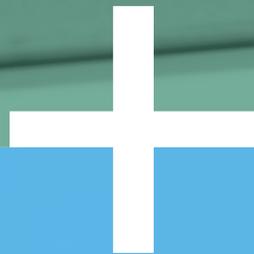




innovation



collaboration



Helping to Create a Better World

Through INNOVATION + COLLABORATION

Xilinx is committed to helping create a better world through developing innovative devices AND collaborating in ways to better social, environmental and economic situations for its employees and the world. For Xilinx, these two functions are interlocked. Throughout this Report, images representing Xilinx innovation are paired with visuals of how Xilinx collaborates in goodwill locally and globally.

About this Report

This Report covers Xilinx, Inc., and its subsidiaries and affiliates worldwide ("Xilinx", the Company or we) where we have direct operational control, and all of our global operations, unless stated otherwise. A list of our subsidiaries can be found as an exhibit in our 2014 Annual Report, on Form 10-K. This Report covers our fiscal year 2014 (March 31, 2013 to March 29, 2014). Where applicable, disclosures are annotated to indicate that they are reported on a calendar year basis, rather than on our fiscal year basis.

CONTENTS

Message from the President and CEO	1-2
Company Overview	3
At a Glance	4
Financial Highlights	4
Technology Innovation	5-6
Enabling Customer Innovation	6
Corporate Governance	7
Awards	8
Our Corporate Responsibility Approach	9-10
Environment, Health and Safety	11
EHS Policy	12
Employee Safety Management	12
Waste Management	13
Carbon Footprint and Energy Usage	13-14
Workplace	15
Our Labor Practices	16
Our Employees	16
Community Engagement	17
Global Corporate and Community Engagement	18
Global Educational Ecosystem	18
Employee-Driven Community Engagement	19-20
Corporate Philanthropy	21
Xilinx University Program	21
Product Responsibility	22
Product Quality	23
Material Composition	23
Power Reduction	23
Supplier Responsibility	24
Resources	25-26



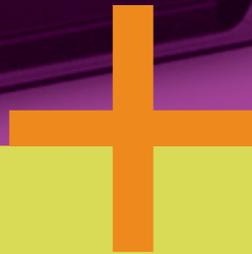
Message from President and CEO

“Helping to Create
a Better World”
is at the heart of
what we do at Xilinx.

Company Overview



innovation



collaboration



At a Glance

Xilinx was founded and incorporated in California in February 1984. In April 1990, Xilinx was reincorporated in Delaware. The company was started three decades ago by Ross Freeman and Bernie Vonderschmitt. Freeman's vision was the field programmable gate array (FPGA). Vonderschmitt's vision was for the first fabless semiconductor company. Both visions have produced a company that now has more than 3,500 patents and 60 industry firsts under its belt.



Xilinx Celebrated its 30 Year Anniversary in 2014

Headquarters:

2100 Logic Drive
San Jose, California
95124

Employees:

3,500 worldwide as of March 29, 2014

Customers: 20,000

Locations:

Sales offices, operations hubs, and research and development sites in more than 20 countries

NASDAQ Stock Symbol:

XLNX

Additional information about Xilinx's products, operations and financial statements is available in our 2014 Annual Report on Form 10-K.

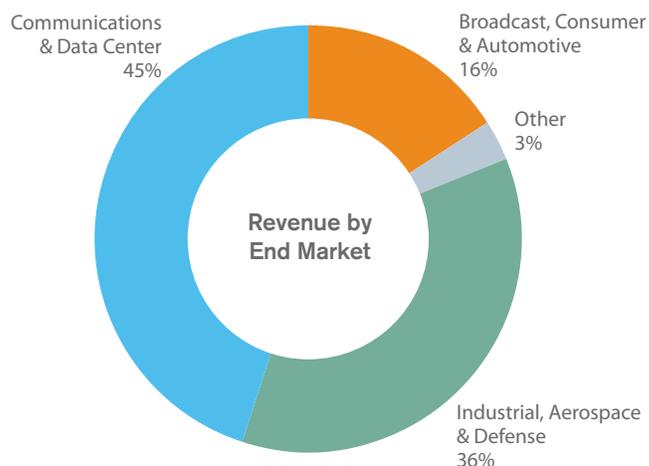
Financial Highlights

FY2014 NET REVENUES: \$2.38 BILLION USD

Net Revenues by End Markets

(as % of Net Revenues)

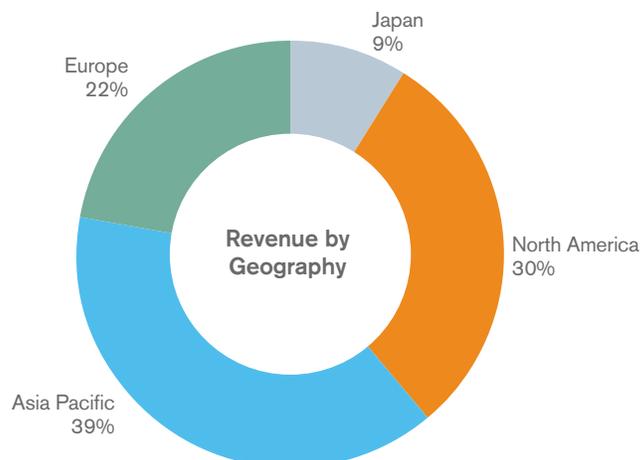
Communications and Data Center	45%
Industrial, Aerospace and Defense.....	36%
Broadcast, Consumer and Automotive.....	16%
Other.....	3%



Net Revenues by Geography

(as % of Net Revenues)

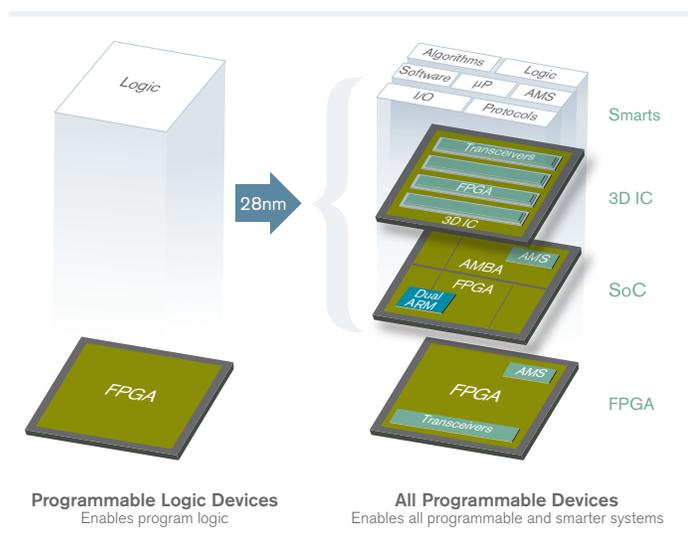
North America.....	30%
Asia Pacific.....	39%
Europe	22%
Japan.....	9%



Technology Innovation

INTRODUCTION

Programmable logic devices (PLDs) are logic chips that the customer, rather than the chip manufacturer, programs to perform a desired specific function. With the ability to program their own chips, customers realize two key benefits: product design flexibility and faster time to market. Given today's shorter product life cycles, both of these factors can be critical determinants of a product's ultimate success. Electronic equipment manufacturers rely upon PLDs to make fast design changes, accommodate uncertain production volumes and accelerate the introduction of their products to the market place.



EXPANDING THE SCOPE OF OUR BUSINESS

Xilinx develops All Programmable technologies and devices, beyond hardware to software, digital to analog, and single to multiple die in three-dimensional integrated circuits (3D ICs). These industry leading devices are coupled with a next-generation design environment and intellectual property (IP) to serve a broad range of customer needs, from programmable logic to programmable systems integration. Xilinx products provide a revolutionary alternative to custom logic chips that require weeks or months of design time.

As a fabless semiconductor company, Xilinx does not own or operate silicon wafer production facilities. Rather, we form strategic alliances with chip manufacturers, or foundries. This strategy allows us to focus on research and development, marketing, and technical support, while having access to the most advanced chip processing technologies currently available.

We sell our products through a network of independent distributors, through direct sales to original equipment manufacturers by a network of independent sales representative firms and by a direct sales management organization.

INNOVATION

To significantly expand system level value, Xilinx broke out from its heritage of developing PLDs to developing a new class of industry-changing All Programmable devices, creating and integrating all forms of hardware, software, digital, and analog programmable technologies. As a result, Xilinx is now the only semiconductor company that offers a broad portfolio of All Programmable FPGAs, System on Chips (SOCs) and 3D ICs.

These devices combine the value of programmable systems integration with embedded intelligence and flexibility, enabling the rapid development of highly programmable and smarter systems. Xilinx devices also dramatically increase system level performance, lower power and reduce bill of material costs, delivering value that is a generation ahead of alternatives. This value is created and delivered by combining partnerships with our foundries with breakthrough architectures, advanced circuits, innovative design software and execution.

As Xilinx set out to transform itself, "Total Execution" became a first order requirement. Total Execution means: first to deliver in the industry, deliver to the specs promised, deliver on all aspects of a whole product and deliver all of this with "Absolute Quality."

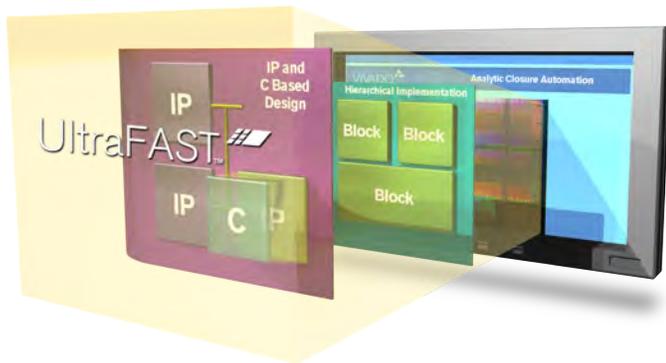
Absolute Quality defines Xilinx commitment to excellence. We have delivered on this commitment with the rollout of our 28nm portfolio. It took more than five years, almost a half-billion dollars, and the unwavering focus of our engineering teams—a level of effort that allowed us to be first at 28nm, first with heterogeneous 3D ICs and first with All Programmable SoCs. By going "all in" on our All Programmable vision and meeting the most stringent release criteria to date, our products moved a generation ahead of the competition.

Xilinx customers demand ever more programmable solutions to address the industry's programmable imperative, caused by exponentially increasing silicon design costs and risks associated with both application specific integrated circuits (ASICs) and application specific standard products (ASSPs). They also demand a significantly faster time to differentiation and integration relative to these ASICs and ASSPs and relative to their own competitors. This is enabled by the industry's first ASIC and SoC-strength design suite, Vivado®.

GREATLY SIMPLIFY PROGRAMMING FOR A BROADER SET OF USERS

The Vivado Design Suite was built from the ground up for the next decade of design with hardware and software All Programmable devices. Vivado includes both C and IP based high-level design abstractions as well as the most advanced implementation algorithms for up to a 15X productivity boost.

- Built for ASIC and SoC class designs
- Up to 15x front to back productivity gains
- Pairing with UltraFAST for best practices



Vivado is complemented by the industry's first formalized design methodology, a growing portfolio of SmartCORE™ IP building blocks, the broadest qualified IP, software, and services ecosystem and a support team with increasing levels of architecture and application design expertise. Longer term, Xilinx has a vision to use its design technology to democratize the development of smarter systems, empowering not only hardware engineers, but also the significantly larger number of software and systems engineers.

Enabling Customer Innovation

Xilinx devices can be found in a broad range of applications, including Mars probes, robotic surgery systems, wired and wireless networking infrastructure, high definition video cameras and displays, and industrial manufacturing and automation equipment. In the future, Xilinx All Programmable devices will enable the realization of next generation smarter systems, which include real-time analytics of data and images, intelligent connected control, more optimized utilization of scarce resources, and higher safety and security. Future applications include Software Defined Networks (SDN) for both wired networks and data centers, Self Organizing Networks (SON) for wireless infrastructure, Smart Grid and Wind Turbines for renewable energy, Machine Vision and Control coupled with Machine to Machine (M2M) communication for smarter factories, Ultra High Definition (4K/2K) video infrastructure, and Advanced Drivers Assistance and Augmented Reality platforms for the next generation of smart automobiles.

ENABLING ALL PROGRAMMABLE AND SMARTER SYSTEMS

Xilinx All Programmable help create:

- Smarter networks
- Smarter data centers
- Smarter vision
- Smarter factories
- Smarter energy

Corporate Governance

OUR BOARD

Xilinx is committed to the highest standards of corporate governance, business conduct and ethics. 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.

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 which is reviewed regularly.

Our Nominating and Governance Committee is responsible for identifying and screening new candidates for Board membership and for overseeing the evaluation of Board members. Xilinx has adopted standards for director independence in compliance with the Security and Exchange Commission (SEC) and NASDAQ's independence standards. In FY2014, Xilinx had eight board members, seven of whom were independent directors.

Our Significant Corporate Governance Principles, the Director's Code of Ethics and the charters of our Audit Committee, Compensation Committee, Nominating and Governance Committee are available at our [Corporate Governance website](#).

CODE OF CONDUCT

Our Board has also 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 our directors, officers and employees are responsible for acting with integrity and honesty, for treating people fairly and for understanding the laws and the Xilinx policies that apply to our work.

Our Code of Conduct includes protections for employees who report violations of the Code of Conduct, other policies, laws, rules and regulations. We have implemented an Internet-based anonymous reporting process for employees to report violations they do not otherwise bring directly to management. The site can be accessed from our intranet as well as at our [Corporate Governance website](#).

We have a mandatory Code of Conduct training program. Every Xilinx employee is required to complete this training. Newly-hired employees are required to complete this training program soon after joining Xilinx, and current employees are required to complete a refresher program every year.

STOCKHOLDER COMMUNICATIONS

We encourage regular communication with investors and our stockholders. We also report our performance through quarterly conference calls and our Annual Report. Stockholders may initiate any communication with the Board in writing and send them addressed in care of our Corporate Secretary, at Xilinx, Inc., 2100 Logic Drive, San Jose, CA 95124, by email to corporate.secretary@xilinx.com or by fax to the Corporate Secretary at (408) 377-6137. Our Board has instructed the Corporate Secretary to forward such correspondence only to the intended recipients; however, the Board has also instructed the Corporate Secretary, prior to forwarding any correspondence, to review such correspondence and, in his or her discretion, not to forward certain items if they are deemed of a commercial or frivolous nature or otherwise inappropriate for the Board's consideration. In such cases, and as necessary for follow up at the Board's direction, correspondence may be forwarded elsewhere in the Company for review and possible response. This centralized process will assist our Board in reviewing and responding to stockholder communications in an appropriate manner.

Further information regarding stockholder communications with the Company is available in our 2014 Proxy Statement.

Awards

During our FY2014, Xilinx received numerous awards honoring our products. You can read more about some of these awards at the links provided below.

Industry Awards

October 7, 2013: [Thomson Reuters Names Xilinx to the World's Top 100 Most Innovative Organizations for 2013](#)

Xilinx was honored as a global innovator by Thomson Reuters as measured by a series of Thomson Reuter's proprietary patent-related metrics.

October 15, 2013: [Cisco Awards Xilinx Supply Chain Security Champion](#)

This award recognized Xilinx for embracing Cisco's goal of becoming its customers' No. 1 trusted IT Partner, and demonstrating innovation to address tainted and counterfeit goods and to protect intellectual property.

January 9, 2014: [ZTE Honors Xilinx with 2013 Global Partner Excellence Award](#)

Leading telecommunications and networking company ZTE, Inc. named Xilinx as the company's "2013 Global Partner Excellence" Award winner for outstanding technology, quality, delivery, cost and services performance throughout 2013.



Product Awards

April 24, 2013: [Virtex-7 and Vivado: ACE "Ultimate Products"](#)

Virtex-7 and Vivado Design Suite were named as 2013 ACE Award winners by EE Times and EDN.

July 23, 2013: [Virtex-7 wins 3D InCites Award](#)

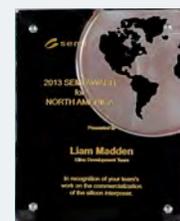
Virtex-7 won the "3D Products (Design/Process)" category in the 2013 3D InCites Awards, as presented by 3D InCites and TechSearch International.

October 17, 2013: [Virtex-7: 2013: Winner 2013 Innovation Award](#)

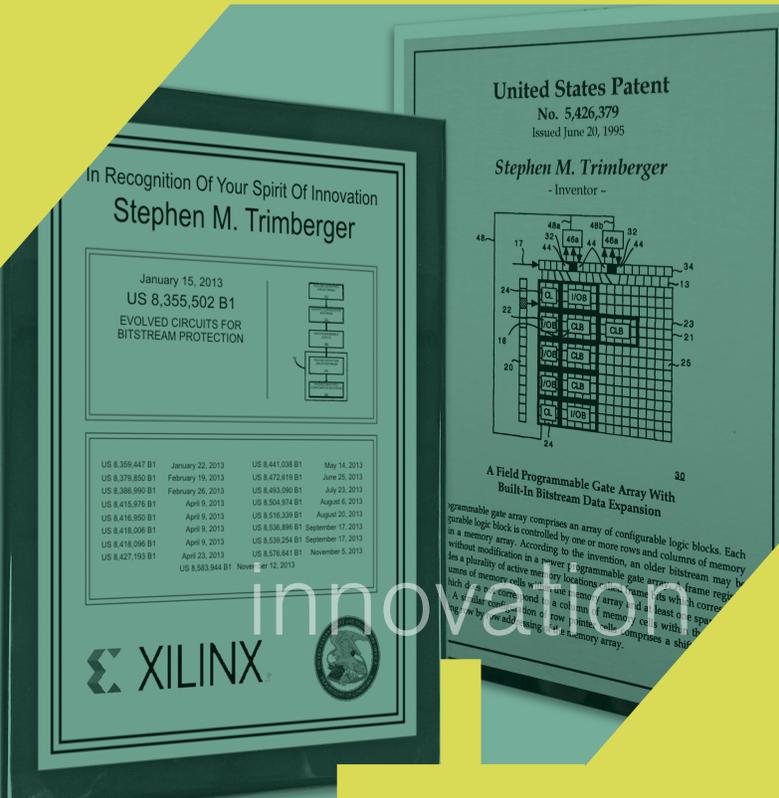
Virtex-7 was presented as winner of the SoC and Programmable Logic category of the 2013 Innovation Awards, organized by Italian magazine Selezione di Elettronica.

January 15, 2014: [Xilinx honored with SEMI Award](#)

A Xilinx development team was one of the two recipients of the 2013 SEMI Award for North America for its pioneering work in commercial 3D integrated circuit development. SEMI is the global industry association serving the manufacturing supply chain for the micro- and nano-electronics industries.



Our Corporate Responsibility Approach



innovation

collaboration



ENVIRONMENT, HEALTH AND SAFETY

We monitor resource and regulatory trends and are committed to setting focused targets for our key resources and emissions. We focus on reducing energy consumption where possible, using renewable resources, reducing the solid and chemical waste of our operations, avoiding and preventing pollutions, and minimizing our overall environmental impact in the communities around us. We also strive to provide a safe and healthy workplace for the Xilinx community by adhering to industry standards and measures.

COMMUNITY ENGAGEMENT

We are committed to growing strategic relationships with a wide range of local organizations and programs that are designed to develop and strengthen communities located around the world. Xilinx develops local community relationships at key sites through funding and involvement that encourages active participation, teamwork, and volunteerism. We are committed to charitable giving programs that work toward systemic change and measurable results.



LABOR PRACTICES

We provide a safe and healthy work environment where employee diversity is embraced and opportunities for training, growth, and advancement are strongly encouraged. The Xilinx Code of Social Responsibility outlines standards to ensure that working conditions at Xilinx are safe and that workers are treated with respect, fairness and dignity.

PRODUCT RESPONSIBILITY

Our industry leadership is best highlighted by strong endorsements from our customers, technology partners and other thought-leaders across the industry. We recruit world-class suppliers around the globe for their expertise in building reliable products and their ability to meet applicable product quality, environmental, and health and safety requirements such as ISO9001, TL9000, TS16949, MIL-PRF-38535, and ANSI S20.20, in addition to ISO 14001 and OHSAS 18001. Building high-quality products requires engineering integration and trusted partnerships. We work with industry leaders in the semiconductor device manufacturing industry in order to deliver the highest quality products to our customers.

Environment, Health & Safety



innovation



collaboration

Our EHS Policy

Since Xilinx was founded over thirty years ago, the values fostered by both management and employees focus on employee safety and satisfaction, being a friend to the global environment, and pursuing a sense of community both inside and outside the company. At Xilinx, our Environment, Health and Safety (EHS) Policy sustains and promotes these values. Our EHS Policy, which has been endorsed by our CEO, can be found on our [EHS website](#).

We use the global environmental management standard ISO 14001 and occupational health and safety standard OHSAS 18001 as the foundation of our EHS management system. Our global environmental programs and practices have been developed to identify, manage and control activities that have an environmental impact. Our operating regions communicate with each other to share standards, programs, and practices to ensure global EHS requirements are implemented and maintained. Through a combination of analysis and actions, we are changing the way we impact the environment by:

- Cutting down on waste
- Lowering energy use
- Using renewable resources
- Preventing pollution
- Complying with regulatory and legal requirements
- Designing for the complete and sustainable product lifecycle

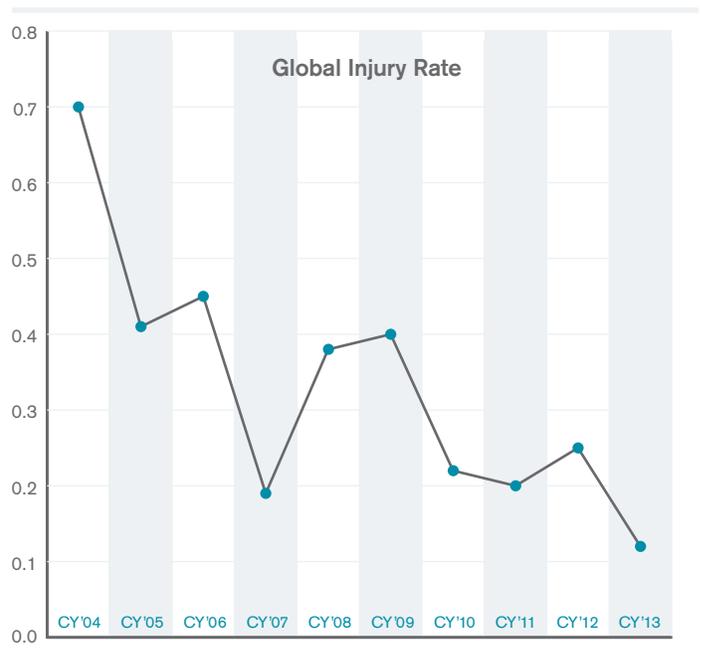
Employee Safety Management

We are focused on providing our employees a healthful work environment and preventing all workplace injuries, no matter how small. To accomplish these goals, we proactively conduct:

- Global risk assessments at major sites
- Annual indoor air quality analysis at major sites
- Specification of low volatile organic compounds (VOCs) materials usage in construction activities
- Installation of drinking water filtration systems
- Implementation of a global ergonomics program

Xilinx uses the Total Recordable Injury Rate (TRIR) calculation to measure the number of workplace injuries that occur each calendar year. Our high focus on managing risk has resulted in our injury rate decreasing over the last several years. In the event of an incident, we have created a comprehensive investigation framework that includes:

- Establishing the facts
- Identifying who or what was involved
- Identifying what hazards were present
- Establishing what controls failed
- Identifying actions to prevent a recurrence

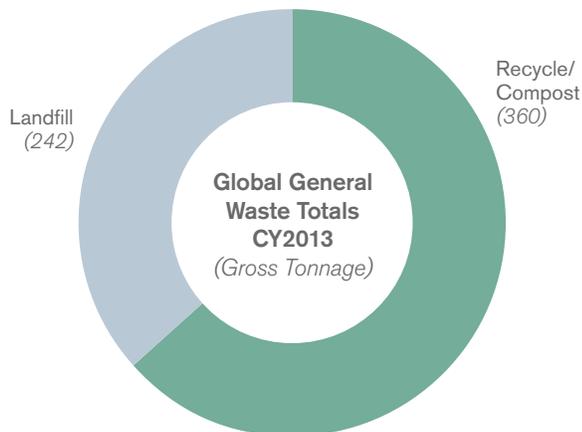


Driven by the combination of employee desire and the benefits of a healthier workforce, Xilinx has built onsite fitness centers to enhance our work environment.



Waste Management

We consistently seek to avoid waste generation by following a waste reduction program that focuses on the motto of “Reduce, Reuse, and Recycle.” Through our waste reduction efforts, in calendar year 2013 at our major sites including San Jose, Colorado, Ireland and Singapore, we achieved significant wastes recycled and composted versus sent to landfills.



Data excludes chemical disposal, cartridge recycling, and electronic waste.

Xilinx Celebrates Earth Day 2013

Xilinx employees also play a key role in supporting our environmentally-friendly goals in energy conservation and recycling. Xilinx annually celebrates Earth Day to raise environmental awareness throughout our company. For Earth Day 2013, Xilinx locations around the world hosted various events to demonstrate our ongoing commitment to environmental protection initiatives. For the last number of years, Xilinx has hosted electronics recycling events on or around Earth Day where employees are able to bring in electronics from home which Xilinx then collects and recycles on behalf of our employees. Each year has seen an increase in employee participation. In 2013, we collected more than 9,600 kilograms of e-waste through the employee electronics recycling program—an increase of more than 1,000 kilograms, or 7%, from 2012.



Carbon Footprint and Energy Usage

Xilinx also participates in the Carbon Disclosure Project (CDP). CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information regarding greenhouse gas (GHG) emissions measured in Carbon Dioxide Equivalent. Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Xilinx tracks this emission data for our major sites, including our corporate headquarters in San Jose, Colorado, Ireland, Singapore, and Hyderabad.



Since 2005, Xilinx US Operations have been supporting clean, renewable energy generation by committing to purchase renewable energy certificates (RECs) as part of the United States Environmental Protection Agency’s Climate Leader Program. For every kilowatt hour of RECs purchased by Xilinx, an equal amount of electricity from renewable resources (1,404 MWh purchased for CY2013 to CY2014) is being delivered to the electricity grid, helping to offset the need to generate electricity from other more polluting sources such as oil, natural gas, and coal.

In addition, 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, we are not a major water consumer, but we still believe every little bit of conservation helps. Some of our energy and water conservation projects include:

Use of High Efficiency HVAC Systems

- Office environmental conditions are kept comfortable for employees while reducing energy consumed as compared to standard efficiency type equipment
- Variable capacity systems help avoid over cooling or over heating spaces



Energy-Efficient Lighting Systems

- Offices feature environmentally friendly TL5 lamps and controls for scheduling after hours requirements as needed
- LED Lighting has been adopted and being installed as opportunities arise in Xilinx owned buildings
- Meeting Rooms, Restrooms, & Copy Rooms are controlled by occupancy sensors



Energy Saving Technologies

- Fuel Cells installed in 2012 at our San Jose campus
- Electric Vehicle Charging Stations installed in 2012 at our San Jose campus



Water Conservation Projects

- Low flow utilities
- Irrigation recycling
- Weather based irrigation controls
- Landscaping with indigenous plants



Our conservation efforts over the years have resulted in significant environmental design awards and certifications, including the following:

- **2002:** Architectural Institute of America, Colorado—Colorado Renewable Energy Society Award of Merit Xilinx Colorado
- **2003:** North American Gold Nugget Design Award for Excellence and Value Xilinx Colorado
- **2006:** Singaporean Building Authority CONQUAS award for building quality, constructability, and design Xilinx Singapore
- **2007:** Singaporean Building and Construction Authority (BCA) Green Mark Platinum Award for Energy Efficiency and Green Construction Xilinx Singapore
- **2007:** Leadership in Energy and Environmental Design (LEED) Award Xilinx San Jose

- **2008:** Singaporean BCA Universal Design Award for Built Environment (Silver) In recognition of embracing Universal Design to create a seamlessly connected and friendly built environment that caters to the varying needs of people with different physical disabilities Xilinx Singapore
- **2009:** Singapore Public Utilities Board (PUB) award for running a Water Efficient Building Xilinx Singapore
- **2009:** ASEAN Energy Awards (Winner)—Winner for ASEAN Best Practices for Energy Efficient Building Competition, New & Existing Category Xilinx Singapore

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. We believe that we can contribute by focusing on reducing waste, avoiding pollution and providing better products and services.

Workplace

innovation

+

collaboration



Our Labor Practices

Xilinx conducts its business with uncompromising integrity and promotes human rights within our sphere of corporate responsibility. Our policies and practices support our core beliefs and values, our guiding principles and our goals to make Xilinx the best place to work for every employee.

Code of Social Responsibility: Xilinx has always been committed to transparent business practices and to the highest ethical standards. These commitments are embedded in our company vision and engrained in the Xilinx Code of Social Responsibility. The Code summarizes Xilinx commitments to fair labor practices, ethical business standards and environment, health and safety protection, and more.

Freely Chosen Employment: Xilinx does not use forced, bonded or indentured labor or involuntary prison labor. Work will be voluntary, and employees are free to leave upon reasonable notice.

Child Labor Avoidance: Xilinx does not use child labor. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Xilinx supports the use of legitimate workplace apprenticeship programs, which comply with applicable laws and regulations. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs.

Humane Treatment: Xilinx does not allow or tolerate harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

Working Hours: Work weeks are not to exceed the maximum hours set by local law based on the acknowledgement that worker strain can lead to reduced productivity, increased turnover, and a heightened possibility of injury or illness.

Wages and Benefits: Compensation paid to employees comply with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. In compliance with local laws, employees are compensated for overtime at pay rates greater than regular hourly rates (as applicable or required by local laws).

Non-Discrimination: Xilinx is committed to a workforce free of harassment and unlawful discrimination. Xilinx will not engage in discrimination based on race, color, age, gender,

marital status, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or as otherwise prohibited by applicable laws in hiring and employment practices such as promotions, rewards, and access to training.

Freedom of Association: Xilinx respects the rights of workers to associate freely, join or not join labor unions, seek representation or join workers' councils in accordance with local laws. Based on the acknowledgement that open communication and direct engagement between employees and management are the most effective ways to resolve workplace and compensation issues, employees shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.

Our Employees

We employ workers in more than 20 countries. Below is a graphical breakdown of our global workforce, as of March 29, 2014. Xilinx’s “Pay for Performance” philosophy fosters and rewards employee achievements. This year-round process links individual performance to desired business results and our core values.

We strive to retain and develop our people, and to continuously improve performance. We are focused on providing impactful learning solutions to allow employees and the business to excel globally. For more information, see our [Life at Xilinx](#) website.

Note: Data shown in the graphs below are as of March 29, 2014



Community Engagement



innovation



collaboration



Global Corporate and Community Engagement

Xilinx has a long and proud history of giving back to the communities in which we operate. Our vision is to create global teams and charitable giving programs that set the standard for providing systemic change and measurable results. Global Corporate and Community Engagement develops local community relationships through funding and involvement that encourages active participation, teamwork, and volunteerism.



Xilinx gives preference to supporting opportunities that are initiated by and involve participation and empowerment of our employees. We engage with local communities in over 20 countries around the world through employee-driven programs that focus on education and charitable giving. We partner with local and global leaders to improve the quality of life in our communities, to instill pride in our employees, and to provide an environment that result in personal and professional growth.

Our vision is to influence the transformation of science and technology education in the 21st Century through dedicated partnerships between educators, community leaders, corporations and non-profit organizations. We are especially supportive of education models that provide systemic social impacts in our local and global communities focusing on outreach, volunteerism, teambuilding and philanthropy in the areas of STEAM (Science, Technology, Engineering, Arts, and Math), education, health and social services.

We also have charitable giving programs and other projects that help define the standard for impacting the global community. Through these programs, we make a positive impact on our global and local communities which includes customers, employees, stockholders, the environment and other stakeholders.

Xilinx Educational Ecosystem

The Global Educational Ecosystem is a public-private partnership involving businesses, school systems and oversight agencies around the world. The goal of the partnership is to foster education that prepares students to work and thrive in today's economy.

The Xilinx Educational Ecosystem, our signature philanthropy program worldwide, aims to impact and improve education for youth through financial assistance, student visits to worksites, outreach by our employees into schools, internships, etc. Xilinx contributions to the Global Educational Ecosystem program totaled US\$495,000 in fiscal 2014. Approximately seventy five percent of annual grants are dedicated to core science and technology programs. The remaining twenty-five percent of the funding focuses on enrichment programs in arts, social studies, health education, community services, and more.

Xilinx Educational Ecosystem Documentary



In 2007, Xilinx established a “K-to-Corporate” public-private partnership model providing funding and services to public schools near the company's headquarters in San Jose, California, receiving several awards from various educational organizations in Silicon Valley. This program has since expanded to cover Xilinx sites in Colorado, Ireland, India, and Singapore, covering a total of 13 schools globally.

On October 29, 2013, Xilinx employees, community partner organizations and nearby schools came to Xilinx's campus in San Jose for the premiere of a documentary about the Xilinx Educational Ecosystem and the benefits of partnerships between nonprofits, schools and businesses. The documentary focuses on the ecosystem in San Jose and common goals and benefits that drive the worldwide Xilinx educational ecosystems.

Employee-Driven Community Engagement

Xilinx employees and their families invest time in local communities every day. We encourage our employees to donate clothes, books, non-perishable food, toys, and other items to benefit community organizations. When a crisis happens, we contribute plans and actions that help meet the immediate and the long-term needs of those affected.

We also encourage our employees to engage with their communities in ways that strengthen their teams at work. Community service projects bring people closer together, enrich their relationships, and make our company stronger. Xilinx employees play a key role in helping to direct a significant portion of our charitable grant-making. When they make monetary gifts to local non-profits, Xilinx matches them with one-year grants, up to \$500 per employee.



Xilinx Global Day of Service

On May 17, 2013, Xilinx employees around the world made history with the first-ever Xilinx Global Day of Service. More than 20% of our workforce (645 people) participated in local service projects, donating 925 hours to 20 organizations in 17 locations around the world. The Global Day of Service also included cash donations of \$20,000, as well as in-kind donations of food, clothing, books, toys, household goods, healthcare supplies and even 109 pints of blood.



Relay for Life

The American Cancer Society Relay For Life is a 24-hour cancer awareness event which raises funds for cancer research, patient and family support services, and cancer awareness. Xilinx participates in both the [Cambrian](#) and [Longmont](#) Relays annually. Since its inception in 2009, the Cambrian Relay has raised more than \$1 million, becoming the fourth largest Relay in California. Xilinx has continued its multi-layered support for this impactful event since then, contributing corporate dollars as a headline sponsor, encouraging employee participation, fundraising and volunteering for the event, and serving in a leadership position in the event committee.



Xilinx Singapore Employees Care for the Elderly

Xilinx employees in Singapore volunteer at the Thian Leng Elderly Home in Singapore. The local Corporate and Community Engagement team organizes visits once or twice a year. Some Xilinx volunteers visited the home on July 19, 2013, bringing joy and fun to all with Bingo games, sing a-long songs and delicious food. They put company logo stickers on 60 back-scratchers and passed them and packs of tissues to every resident. They also spent time talking to the bedridden residents and handing out gifts to each of them at their beds.



Xilinx Community Spirit in Africa

In September 2013, a Xilinx Ireland employee joined 20 volunteers to finish new classroom accommodations for a small remote community in Kenya. They helped to complete the refurbishment of four in-progress classrooms and a principal's office, and then helped build four additional classrooms and new washrooms. The work started with pouring cement floors into the eight classrooms and plastering the interior and exterior walls. There was no access to a cement mixer, so it all had to be mixed by hand. As finishing touches, the windows, doors, and blackboards were installed and all walls were painted.



Happy Hollow & Summer Interns

As part of the Xilinx University Relations program, Xilinx employees and interns participated in a skills-based volunteer project. The team used Xilinx parts to rebuild and old broken learning module and created an exciting and educational high-tech learning kiosk at the [Happy Hollow Park & Zoo](#) that tells the jaguar habitat story in an interactive way. They showcased their diverse talents, ranging from hardware design to software development to finance and management. Members of the team were put in a leadership role and were tasked with a level of ownership and project management that, without this program, may not have been available to them until later in their careers.



Corporate Philanthropy

In addition to matching employee donations to non-profit community organizations and financial support for the Global Educational Ecosystem described above, Xilinx makes charitable donations to support the arts, healthcare, and community and social services. For example, Xilinx supports health-related fund-raising events that fuel research and treatment programs. We also bring healthcare advocates and experts to our work sites, so that employees can easily learn about health options, offerings, and research.

Tech Awards 2013 Sponsorship

Xilinx was a proud supporting program sponsor of The Tech Awards 2013—Technology Benefiting Humanity, a global showcase for innovative uses of technology as well as a fundraiser for The Tech Museum.



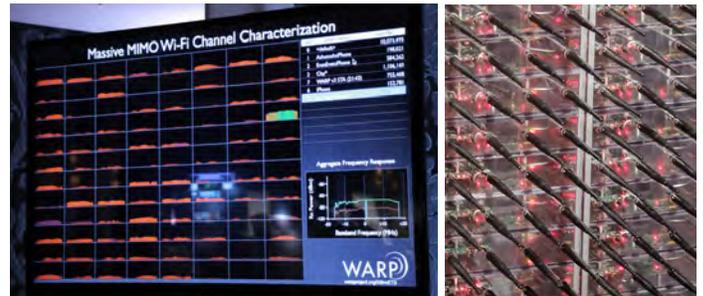
Top Corporate Philanthropists in the Bay Area

On July 24, 2013, the San Francisco Business Times honored the “Top Corporate Philanthropists in the Bay Area” at an awards summit. For donations to Bay Area charities, Xilinx ranked 36 out of the 77 with donations in excess of one million dollars.

Xilinx University Program (XUP)

Every year, Xilinx All Programmable field programmable gate arrays (FPGAs) enhance the teaching and research programs of educational institutions in more than 90 countries around the world. The Xilinx University Program (XUP) helps educators affordably introduce relevant technology courses, and create environments for relevant and engaging learning experiences.

Thousands of professors, and hundreds of thousands of students, turn their concepts into reality using Xilinx software tools and programmable devices. For many undergraduate students, this is their first experience in designing and implementing a digital system. For many postgraduate students and professors, Xilinx All Programmable technologies are essential to the success of their research dissertations and technical papers. XUP also provides free training workshops and seminars to professors and educators so that they may keep their skills up to date and be able to instruct their students in industry-leading practices.



Massive MIMO communications research by the WARP team of Rice University, Texas, enabled by Xilinx All Programmable FPGAs.

Xilinx plays a proactive role in disseminating best practices globally. Through extensive partnerships with leading schools, XUP sponsors and promotes emerging trends in teaching and research. One example is the Wireless Open-Access Research Platform (WARP) from Rice University. Another excellent example is the NetFPGA program at Stanford and Cambridge universities that help disseminate the latest innovations in networking hardware and software to more than 100 institutions worldwide. XUP also organizes and sponsors student design contests to promote innovative thinking among the next generation of young engineers.

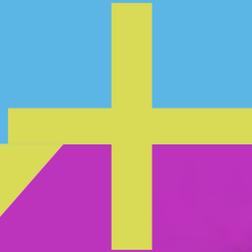
XUP and Xilinx Research Labs partner to provide timely technical advice and support for a wide range of academic initiatives. Staff from both groups regularly participate in and present papers at international conferences and workshops. In 2013 alone, more than 2,250 technical papers were published in academic conferences and journals on research innovations that were enabled by Xilinx All Programmable technologies. Meanwhile, more than 250,000 undergraduate students learned about modern systems design with FPGAs through the support of XUP.

Further details on XUP are available at [Xilinx University Program website](#).

Product Responsibility



innovation



collaboration



Product Quality

Trust is earned over time, by performing consistently and delivering results that exceed expectations. Over the last 30 years, Xilinx has demonstrated and proven that our 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 All Programmable devices and design methodologies are enabling unprecedented customer innovation with shorter time to market and lower costs. For details on how Xilinx is committed to achieving the highest quality, visit our [Quality and Reliability website](#).

Material Composition

Xilinx publishes information about our products' material content, so our customers can be assured our products are fully compliant with not only regulatory requirements but our customers' specific requirements as well. Information regarding the following can be found at the relevant Xilinx web links listed below.

- [Packaging Specifications](#)
- [RoHS 5 of 6](#)
- [RoHS 6 of 6](#)
- [China RoHS](#)
- [REACH](#)

Additional related information can be accessed from the sources found at the Xilinx websites below:

- [ROHS, WEEE and ELV](#)
- [Device Reliability Report](#)
- [PFOS](#)
- [Deca-BDE](#)
- [Conflict Minerals](#)

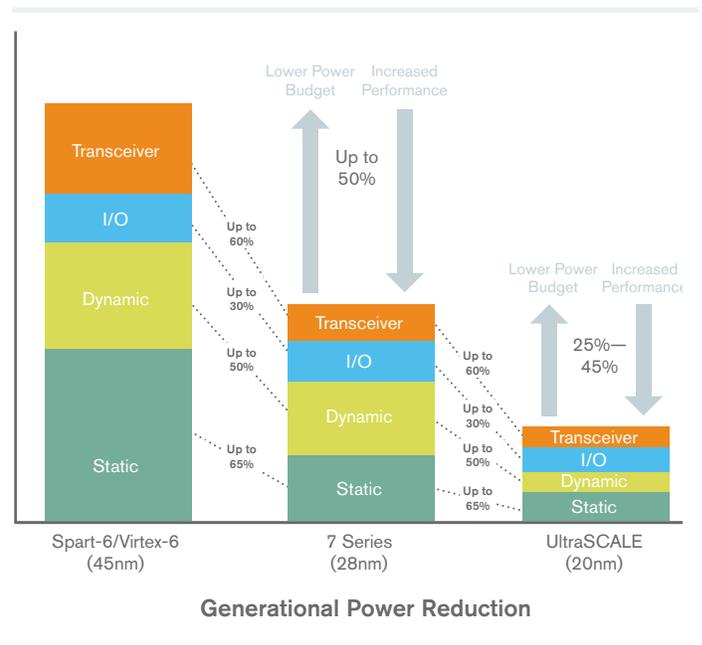
Power Reduction

Through silicon process selection, architectural innovation, and robust power estimation and optimization tools, Xilinx All Programmable devices continue to deliver unrivaled system level power reduction with each successive generation of All Programmable logic families.

With our UltraScale device families, low-power semiconductor processing coupled with significant static and dynamic power gating enabled through silicon and software techniques results in up to 45% overall system power savings over the Xilinx 7 series devices—already the lowest power programmable logic device leader.

As the only 28nm FPGAs fabricated on a high-performance, low-power process (28HPL), 7 series devices offer lower total power consumption and superior performance per watt compared to competing solutions. Architectural and block level innovations unique to Xilinx add to the power advantages at every level. In addition, to ensure a smooth production rollout of systems, 7 series FPGAs provide:

- Credible power estimation and optimization
- Stable power specifications
- Available device power options



For the complete power overview please visit our [Power Efficiency website](#).

Supplier Responsibility

Xilinx partners closely with leaders in the semiconductor device manufacturing industry. Our fabless model allows our 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.

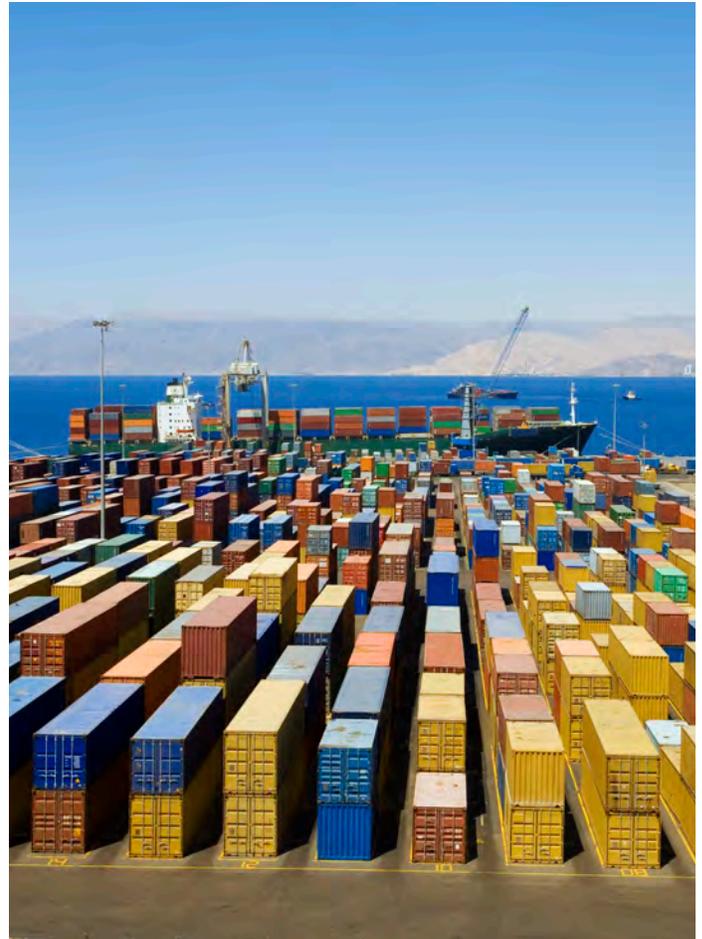
Our partners provide the highest quality products and services. We continuously monitor their documented procedures to ensure conformance to requirements specified for our approved suppliers list. Xilinx can revoke "Approved Supplier" status if a supplier fails to meet specification requirements.

For more information about our Approved Supplier program, please visit our [Supplier Management website](#).

Xilinx Supplier Ethics & Compliance: 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 Supplier Ethics & Compliance Policy outlines the basic tenets required of our suppliers. The commitment of our valued suppliers to the word and spirit of our Supplier Ethics & Compliance Policy is essential to our mutual long-term success.

California Transparency in Supply Chains Act of 2010: Xilinx strongly opposes the practice of slavery or human trafficking and fully supports those efforts embodied in the California Transparency in Supply Chains Act to eradicate these activities. Accordingly, Xilinx utilizes several approaches designed to ensure and verify the absence of these practices in our supply chain.

Xilinx Statement regarding Conflict Minerals: Conflict Minerals originate from mining activities in the Democratic Republic of the Congo (DRC) and its neighboring countries, the proceeds of which have been used to fuel conflicts and human rights abuses by financing armed groups. In accordance with the Conflict Minerals provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, Xilinx actively supports efforts to eliminate the use of Conflict Minerals in our supply chain.



Cargo Security Programs: 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.

Resources



innovation

collaboration



Additional information regarding our business and corporate responsibility activities is available on our website and elsewhere online at the following sites:

- [Company Overview](#)
- [Community Engagement](#)
- [Corporate Governance](#)
- [Corporate Responsibility](#)
- [Economic and Financial](#)
- [Enabling Customer Innovation](#)
- [Environmental, Health and Safety](#)
- [Investor Relations](#)
- [SEC Filings and Financial Information](#)
- [Quality and Reliability](#)
- [Working at Xilinx](#)
- [Xcell Daily Blog](#)
- [Xilinx in the News](#)

Contact Us

Xilinx welcomes your questions and comments on topics covered in this Report. These can be submitted by email to corpresp@xilinx.com or to Xilinx headquarters at:

Xilinx, Inc.
Corporate Responsibility
2100 Logic Drive
San Jose, California 95124
United States
www.xilinx.com



ALL PROGRAMMABLE™

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

www.xilinx.com

This Report may contain forward-looking statements and projections. Forward-looking statements and projections can often be identified by the use of forward-looking words such as “expect,” “believe,” “may,” “will,” “could,” “anticipate,” “estimate,” “continue,” “plan,” “intend,” “project” or other similar expressions. Statements that refer to or are based on projections, uncertain events or assumptions also identify forward-looking statements. Undue reliance should not be placed on such forward-looking statements and projections, which speak only as of the date they are made. We undertake no obligation to update such forward-looking statements. Actual events and results may differ materially from those in the forward-looking statements and are subject to risks and uncertainties.

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

© Copyright 2014 Xilinx, Inc. Xilinx, the Xilinx logo, Artix, ISE, Kintex, Spartan, Virtex, Vivado, Zynq, and other designated brands included herein are trademarks of Xilinx in the United States and other countries. ARM, AMBA, Cortex, and MPCore are trademarks of ARM in the EU and other countries. PCIe is a trademark of PCI-SIG and used under license. All other trademarks are the property of their respective owners.