Fiscal Year 2017
Corporate Responsibility Report
Shaping the Future of Next Generation Systems
Message from our President and CEO

We are committed to being an ethical and exemplary global corporate citizen that improves our environment, society and economy.

We know that there are many opportunities to resolve global challenges with technology and are honored to collaborate with our customers and local communities to shape the future of next generation-systems. These are exciting times at Xilinx. With over 4,000 patents and more than 60 industry firsts, we continue to pioneer new programmable technology. Today Xilinx’s portfolio combines All Programmable devices in the categories of FPGAs, SoCs, and 3DICs, as well as All Programming models, including software-defined development environments. Our products are enabling smart, connected, and differentiated applications driven by 5G Wireless, Embedded Vision, Industrial IoT, Cloud Computing and Machine Learning.

Diversity is core to our culture. We provide equal opportunity 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. In that vein, we understand that sound governance is essential to our success. Xilinx’s Board of Directors has appointed four new members over the past two years. We also recently revised our Significant Corporate Governance Principles to affirm our commitment to a policy of inclusion that actively seeks director candidates reflecting a diversity of backgrounds, perspectives, experiences, gender, race and ethnicity.

Finally, in executing our corporate strategy, we take a global approach to our Environment, Health and Safety Management System that encourages collaboration and integration across all operations of our business. We are committed to the protection of the environment and maintaining a safe and healthy workplace. As a result, we have implemented efforts to minimize our overall environmental impact, consistent with global climate change efforts.

I invite you to read our FY2017 Corporate Responsibility Report to learn more about the innovative programs that we have put in place and our accomplishments to-date that have had a positive impact on our employees, the environment and local communities.

Moshe Gavrielov
President and CEO
Xilinx, Inc.
August 8, 2017
About This Report

This report covers our fiscal year 2017 which runs from April 1 2016 to March 31 2017 and contains Standard Disclosures from the GRI Sustainability Reporting Guidelines.

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, Artix, ISE, Kintex, Spartan, 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

You may know Xilinx because we invented the FPGA. Or maybe you know us because we turned the semiconductor world upside down and created the fabless model. With over 4000 patents and more than 60 industry firsts, we continue to pioneer new programmable technology putting our customers first. Today Xilinx’s portfolio combines All Programmable devices in the categories of FPGAs, SoCs, and 3DICs, as well as All Programming models, including software-defined development environments. Our products are enabling smart, connected, and differentiated applications driven by 5G Wireless, Embedded Vision, Industrial IoT, and Cloud Computing.

~3,800
Employees Worldwide

20,000+
Customers

60+
Industry Firsts

4000+
Patents
Community Giving

At Xilinx we take pride in supporting both our internal and external communities. We develop programs for our employees and surrounding communities that create a social impact through outreach, volunteerism, teambuilding and philanthropy. Our vision is to have a systemic impact in our local and global communities through outreach, volunteerism, teambuilding and philanthropy in the areas of Education, Health, Arts, and Social Services.

**XILINX GIVES**

For more information about Xilinx Community Giving projects and events visit [Community Giving](#).
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 and we are committed to providing equal opportunity 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 provides Xilinx employees the opportunity and resources to tap into an ecosystem of learning, and engage in a social and collaborative learning environment that supports their career growth and goals.

You can read more about the programs and policies Xilinx has implemented to support and develop its workforce here:

- [Careers at Xilinx](#)
- [Diversity and Inclusion](#)
- [University Recruiting](#)
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 Environmental Health and Safety Management System (EHSMS).

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 EHSMS is embedded in the company’s ONEXILINX culture and applied at all levels of the organization.

Our Employees Embrace Earth Day

Xilinx Celebrates Annual Earth Day events which encourages employee participation in projects and lifestyle choices that improve the condition of our planet. The growing amount of electronic waste produced each year has led to Xilinx Earth Day e-waste collections and recycling events. This year, over 3,800 kilograms (8370 lbs.) of household e-waste was collected globally.
In FY2017 Xilinx completed the total renovation of a 22 year old, 80,000 square foot building at our San Jose campus with the primary scope objective of improving energy efficiency.

- Overall renovations to the building will offset previous energy load by 60% (data to be captured beginning in CY2017)
- Solar panels installed on the roof and at the window awnings produce enough energy to power 100% of the building’s office spaces
- Five Light Wells increased natural sunlight penetrations into the building decreasing artificial lighting needs
- 99% of all lighting fixtures installed throughout the building are low wattage LED’s, reducing overall energy consumption and cooling requirements
- Installation of new roofing, exterior insulation and a composite outer skin substantially decreased building energy requirements
- Cabinetry and staircases in the building were constructed from repurposed wood ceiling beams that were recovered during construction.
- 86% of the construction debris was recycled
- Majority of raw materials and furniture were supplied from factories located in the U.S.
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 percent by CY2019, beginning with our baseline of calendar year 2014.

Since 2005, Xilinx US Operations has committed to supporting clean, renewable energy generation by purchasing renewable energy certificates (RECs) as part of the United States Environmental Protection Agency's Climate Leader Program. Xilinx purchased 3,073 MWH in CY2016, and has purchased 6,146 MWH for calendar years 2017 to 2018. 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.

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 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
- Controls 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 percent of the sun's energy, allowing for less mechanical cooling energy to be consumed
- Rooftop solar hot water collectors to 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 (UPS’s) – (San Jose Campus)
- High Efficiency Electrical Transformers
- Energy Monitoring/Management software that helps identify and quantify potential energy saving opportunities
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.

Water Conservation Projects
• Weather-based irrigation controls
• H2O Utilization Awareness Program
• Strategic abandonment of landscape irrigation due to drought conditions
• Low-flow fixture retrofits

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. Two of our five major sites, San Jose and Ireland, on average achieved well over 90% waste reduction in calendar year 2016. 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.

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 has resulted in a downward trend over the past several years, well below the EPA requirements for Conditionally Exempt Small Quantity Generators.

Employee Safety Management
To prevent workplace injuries, we provide initial and ongoing health and safety-related training to our employees that meet 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 US Department of Labor.
Xilinx University Program

The Xilinx University Program (XUP) helps institutions of higher education deploy Xilinx technologies in their teaching and research. Each year, the program and its network of partners support many professors and students worldwide. We enable academics to improve the quality of their teaching and research by providing access to the latest All Programmable technologies.

As Xilinx continues to pioneer new All Programmable systems-on-chip and software-defined technologies, we will also continue to support and empower professors and their students to innovate and realize even more ambitious goals.

Further details on the Xilinx University Program are available at Xilinx University Program.
Product Quality

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

Xilinx Product Quality certifications include:

- TL9000/ISO9001 Certification
- ISO/TS16949
- QML per MIL-PRF-38535
- STACK Certification

For more information see Quality and Reliability.

Product Responsibility

Supply Chain Materials & 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 5 of 6
- Device Reliability Report
- ROHS 6 of 6
- Conflict Minerals
- China RoHS

Our Supplier Ethics & 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 2017 Fiscal Year

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<th>GRI Content Index</th>
<th>Performance Indicators</th>
<th>Data &amp; Website links</th>
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<td>G4-3</td>
<td>Company name</td>
<td>Xilinx, Inc.</td>
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<td>Primary brands, products and services</td>
<td>About Xilinx</td>
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<td>G4-5</td>
<td>Location of Company’s Headquarters</td>
<td>San Jose, California</td>
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<td>G4-6</td>
<td>Main Countries of Operation Business &amp; Sales Offices</td>
<td>Main offices, Business and Sales Offices</td>
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<td>Nature of Ownership and legal form</td>
<td>Form 10-K</td>
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<td>G4-8</td>
<td>Markets served (e.g. sectors, customers)</td>
<td>Form 10-K</td>
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<td><strong>G4-9</strong></td>
<td>Total Revenue (In thousands USD except per share amounts)</td>
<td>FY 2017</td>
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<tr>
<td></td>
<td>Operating Income</td>
<td>$2,349,330</td>
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<td>Net Income</td>
<td>$699,394</td>
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<td>Diluted Earnings Per Share</td>
<td>$2.32</td>
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<td>Cash Dividends Per Share</td>
<td>$1.32</td>
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### Revenue by End Market
- Industrial Aerospace & Defense: 41%
- Communications & Data Center: 42%
- Broadcast, Consumer & Automotive: 17%

### Percent of Revenue by Region
- North America: 31%
- Asia Pacific: 41%
- Europe: 20%
- Japan: 8%

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<th>G4-13</th>
<th>Significant changes during reporting Period</th>
<th>NONE</th>
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<td>Corporate Governance</td>
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<td>G4-16</td>
<td>Membership &amp; Associations</td>
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- 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)
- Electronic Industry Citizenship Coalition Online Sustainability Data Management System (EICC-ON)
- Carbon Disclosure Project (CDP)
- OpenPOWER Foundation
### Awards

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<tr>
<td>Awards</td>
<td>2016 Top 100 Global Innovators (5 years running) By Clarivate Analytics fka Thomson Reuters</td>
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### Total Patents

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<tr>
<td>Total Patents</td>
<td>4000+</td>
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### G4-28 Reporting Period

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<td>G4-28 Reporting Period</td>
<td>Fiscal Year 2017</td>
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### G4-29 Date of previous report

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<tr>
<td>G4-29 Date of previous report</td>
<td>July 2016</td>
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### G4-32 In-accordance option chosen

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<td>G4-32 In-accordance option chosen</td>
<td>GRI Standard Disclosures</td>
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### 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**

- *2017 Proxy Statement*

**Code of Conduct**

- *Xilinx Code of Conduct*

**Annual Code of Conduct Training**

- Mandatory for all regular employees and all interns. FY2017 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: Moshe Gavrielov  
- Chairman of the Board: Dennis Segers

**G4-51 Board Compensation Reporting**

- *2017 Proxy Statement*

**G4-56 Privacy Policy**

- *Privacy*

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### Employee Profile, Labor Practices

**G4-9 Worldwide Employees**

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| Worldwide Employees | ~3800 Regular Full & Part-Time Employees in 22 countries  
9% employee increase from fiscal year 2016  
Global Intern conversion to employment 35% |

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<tr>
<td>North America</td>
<td>52.4%</td>
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<td>Asia Pacific</td>
<td>16.6%</td>
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<tr>
<td>India</td>
<td>18.4%</td>
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<tr>
<td>Europe</td>
<td>12.2%</td>
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<tr>
<td>Japan</td>
<td>1.4%</td>
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**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: 78% participation
<table>
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<tr>
<th>G4-LA6</th>
<th>Injuries and work related fatalities CY2016</th>
<th>Worldwide Recordable Injuries: 9 No fatalities</th>
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<td>G4-LA9</td>
<td>Employee training</td>
<td>Engaging in a Learning Culture</td>
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<td>G4-LA10</td>
<td>Employee skills and learning</td>
<td>Xilinx employees engage in average of 5,000+ hours of learning per month (average of 1.4 hours of learning per employee per month at 3500 employees)</td>
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<td>G4-LA11</td>
<td>Employee performance reviews</td>
<td>Twice annually</td>
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<td>G4-LA12</td>
<td>Diversity of Governance Bodies and Employees</td>
<td>Diversity and Inclusion</td>
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**Community Giving**

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**Environment and Sustainability**

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<td>Environmental Health and Safety Xilinx EHS POLICY</td>
<td>Executive Management’s commitment to Environment, Health &amp; Safety</td>
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<tr>
<td>Global Sq. Footage at Main Sites</td>
<td>1,431,034 (San Jose, CA USA; Longmont, CO USA; Dublin, Ireland; Singapore; Hyderabad, India.</td>
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<tr>
<td>G4-EN3</td>
<td>Energy Consumption within Company</td>
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<td>G4-EN6</td>
<td>Reduction of Energy Consumption</td>
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<td>G4-EN6</td>
<td>Purchase of RECs CY2016</td>
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<td>Water withdrawal</td>
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<td>G4-EN15</td>
<td>Scope 1 Direct GHG Emissions</td>
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<td>Scope 2 Indirect GHG Emissions</td>
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<td>G4-EN29</td>
<td>Environmental Fines and Sanctions for noncompliance with laws</td>
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<td>Company’s Supply Chain</td>
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<td>Conflict Minerals Report</td>
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<td>C-TPAT (U.S.) STP+ (Singapore) Certification AEO (Europe)</td>
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