 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 electricity grid, helping to offset the generation of electricity from other more polluting sources such as oil, natural gas, and coal.

CO_2 Emissions
(metric-ton per person)

|	
2016 Consumption	7.9
2017 Consumption	7.3
2018 Consumption	6.4

Goal:
Published goal of 10% CO_2 emissions reduction from 2014 baseline year by 2019

Currently at 27% reduction per headcount – even with company's growth

Energy Management

We undertake a variety of actions, including energy conservation projects, sustainable building initiatives, and renewable energy use to achieve green house gas 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 from an energy reduction and water management perspective for improved results.

Energy reduction efforts include:

Intelligent Energy-Efficient Cooling Systems
- Ambient air cooling systems used to reduce and offset energy use in Data Centers and Lab environments
- Dynamic controls that adjust 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

CY2016
61,657 mWh

CY2017
60,340 mWh

CY2018
59,762 mWh

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 trellis works to minimize solar gain into buildings
- Semi-external building areas used for informal meeting and gathering areas use natural ventilation in lieu of traditional cooling systems

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
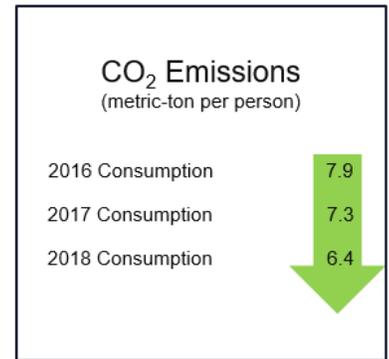
Water Consumption
(k liters per year)

2016 (per person)	33
2017 (per person)	29
2018 (per person)	29
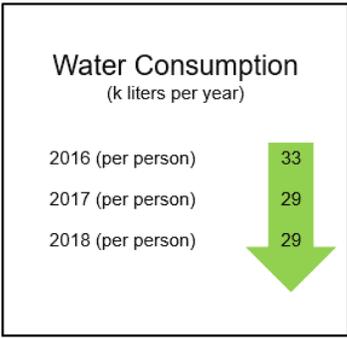
Goal:
Maintain downward trend with continued company growth

Water Management

As a fabless semiconductor company, we are not a major water consumer, but we still believe every little bit of conservation helps in our target of demonstrating a yearly reduction trend even with increasing headcount.

Water Conservation Projects

• Weather-based irrigation controls

• H_2O Utilization Awareness Program

• Strategic abandonment of landscape irrigation due to drought conditions

• Low-flow fixture retrofits

Non-Hazardous Waste Recycling
Solid waste recycled of total generated

2018	74%
2017	74%
2016	62%

Goal:
Maintain ~ 70% with continued company growth

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).

Hazardous Waste Disposal
San Jose Operations

Employee Safety Management

To prevent workplace injuries, we provide initial and ongoing health- and safety-related training, in addition to ergonomic evaluations, that meet global regulatory requirements and internal best management practices 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 US Department of Labor.

Xilinx
Global Injury Rate

XILINX UNIVERSITY PROGRAM (XUP)

Xilinx devices are used extensively for teaching and research in universities and colleges all over the world. In Electrical and Computer Engineering, Computer Science and Physics, especially, our products are used for best-in-class teaching, state-of-the-art research, and in diverse start-ups. The use of Xilinx integrated circuits is so widespread in engineering and science education that, as one expert commented, "They might have been designed for education rather than for industry."

Each year, XUP team members in North America, Europe, and Asia empower thousands of professors and hundreds of thousands of students worldwide. We provide access to our latest hardware and software technologies; training and workshops; design contests and hackathons.

An excellent example of this industry-academia collaboration is the newly released book "Exploring Zynq MPSoC With PYNQ and Machine Learning Applications," which was co-authored by a team led by Prof. Bob Stewart and Dr. Louise Crockett, at the University of Strathclyde in Glasgow, Scotland (https://www.zynq-mpsoc-book.com). As Xilinx continues to pioneer new systems-on-chips and software-defined technologies, we will also continue to empower professors and their students to innovate and realize ever more ambitious dreams. This synergy between academia and industry is essential to ensuring that new graduates are equipped with the most relevant, up-to-date education and that postgraduates can continue to pursue groundbreaking research.
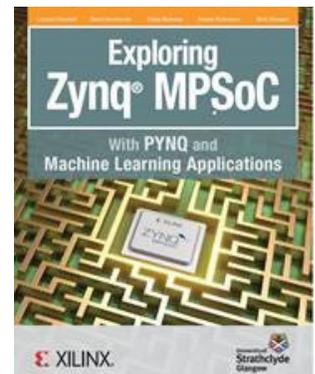
In this post Moore's Law era, XUP is at the forefront of introducing heterogenous computing in academia. New board level solutions, such as Alveo, are powering cloud-based and on-premise compute acceleration, with tools designed for software developers.

XUP actively champions multiple Women in Technology initiatives in partnership with Xilinx' Human Resources department. Further details on the Xilinx University Program are available at www.xilinx.com/xup, and you can reach us at xup@xilinx.com
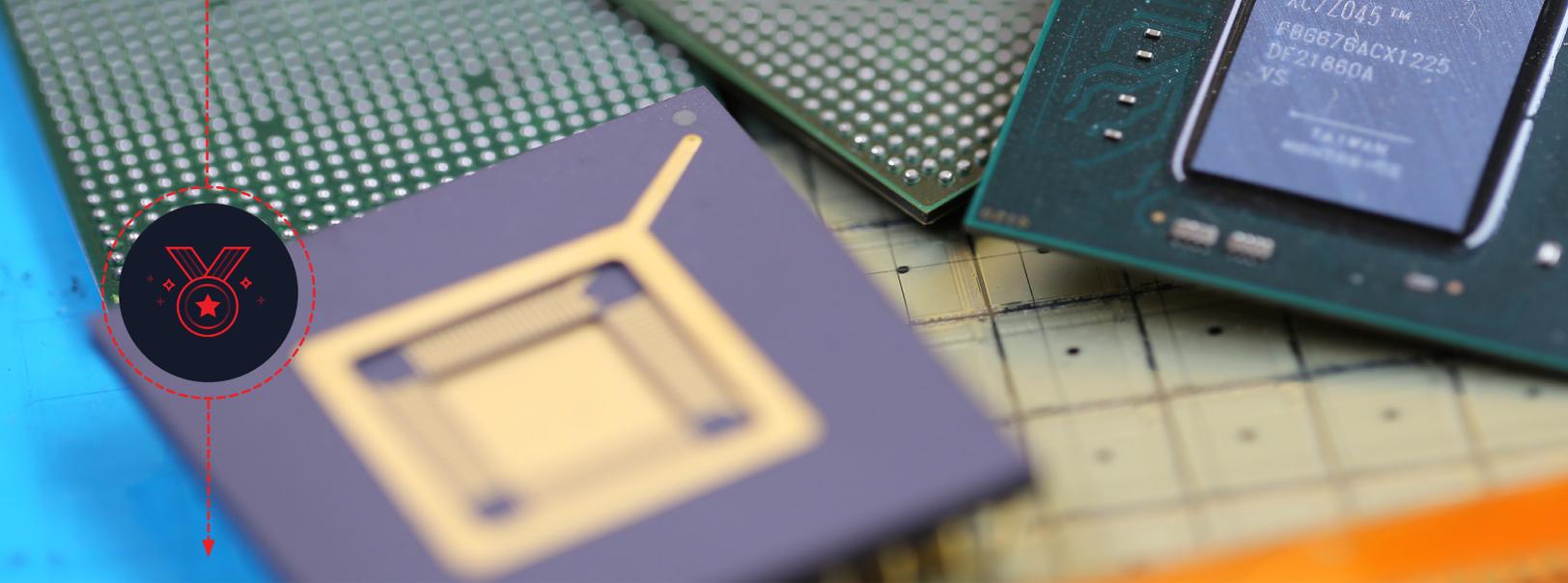
PRODUCT QUALITY

Our top management focus on customer feedback and flawless results continues to drive positive results and satisfied customers.

Xilinx Product Quality certifications include:

TL9000/ISO9001 Certification

QML per MIL-PRF-38535

STACK Certification

ISO/TS16949

For more information see Quality and Reliability.

PRODUCT RESPONSIBILITY

Supply Chain Materials and Responsibility

Xilinx is committed to ensuring high levels of compliance across the many standards that govern different industry management systems.

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

Our Supplier Ethics and Compliance Policy outlines the basic tenets required of our suppliers. 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 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, see our Statement.

CRR 2019 FISCAL YEAR

GRI Content Index	Performance Indicators	Data & Website links	
	Organizational Profile		
G4-3	Company name	Xilinx, Inc.	
G4-4	Primary brands, products and services	[About Xilinx](#)	
G4-5	Location of Company's Headquarters	San Jose, California	
G4-6	Main Countries of Operation Business & Sales Offices	[Main offices](#) | [Business and Sales Offices](#)	
G4-7	Nature of Ownership and legal form	[Form 10-K](#)	
G4-8	Markets served (e.g. sectors, customers)	[Form 10-K](#)	
G4-9	Total Revenue (In thousands USD except per share amounts)	FY 2019 $3,059,040	FY2018 $2,467,023
	Operating Income	$956,799	$686,022
	Net Income	$889,750	$463,981
	Diluted Earnings Per Share	$3.47	$1.80
	Cash Dividends Per Share	$1.44	$1.40
	Revenue by End Market		
	Data Center & TME	20%	
	Automotive, Broadcast, & Consumer	15%	
	Communications	36%	
	Industrial, Aerospace & Defense	28%	
	Channel	1%	
	Percent of Revenue by Region		
	North America	28%	
	Asia Pacific	45%	
	Europe	19%	
	Japan	8%	
G4-13	Significant changes during reporting Period	NONE	
G4-14	Cautionary Approach	[Corporate Governance](#)	
G4-16	**Membership & Associations**		

- Avnu Alliance
- Corporate Executive Board (CEB)
- San Jose Silicon Valley Chamber of Commerce
- Council for Global Immigration
- Silicon Valley Community Foundation
- Society for Human Resource Management (SHRM)
- Global Semiconductor Alliance (GSA)
- Joint Electronic Device Engineering Council (JEDEC)
- Innovation Value Institute (IVI)
- Institute of Electrical and Electronics Engineers (IEEE)
- Industrial Internet Consortium (IIC)
- Embedded Vision Alliance (EVA)

- U.S. Commerce Department Information Systems Technical Advisory Committee (ISTAC)
- U.S. Environmental Protection Agency Green Power Partnership
- Forum of Incident Response and Security Teams (FIRST)
- U.S. Customs-Trade Partnership Against Terrorism (C-TPAT)
- EU Authorized Economic Operator (AEO)
- Singapore Strategic Trade Partnership (STP)
- Responsible Business Alliance
- Carbon Disclosure Project (CDP)
- OpenPOWER Foundation
- Semiconductor Industry Association

	Awards	Learning Elite Gold Organization 2018
		Linley Group Analysts Choice Award: Best Networking Chip Category (2018)
		Vision Product of the Year Award, Best Cloud Technology at the Embedded Vision Summit (2018)
		SC18, HPCwire 2018 Awards – Readers' and Editors' Choice , Best Use of HPC in Financial Services
		"Best in Show" Award at Embedded World (2018)
		2018 ASPENCORE World Electronics Achievement Awards (WEAA)
		China Electronic Market (CEM) Magazine's 2019 Editors' Choice Award
		Grand Prix of "Semiconductor of the Year" (2018)
		Electronics Industry Awards, Embedded Solution Product of the Year (2018)
		2018 Electrons d'Or, Digital Circuits (2018)
		BEEAs, Best Product of the Year (2018)
		2018 Barron's 100 Most Sustainable Companies (#66)
		2019 Barron's 100 Most Sustainable Companies (#82)
	Total Patents	4000+
G4-28	Reporting Period	Fiscal Year 2019 (April 1, 2018 to March 30, 2019)
G4-29	Date of previous report	August 2017
G4-32	In-accordance option chosen	GRI Standard Disclosures
Governance		
G4-LA12	Diversity of governance bodies and employees	Board of Directors Board of Directors Committee Composition Diversity and Inclusion
G4-38	Independent Audit Committee	Independent Audit Committee
	Nominating and Governance Committee	Nominating and Governance Committee
	Compensation Committee	Compensation Committee
G4-26	Stockholder Communications	2019 Proxy Statement
	Code of Conduct	Xilinx Code of Conduct
	Annual Code of Conduct Training	Mandatory for all regular employees and all interns. FY2019 100% completion rate.
	Anonymous Reporting Policy	Accessible by employees from Xilinx intranet as well as at Xilinx Corporate Governance webpage in Xilinx Code of Conduct page 21: Reporting Policy
G4-39	Separate CEO and Board Chairman	President and CEO: Victor Peng Chairman of the Board: Dennis Segers
G4-51	Board Compensation Reporting	2019 Proxy Statement
G4-56	Privacy Policy	Privacy
Employee Profile, Labor Practices		
G4-9	Worldwide Employees	~4400 Regular Full & Part-Time Employees in 21 countries 10.4% employee increase from fiscal year 2018 Global Intern conversion to employment 30%
	North America	45.57 %
	Asia Pacific	18.99%
	India	23.14%
	Europe	11.08%
	Japan	1.22%
G4-10	Life at Xilinx	Life at Xilinx
G4-LA1	Worldwide Employee turnover rate	5.8%

G4-LA2	Employee benefits	**Benefits & Rewards** Some non-compensation benefits include: Health & wellbeing; Generous Leave and Time Off Programs with income protection that exceed government regulations; Access to health & wellness resources; On-site gyms and subsidized gym membership; Tax advantage benefit programs; Retirement savings and pension plans. Xilinx Employee Stock Purchase Plan: 85% participation
G4-LA6	Injuries and work related fatalities CY2018	Worldwide Recordable Injuries: 2 No fatalities
G4-LA9	Employee training	Engaging in a Learning Culture
G4-LA10	Employee skills and learning	Xilinx employees engage in average of 4,500+ hours of learning per month (average of 1.4 hours of learning per employee per month at 3,300+ employees)
G4-LA11	Employee performance reviews	Twice annually
G4-LA12	Diversity of Governance Bodies and Employees	Diversity and Inclusion
Community Giving		
G4-S01	Community Giving	Community Engagement
G4-S02	FY2019 Giving Impact	Global Impact
Environment and Sustainability		
	Environment and Health & Safety Management certifications	ISO 14001 and OHSAS 18001
	Environmental Health and Safety Xilinx EHS POLICY	Executive Management's commitment to Environment, Health & Safety
	Global Sq. Footage at Main Sites	1,431,034 (San Jose, CA USA; Longmont, CO USA; Dublin, Ireland; Singapore; Hyderbad, India)
G4-EN3	Energy Consumption within Company	59762 MWh (CY2018)
G4-EN6	Reduction of Energy Consumption	1% global energy reduction in CY2018 from CY2017 with a 5% increase in global population
	Purchase of RECs CY2018	3,073 MWh
G4-EN8	Water withdrawal	112 Mega Liters Global Water Usage (CY2018)
G4-EN15	Scope 1 Direct GHG Emissions	1663 Metric Tonnes CO_2e
G4-EN16	Scope 2 Indirect GHG Emissions	23103 Metric Tonnes CO_2e
G4-EN19	Carbon Reduction Goal	Reduction Goal of 10% by CY2019 beginning with baseline CY2014. Currently at 27% carbon reduction per headcount

G4-EN23	Waste Reduction	Maintained 74% recycled/compost waste versus 26% landfill waste in CY2018 and CY2017 with 5% increase in global population
G4-EN24	Significant Spills	None
G4-EN29	Environmental Fines and Sanctions for noncompliance with laws	None
	Company's Supply Chain	
G4-12	Supplier Ethics and Compliance Policy	Supplier Ethics
	Anti-Slavery	Anti-Slavery Statement
	Conflict Minerals Policy	Conflict Minerals Policy
	Conflict Minerals Report	Conflict Minerals Report
	C-TPAT (U.S.) STP+ (Singapore) Certification AEO (Europe)	Customs Trade Partnership Against Terrorism Secure Trade Partnership Plus Authorized Economic Operator
	Product Responsibility & Quality	
	Quality & Reliability	Quality
	Pb-Free and RoHS	Pb-Free & RoHS
	REACH Position Statement	Reach Position Statement
	RoHS, WEEE and ELV Statement	RoHS, WEEE & ELV
	RoHS 3	RoHS 3
	China RoHS	China RoHS
	Quality Certifications	Quality Certifications

Xilinx, Inc.
2100 Logic Drive
San Jose, California 95124
United States

www.xilinx.com