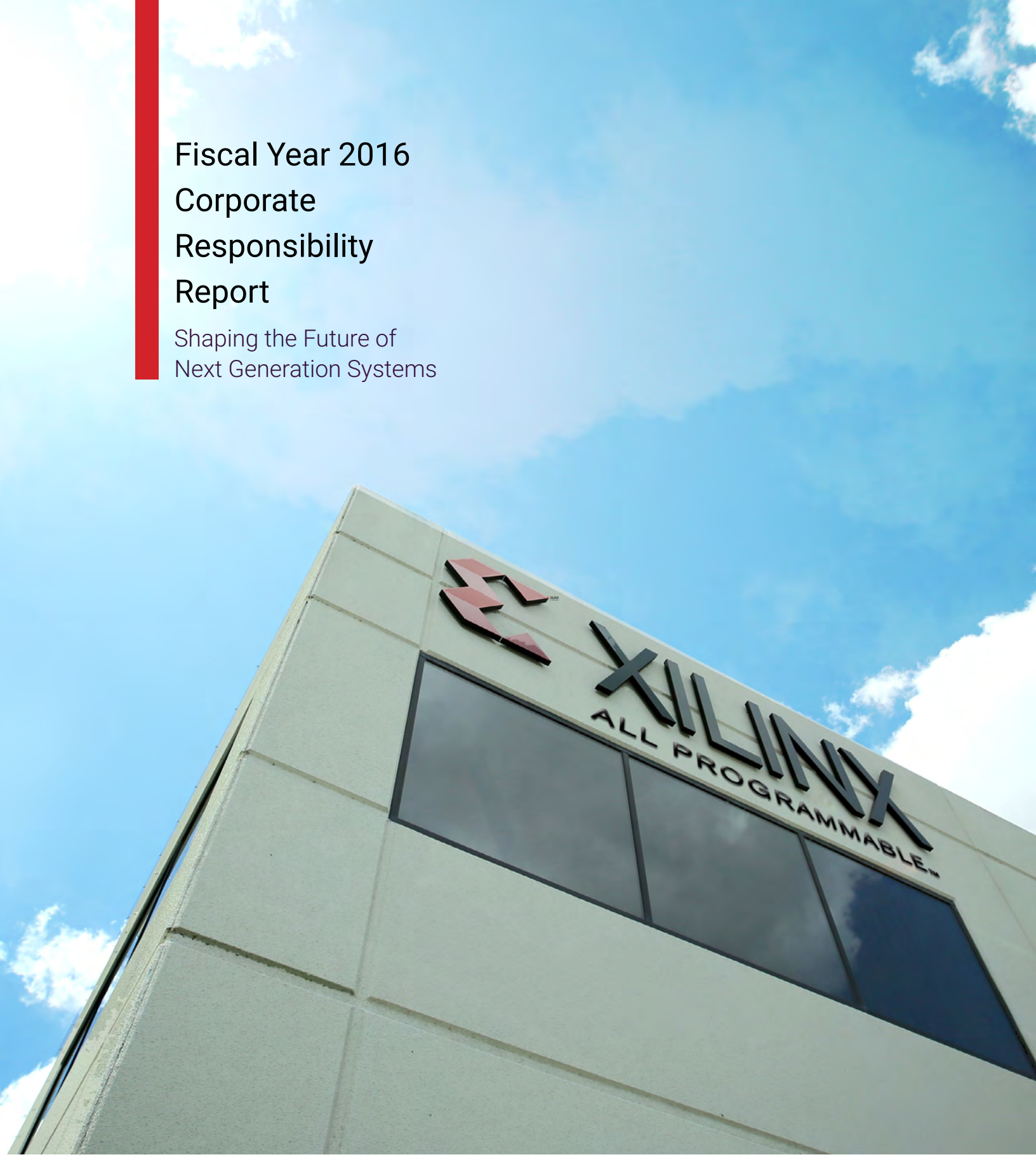
Fiscal Year 2016 Corporate Responsibility Report

Shaping the Future of Next Generation Systems



XILINX
ALL PROGRAMMABLE™

Contents

Message from our President and CEO

These are exciting times at Xilinx. Systems and networks are evolving to become more software-defined and virtualized, video is everywhere, more machines are connected and augmented with "vision," wireless is moving to 5G, and ever more processing is performed in the cloud. To enable these industry megatrends, Xilinx is delivering new generations of All Programmable devices and design environments. We know that there are many opportunities to resolve global challenges with technology, and are honored to partner with our customers and local communities to shape the future of next-generation systems in the world.

Xilinx is committed to delivering innovations that allow our customers to create electronic products that are advancing the world. At the same time, we are committed to being an ethical and exemplary global corporate citizen that contributes to improve our environment, society, and economy.

Our dynamic, innovative and diverse work force is Xilinx's greatest asset. We invest in our employees' personal and professional growth and we are committed to providing a safe, ethical, respectful, and equal-opportunity work environment. Our employees not only create world-changing technology but also actively donate their time to enrich their communities and foster the next generation of innovators.

I invite you to read our FY2016 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 and local communities.

Moshe Gavrielov
President and CEO
Xilinx, Inc.

About This Report

This Report covers our fiscal year 2016 which runs from March 29, 2015 to April 2, 2016, and all of our operations around the world, unless stated otherwise. This is our third annual report.

This Report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. The GRI has become the most widely used, comprehensive sustainability reporting standard in the world for organizations to report economic, environmental, social and governance performance (www.globalreporting.org). A GRI Content Index is included in this report as an Appendix. Additional information about Xilinx is available in our 2016 Annual Report on Form 10K and at www.xilinx.com.

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

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

Our Corporate Responsibility Approach

Xilinx places high emphasis on corporate responsibility matters that are important to our stakeholders and our business. We draw upon internationally-recognized standards that promote social and environmental responsibility, such as the standards described in the Electronics Industry Citizenship Coalition (EICC) Code of Conduct.
http://www.eiccoalition.org

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

Governance and Ethics

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

Workplace

We provide a safe and healthy work environment for all employees. Employee diversity and inclusion is embraced, and opportunities for training, growth, and advancement are strongly encouraged. We provide a broad set of benefits that meet the diverse needs of our global workforce.

Product Responsibility

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

Environment, Health and Safety

The quality of products, services, and employee morale are enhanced by a safe and healthy work environment. We focus on reducing natural resource use, the solid and chemical waste of our operations, and minimizing our overall environmental impact on the communities around us.

Community

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

Supplier Responsibility

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

Stakeholder Engagement

Xilinx engages with a wide range of stakeholders on matters that affect our Company's operations. They include employees, customers, developers, stockholders, suppliers, educators, and local communities.

Employees

We host lunch-and-learn sessions from time to time, and encourage managers to meet with their employees to discuss performance, growth, and development opportunities. Our employees stay current on corporate and site-specific information through our Company intranet, newsletters, and through regular department and leadership communications.

Customers

Our user community forums and blogs enable customers to share, discuss, and resolve issues. The Xcell Daily Blog provides coverage on the latest applications and technologies. Our live product training assists users with foundational design knowledge. Our authorized training providers deliver online interactive training via an innovative training portal.

Stockholders

We engage in regular dialog on governance, executive compensation, and performance matters with investors and analysts.

Suppliers

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

Developers and Alliance Program Members

We offer tools, libraries and methodologies that lower development time and allow developers and our Alliance Program partners to create custom hardware accelerators easily to meet customer needs.

Educators

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

Local Communities

We partner with philanthrophic and civic organizations to improve education and address other important social concerns where our employees live and work.

Memberships & Associations

We participate in industry, trade, and community organizations to address emerging business and social issues, environmental challenges, to keep current on industry trends and best practices. Our memberships include the following:

- AVnu Alliance
- Cache Coherent Interconnect for Acceleration (CCIX)
- Corporate Executive Board (CEB)
- Council for Global Immigration
- Electronic Industry Citizenship Coalition Online Sustainability Data Management System (EICC-ON)
- Embedded Vision Alliance (EVA)
- Forum of Incident Response and Security Teams (FIRST)
- Global Semiconductor Alliance (GSA)
- Industrial Internet Consortium (IIC)
- Innovation Value Institute (IVI)
- Institute of Electrical and Electronics Engineers (IEEE)
- Joint Electron Device Engineering Council (JEDEC)
- OpenPOWER Foundation
- San Jose Silicon Valley Chamber of Commerce
- Silicon Valley Community Foundation
- Society for Human Resource Management (SHRM)
- U.S. Commerce Department Information Systems Technical Advisory Committee (ISTAC)
- U.S. Customs-Trade Partnership Against Terrorism (C-TPAT); EU Authorized Economic Operator (AEO); Singapore Strategic Trade Partnership (STP)
- U.S. Environmental Protection Agency Green Power Partnership

Company Overview

At a Glance

Xilinx, Inc. (Xilinx, the Company or we) was founded and incorporated in California in February 1984. In April 1990, the Company was reincorporated in Delaware. It is a publicly-listed company on The NASDAQ Global Select Market, trading under the ticker symbol "XLNX."

~3,500
Employees Wordwide

20,000+
Customers

60+
Industry Firsts

3500+
Patents

Headquarters

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

Locations

Sales offices, operations hubs, and research and development sites in 19 countries -- Belgium, Canada, China, Finland, France, Germany, Hong Kong, India, Ireland, Israel, Italy, Japan, Korea, the Philippines, Singapore, Sweden, Taiwan, the United Kingdom (including England, Scotland, and Northern Ireland), and the United States.

Customers

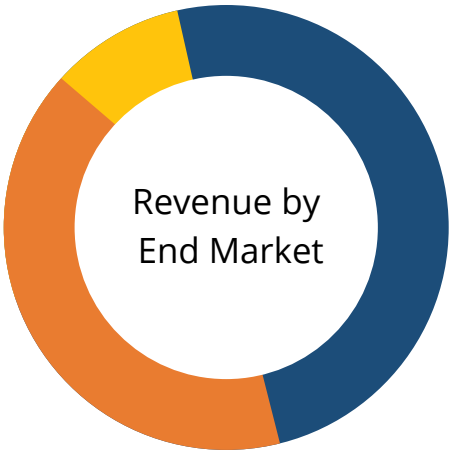
20,000+ customers in key markets -- aerospace and defense; automotive, broadcast, communications and data center; consumer and industrial.

Additional information about Xilinx products, operations and financial statement is available in our 2016 Annual Report on Form 10-K, and at our website: www.xilinx.com

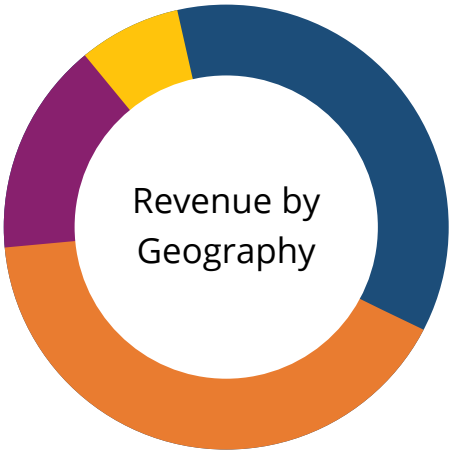
Financial Highlights

The financial data below covers our subsidiaries and affiliates where we have direct operational control. It excludes outsourced operations performed by independent third parties. We have not made any material financial restatements from the prior year to this year. Additional information is available in our 2016 Annual Report on Form 10-K.

Revenue by End Market and Geography
FY2016 Net Revenues: $2.21 billion USD



- 42% Industrial, Aerospace & Defense
- 41% Communications & Data Center
- 17% Broadcast, Consumer, & Automotive



- 32% North America
- 39% Asia Pacific
- 19% Europe
- 10% Japan

Key Financial Metrics

	FY2016	FY2015
	(In thousands USD, except per share amounts)	
Net Revenues	$2,213,881	$2,377,344
Operating Income	$669,881	$755,078
Net Income	$550,867	$648,216
Diluted Earnings Per Share	$2.05	$2.35
Cash Dividends Per Share	$1.24	$1.16

For compensation of board members and executive officers, see our 2016 Proxy Statement.

Technology Innovation

Smarter. Connected. Differentiated.

Over 50 billion devices and machines will be connected by 2020. Once connected, they must be secure to deter intruders, right down to the hardware level. As these devices, machines, systems, and networks become more context-aware, they must adapt to their environments and demands, being more programmable and software-defined. They also must be scalable, with ever more functions virtualized and efficiently mapped onto shared compute resources. As data and video is captured from sensors and cameras everywhere, analytics must enable these machines to recognize, interpret, decide, and act.

These systems and networks must also meet the growing demands of impatient end users and real time scenarios that require immediate, low latency response. Yet, behind the scenes, they must process an exponentially-growing amount of data, packets, and pixels with ever more sophisticated algorithms while consuming the lowest possible power. And they must be highly differentiated, or they will fail in the increasingly competitive and cost-sensitive worldwide market. This can only be accomplished by combining software intelligence with hardware optimization and any-to-any connectivity.

Xilinx *All Programmable technology enable Smarter, Connected, and Differentiated Systems*, integrating the highest levels of software-based intelligence with hardware optimization and any-to-any connectivity.

Awards and Recognition

Xilinx received numerous industry, product and leadership awards in FY2016.

International Awards for Excellence

Our products and technology receive a steady stream of awards from industry watchers around the world. In CY2015, the following awards were added.

June 2015 EDN China Innovations Awards best FPGA for Xilinx® Virtex® UltraScale™ VU440 FPGA.

July 2015 Ace Awards by EE Times and EDN named the "software defined" SDAccel™ Development Environment for C, C++, and OpenCL the Ultimate Product in the Development Kits Category.

August 2015 National Instruments awarded Outstanding Scorecard Performance and Tier 1 Supplier.

January 2016 Corporate Philanthropist of the Year Award from Community Foundation for Ireland.

March 2016 Frost & Sullivan recognized Xilinx with the 2016 North American Frost & Sullivan Award for Product Leadership.

March 2016 Lightwave Innovation Reviews award for Xilinx All-Programmable OTN Transponder/ Muxponder/Switching Subsystems.

YWCA Tribute to Women Awards

In May 2016, Catia Hagopian, Vice President, Legal Affairs, Global Compensation & Benefits was honored at the 32nd annual Tribute to Women in Industry (TWIN) awards hosted by YWCA Silicon Valley, one of the most prestigious awards programs in Silicon Valley.

Making the A-List

As a leading manufacturer within the semiconductor industry, we have enjoyed our fair share of accolades. For FY2016, we made the "A-List" for many of the world's most respected analysts and well-recognized reports for technology leadership, generous philanthropic service, etc.

- Thomson Reuters: Top 100 Global Innovators (4-years running)
- San Francisco Business Times: #50 of the top 200 public companies in the Bay Area
- Silicon Valley Business Journal: #19 Top Philanthropic Companies

Governance and Ethics

Corporate Governance

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

Our Board

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

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. Each committee is chaired by an independent director.

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 the standards for director independence in compliance with the Security and Exchange Commission (SEC) and NASDAQ's independence standards. Xilinx had eight eight board members, including three recently appointed members, and 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 Investor Relations web page.

Risk Management

Our Board has overall responsibility for risk oversight at the Company and may delegate particular risk areas to the appropriate Committees of the Board. The Board's role in risk oversight builds upon management's risk management process. The Company conducts a formal annual risk assessment as well as coordinates on-going risk management activities throughout the year to identify, analyze, respond to, monitor and report on risks. Risks reviewed by the Company

includes operational risks, financial risks, legal and compliance risks, IT risks, strategic risks, and business continuity risks. The management team then reviews with the Board any significant risks identified during the process, together with plans to mitigate such risks. In response, the Board or the relevant Committee may request that management conduct additional review of or reporting on select enterprise risks. The process and risks are reviewed at least annually with the Board or any of its Committees. In addition, our business continuity plan serves as a framework for managing and responding quickly to unanticipated events and interruptions that may impact our business operations and customers.

Stockholder Communications

We encourage regular communication with investors and our stockholders. We hold annual stockholder meetings to provide updates on our strategy and financial performance. We also report our performance through quarterly conference calls and our Annual Report. Stockholders may also initiate any communication with the Board in writing and send them addressed in care of our Corporate Secretary, at Xilinx, Inc., 2100 Logic Drive, San Jose, CA 95124, by email to corporate.secretary@xilinx.com. The Corporate Secretary, exercising discretion as to the nature and appropriateness of such correspondence for the Board's consideration, may forward such correspondence to the intended recipients.

Further information regarding stockholder communications with the Company is available in our 2016 Proxy Statement.

Ethics and Business Integrity

Code of Conduct

Our Board has adopted a Code of Conduct that outlines our expectation that all Xilinx directors, officers and employees must comply with laws and Xilinx policies in everyday business dealings. Xilinx believes that 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 does not permit engaging in transactions or activities that are a conflict of interest. We also have a Financial Code of Ethics that applies to our Finance, Accounting and Treasury employees.

Intellectual Property Protection

The most valuable asset at Xilinx, after its people, is its proprietary information and other intellectual property. Xilinx depends upon the proper management and use of all proprietary information to successfully compete in the global marketplace. We use proprietary information of our customers to assist us in providing products and services that meet their needs, and proprietary Information of our suppliers to design products. Our Legal Department manages the Company's intellectual property.

Privacy and Security

Our policies require that all Xilinx employees appropriately handle and protect the confidential information of Xilinx, its customers, and other business partners. We provide periodic confidential information protection training to employees. We also protect the data and privacy of employees, customers and business partners, by deploying certain safeguards for data and information systems. Our website's Privacy Policy is certified by TRUSTe, and amongst other legal mechanisms to safeguard personal data, we also continue to self-certify compliance with the U.S.-EU and U.S.-Swiss Safe Harbor requirements.

Anti-Corruption

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

Anonymous Reporting Process

Our Code of Conduct includes protections for employees who report violations of the Code of Conduct, other policies, laws, rules, and regulations. We strongly encourage employees to use our open-door communication channels to pass along things that do not seem right to them at Xilinx. Our Internet-based anonymous reporting process allows employees to report violations they would not otherwise bring directly to management. The anonymous reporting channel is another way to communicate concerns if, for whatever reason, employees are not willing or able to use existing communication channels. It is intended to focus on any improprieties that become evident to employees within Xilinx. The site can be accessed from our intranet as well as at our Corporate Governance web page.

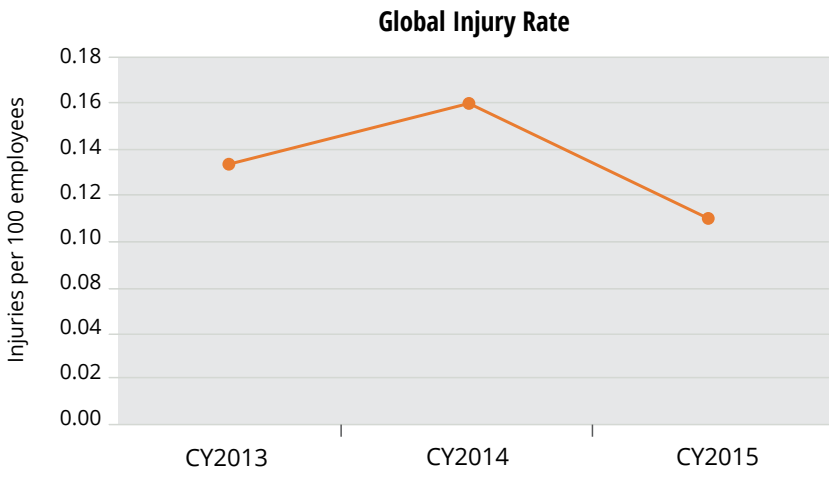
Ethics and Compliance Training

We have a mandatory Code of Conduct and compliance training program, with courses on Information Security, Privacy, Export Controls, Environment, Health and Safety (EHS), and Quality. New hires are required to complete the training program within 30 days of joining Xilinx. Managers complete additional compliance training that include Preventing Discrimination and Harassment, and Affirmative Action.

Environment, Health and Safety

We fully support environmental sustainability in our workplace, supply chain, and local communities. Our Environment, Health and Safety Management System (EHSMS), with its guiding principles of "Plan–Do–Check-Act," is the foundation for our global environmental governance efforts. The EHSMS, together with our adaptable and proactive approach, have enabled us to consistently meet or exceed industry standards and customer expectations. For nearly a decade, Xilinx has been third-party certified to the ISO 14001 and OHSAS 18001 standards at our key operational sites.

Our EHS Policy describes Xilinx's strong culture of protecting the environment, and promoting a safe and healthy workplace. Our EHS culture is behind all of our environmentally-responsible corporate decisions and heightened awareness of climate change and water concerns. We are committed to doing our part to address and help resolve sustainability issues in our global operations.

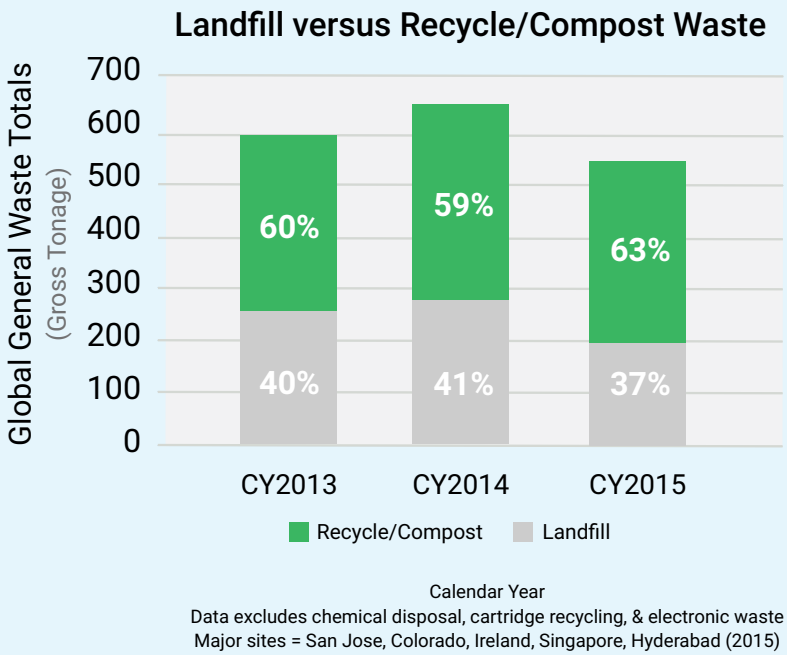


Employee Safety Management

We are recognized as an industry leader committed to product stewardship, keeping pace with changing environmental regulations, and providing a healthy, safe and secure work environment for our employees. We believe that by serving as a responsible business, employer, and member of the global community, we strengthen our ability to deliver products in a manner which improves the quality of life while preventing all workplace injuries, no matter how small.

Our health and safety programs are based on a risk assessment process to identify, evaluate, and estimate the levels of hazards involved in a situation, and comparing these against external benchmarks or standards to determine acceptable risks. To help avoid workplace injuries, we also provide initial and ongoing health and safety-related training to our employees.

Xilinx uses the Total Recordable Injury Rate (TRIR) calculation to measure the number of workplace injuries that occur each calendar year. Due to our focused initiatives on managing risk, we have reduced our injury rate over the last several years, as shown in the chart.



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. In calendar year 2015, waste reduction efforts at our major sites in San Jose, Colorado, Ireland and Singapore, resulted in significant improvements for recycled waste and compost versus landfill wastes.

As it has been for years, we are committed to protecting the environment. We are especially proud of the role our employees have played in supporting our environmental goals, such as energy conservation and recycling.

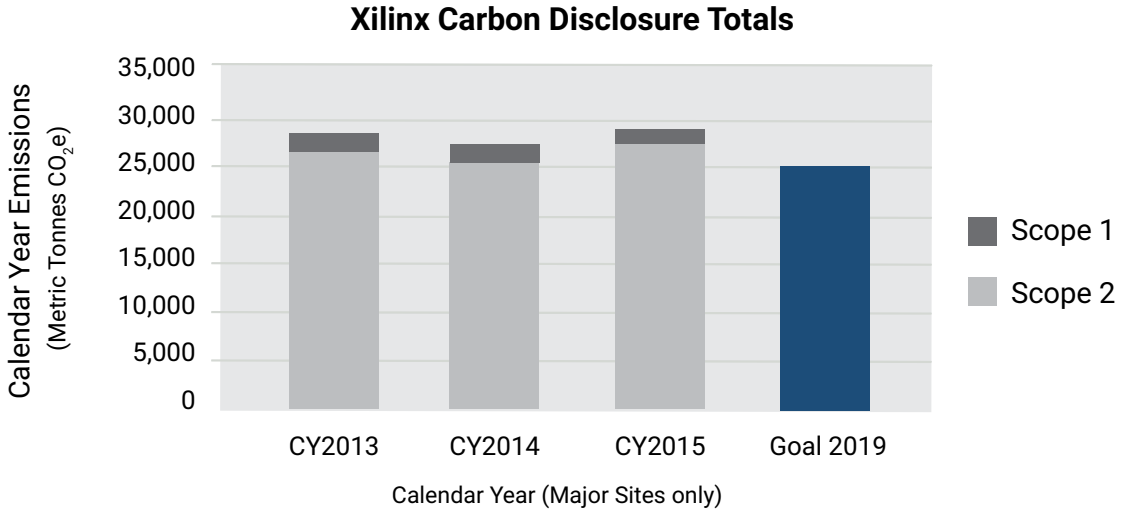
Our Employees Embrace Earth Day

Earth Day reminds everyone about environmental issues and encourages employee participation in projects that improve the condition of our planet. The growing amount of electronic waste produced each year has led to Xilinx Earth Day e-waste collections and recycling events. This year, over 4,000 kilograms of household e-waste was collected globally. Planting trees, picking up roadside trash, using alternative commute methods, and conducting education programs are some of the other impactful Earth Day activities we and our employees do.

Climate Change Efforts

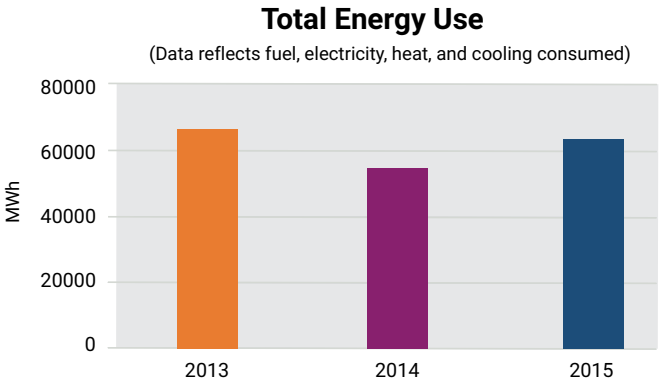
We have a track record of implementing programs that cover our overall carbon footprint amongst other sustainable programs, including the Carbon Disclosure Project (CDP). CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, 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. 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 over the next 5 years, beginning with our new baseline year of calendar year 2014.

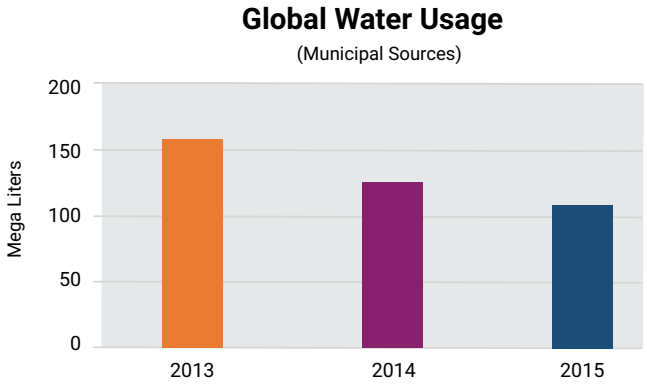
In addition, we have increased our investment to support clean, renewable energy generation with the purchase of renewable energy certificates (RECs) as part of the U.S. Environmental Protection Agency's Climate Leader Program. For every kilowatt hour of RECs purchased by Xilinx, an equal amount of electricity from renewable resources (3,073 MWH for calendar years 2015 to 2016) 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.



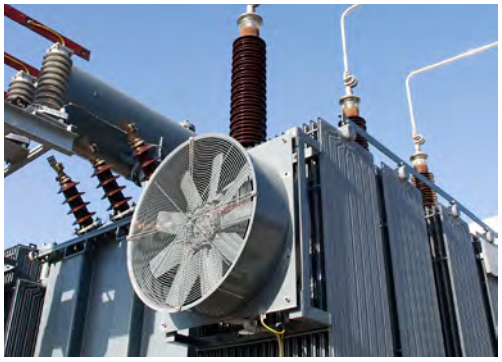
Energy and Water Management

We undertake a variety of actions, including energy conservation projects, sustainable building initiatives, and renewable energy use, to achieve GHG emission reduction results. Wherever we can affect change to assist in the global climate change effort, we consistently review the latest technologies while tracking our major data trends from an energy and water management perspective as shown in the charts below.





Over the years, we have invested in numerous upgrades to existing buildings, with the vision of creating a sustainable footprint that leaves communities better off than when we arrived.


From construction, to operations and ultimately decommissioning, we view ourselves as caretakers, throughout the lifecycle of our growth and contraction in various areas of the globe. Some highlights include the following initiatives:

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)
- Use of 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 Conservation Projects

- Weather-based irrigation controls
- H_2O Utilization Awareness Program
- Strategic abandonment of landscape irrigation due to drought conditions
- Low-flow fixture retrofits
- Adoption of water conservation guidelines for food service operations

Xilinx campuses globally have performed energy audits to identify potential energy-reduction opportunities. We have implemented many recommendations as a result of these audits and have received local utility incentives based on verified energy reductions. Our conservation efforts over the years have resulted in significant environmental design awards and industry and governmental certifications. These awards and certifications demonstrate our strong commitment to the environment and communities within which we conduct our business.

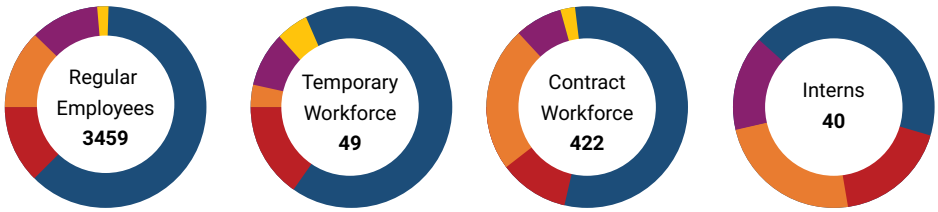
Workplace

Xilinx conducts its business with uncompromising integrity and promotes human rights within the company's sphere of influence. This strategy creates a positive environment for our employees to gain new skills, experiences, understand how their work contributes to Xilinx's success, and provides us with a way to reward employees for their contributions. Our policies and practices support our core beliefs and goals to make Xilinx the best place to work -- pride in leadership, passion for excellence, and incredible opportunities to develop and grow professionally. We are committed to providing equal opportunity to all employees and applicants.

Our Employees

We employ workers in 22 countries. Below is a graphical breakdown of our global workforce. 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.



	Regular Employees 3459	Temporary Workforce 49	Contract Workforce 422	Interns 40
North America	52.6%	65.3%	41.9%	35.0%
APAC	17.2%	20.4%	18.2%	22.5%
India	16.5%	2.0%	28.4%	25.0%
EMEA	12.1%	8.2%	8.8%	17.5%
Japan	1.6%	4.1%	2.6%	

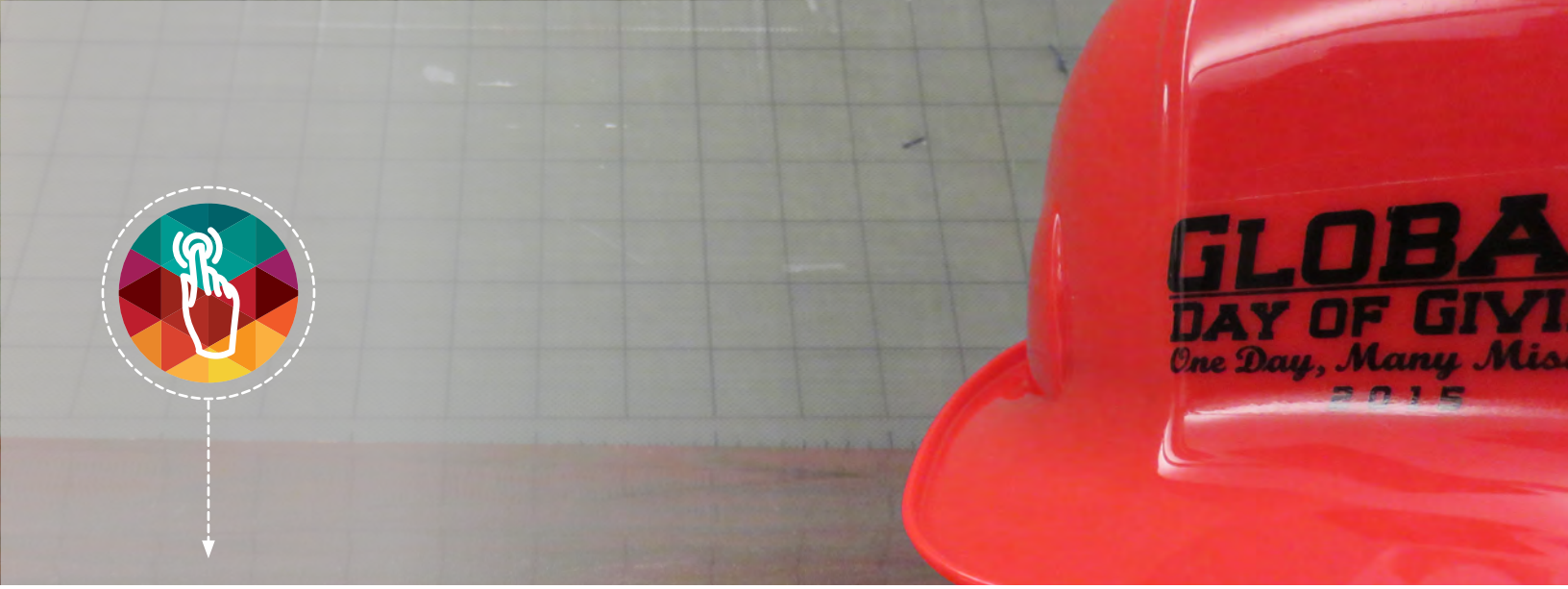
Our global workforce embodies employees who are passionate, innovative, competitive, and collaborative. We put our customers first and work hard to deliver cutting-edge technology that enables our customers to create state-of-the-art electronics. Our engineers solve challenges in integrated circuit (IC) design, intellectual property (IP) development, software development, and systems and applications development.

Compensation and Benefits

We support our workforce with competitive compensation, opportunities for local engagement, and outstanding benefits. The Xilinx "Pay for Performance" philosophy fosters and rewards employee achievements. This year-round process links individual performance to desired business results and our core competencies. 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. In addition to offering the benefits expected from other high-tech companies, our benefits are designed to take care of our employees as a whole. We offer benefits to keep them healthy, whether physically, emotionally, financially, or socially.

Learning and Development

At Xilinx, we focus on providing impactful learning solutions to allow employees and the business to excel globally. Our executive staff defined "Foundational Competencies" for all employees which represent key behaviors necessary for the success of the Company. Combined with "Functional Competencies," these form the basis of our learning and development offerings, as well as executive and employee mid-level coaching programs. Classroom and on-demand courses and tuition reimbursement are available each year to our global workforce to help them continuously improve in their jobs and advance their careers.



Community Engagement

We have a long and proud history of giving back to the communities in which we operate. Our global teams and charitable giving programs set the standard for providing systemic change and measurable results. We develop local community relationships through funding and involvement that encourages active participation, teamwork, and volunteerism.

We give preference to supporting opportunities that involve or are initiated by 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 results 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.

Our signature program, the worldwide Xilinx Educational Ecosystem, aims to enhance and improve education for youth through financial assistance, student visits to worksites, outreach by our employees into schools, internships, etc. Our contributions to the Global Educational Ecosystem program totaled nearly half of a million dollars in FY2016. Approximately 75 percent of annual grants are dedicated to core science and technology programs. The remaining 25 percent of the funding focuses on enrichment programs in arts, financial literacy, health education, community services, and more.

In 2007, we 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 sites in Colorado, Ireland, India, and Singapore, covering a total of 13 schools globally.

Taking it a step further beyond volunteering, our employees around the world have developed their own curriculums to teach students in the schools we support:

- Providing weekly English classes
- Creating projects and classes where they teach students important concepts in the sciences
- Developing curriculum for a STEAM academy as well as a six-session tech course for 9-11 year olds

Junior Achievement Ireland

We have a very strong partnership with Junior Achievement at multiple sites around the world. This is exemplified in Dublin, where our employees not only implement a number of Junior Achievement programs, but also help create and pilot them. One example is the Make Maths Matter program which shows children how technology, science, and math skills are utilized in their everyday lives. The five week program has been a huge success in only its second year. Shown on the left, John Mullen receives the 2015 Outstanding Contribution Award for Junior Achievement.

Employee-Driven Community Engagement

Our employees and their families invest time in local communities every day. We strive to enable employees to support their passions outside of work through donation drives, setting up volunteer events, and hosting other service activities. Our employees are encouraged 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.

Employees are also able to support their communities through the employee matching program. They play a key role in helping to direct a significant portion of Xilinx's charitable grant-making. Monetary gifts to local non-profits, are matched by Xilinx, up to $500 per employee per fiscal year. Employee use of these opportunities is most evident in response to natural disasters and crises around the world.

Xilinx Global Day of Giving

On June 11 2015, we held our third annual Global Day of Giving. Employees participated in service activities throughout the day as we followed the sun across the globe – beginning with our offices in the Asia-Pacific region and finishing in San Jose, California.

Employee Collections

Our sites around the world hold collections annually where employees bring in new or gently-used items. In the winter months, the San Jose site worked with the local high school district to collect over 4,000 pounds of clothes that were donated to those in need. At the same time, our offices in Dublin, Hyderabad, and Longmont, Colorado were also hosting collections for clothes, toys, and toiletries (toothbrush, toothpaste, etc.) that were all donated to local homeless shelters or organizations that distribute the items to families in need. Other offices will hold food drives or office supply collections, where the items are then donated to a food bank, orphanage, or a local non-government organization.

Relay for Life

Xilinx's main community engagement initiative in the area of "health" is fighting cancer. Our San Jose, California and Longmont, Colorado offices embrace this every year by forming teams and participating in the local Relay for Life for each site. The American Cancer Society Relay for Life is a 24-hour cancer awareness event which raises funds for cancer research. Xilinx has continued its multi-layered support for this impactful event since 2009 by contributing corporate dollars as a headline sponsor, encouraging employees' participation, fundraising and volunteering for the event, and serving in leadership positions on the event committee.

National Initiatives of Singapore and Hyderabad

XHD - Student Mentorship Program

This year XHD SEVA team successfully conducted a Student Mentorship Program for 7 deserving students from local universities. The program involved Xilinx employees volunteering to develop industry ready skills in deserving yet under-privileged Engineering Students. As a part of this program the volunteers covered various aspects of Verilog programming and Vivado Tools in 2 hours session, for 24 classes.

The students were very excited to get hands on experience on industry tools and found the program very useful. In addition to this program, Xilinx supports health, social services and arts initiatives in the local community as part of the Global CSR program.

XAP

Singapore celebrated its 50th year of independence in 2015. For the second year running, Community Chest (philanthropy/social service branch of the government) held a national fund-raising and volunteerism event in January 2016. This event was strongly supported by many corporations and individuals as they continued to celebrate the 50th anniversary of independence. A group of 16 Xilinx Asia Pacific volunteers, along with some with family members, helped pack nearly 200 bags of goods and distributed over 70 bags to families in need within the local community. XAP is proud to have such a vibrant culture of giving.

Philanthrophy

In addition to matching employee donations to non-profit community organizations and financial support for the Global Educational Ecosystem described above, we make charitable donations to support the arts, health initiatives, and community and social services.

For example, we support health-related fundraising 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.

Xilinx Supports the Tech Museum: Tech Awards and Tech Challenge

Xilinx was a proud sponsor of The Tech Awards 2015—Technology Benefiting Humanity, a global showcase for innovative uses of technology as well as a fundraiser for The Tech Museum and the Tech Challenge 2015—a team engineering design challenge for students in grades 4-12 where participants develop creative solutions to a real-world problem.

Top Corporate Philanthropists

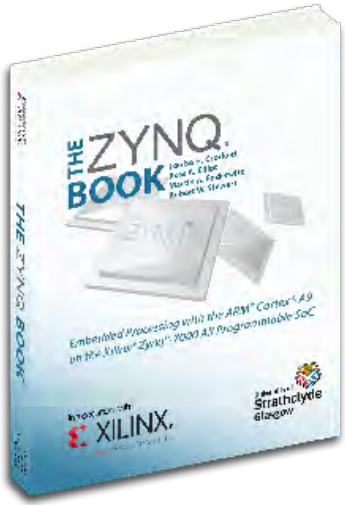
San Jose - On November 5, 2015, the San Jose Business Journal honored the top corporate philanthropists in Silicon Valley at an awards dinner. Xilinx ranked in the top 20 in the area, out of all participating companies for contributions to Bay Area charities.

Ireland

The Community Foundation for Ireland honored Xilinx with its 2016 Corporate Philanthropist of the Year award for 10 years of strategic community partnership in Ireland.

Xilinx University Program (XUP)

Our All Programmable technologies are used extensively for teaching and research in universities and colleges around the world. In disciplines including Electronic Engineering, Computer Science and Physics, our products empower academics to deliver best-in-class teaching and state-of-the-art research programs. All Programmable devices are so important in engineering and science education that, as one observer puts it, “they might have been designed for education rather than for industry.”



The Xilinx University Program (XUP) helps institutions of higher education deploy Xilinx technologies in their teaching and research. Each year, XUP and its network of partners support thousands of professors and hundreds of thousands of students worldwide. Through a generous program of donations and subsidies, we enable academics to improve the quality of their teaching and research by having access to the latest All Programmable technologies. We have team members in North America, Europe and Asia to serve the needs of local education markets.

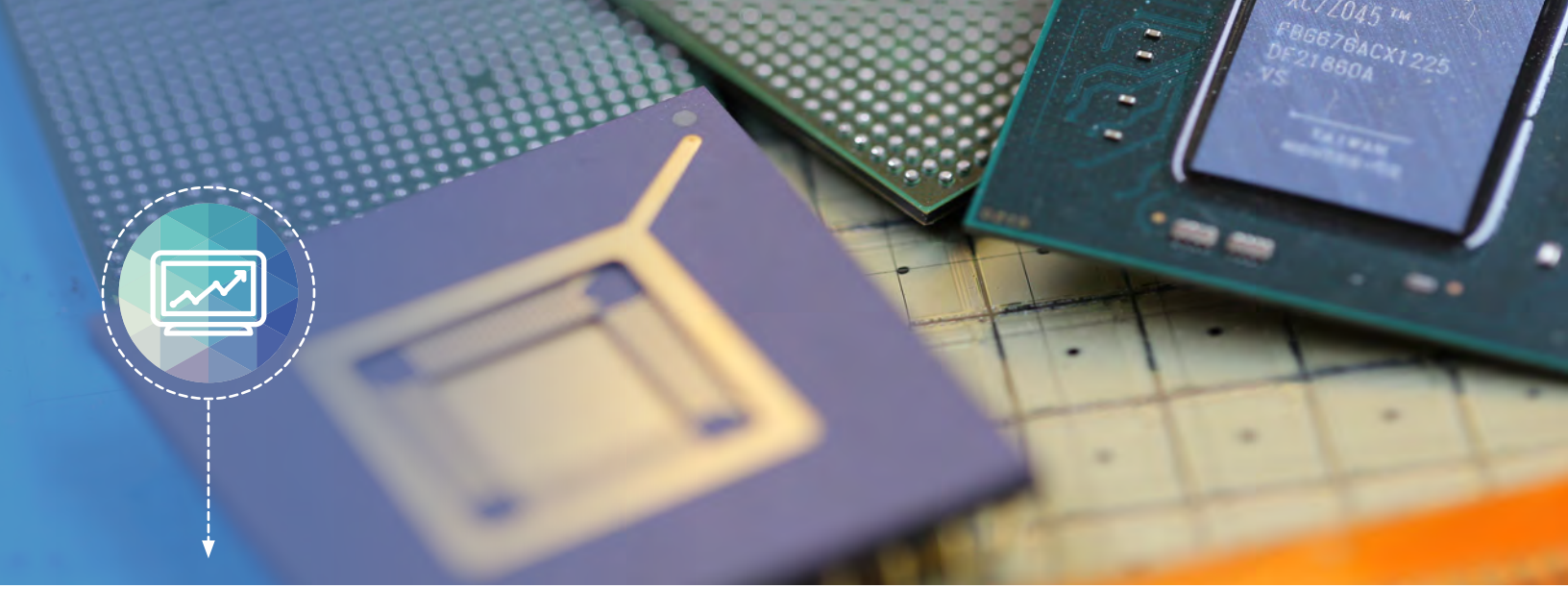
We give students and their advisors the opportunity to challenge their creativity with access to the latest software tools and hardware platforms to realize their designs. XUP and its partners develop systems that are optimized especially for the needs of the education markets. In addition, we collaborate with academics to identify and promote best practices globally. We organize and participate in educational workshops, conferences and design contests to share our expertise and to disseminate best practices as widely as possible.

An excellent example of this industry-academia collaboration is the The Zynq® Book which was co-authored by a team led by Profwessor Bob Stewart at the University of Strathclyde in Glasgow, Scotland. The book introduces Xilinx’s Zynq-7000 All Programmable systems-on-chip family. The electronic version of the book and the supporting laboratory material are available free of charge at www.zynqbook.com. Since its launch a year ago, The Zynq Book has been a bestseller in its category in several countries and more than 40,000 people have downloaded the book and laboratory exercises.

Professor Chengchen Hu (Xi’an Jiaotong University) discussing his research with Xilinx CEO, Moshe Gavrielov.

As Xilinx continues to pioneer new All Programmable systems-on-chip 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 acdemia 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.

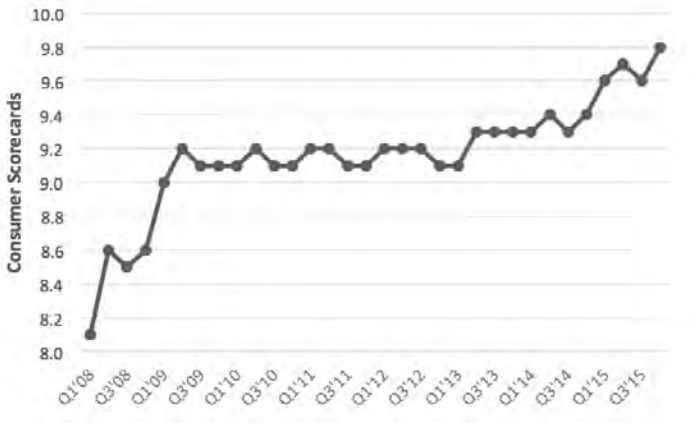
Further details on XUP are available at the Xilinx University Program web page.



Product Responsibility

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.



Our top management focus on customer feedback and flawless results continue to drive positive customer 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 web page.

Material Composition

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

Xilinx offers lead free (Pb-Free) components that comply with the European Union's RoHS 2 directive (2011/65/EU). RoHS-compliant devices are specified by adding the character "G" to the package designator portion of the part number. Under current directive, Xilinx flip-chip packages are exempt from the lead-free requirement under Exemption 15 (lead in solders to complete a viable electrical connection between semiconductor die and carrier within integrated circuit flip-chip packages). Flip-chip packages that are fully 6-of-6-RoHS compliant without Exemption 15 are specified by adding the character "V" to the package designator portion of the part number.

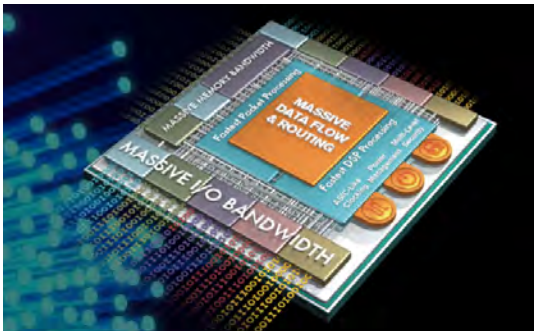
Xilinx offers our standard devices which contain lead but comply with the RoHS Directive limits for mercury, hexavalent chromium, cadmium, PBB and PBDE. Halogen-Free and Green package is per IEC61249-2-21.

Additional information can be accessed from the web pages below at www.xilinx.com:

- Packaging Specifications
- RoHS 5 of 6
- RoHS 6 of 6
- China RoHS
- REACH
- ROHS, WEEE and ELV
- Device Reliability Report
- PFOS
- Deca-BDE
- Conflict Minerals

Power Reduction

The massively-interconnected global community continues to demand physically smaller logic devices that are capable of using more bandwidth at greater and greater speeds. 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.



Power Reduction in Next-Generation UltraScale Architecture

Whole new power-management technologies were conceived and implemented in the form of UltraScale devices, capable of moving unprecedented volumes of data — terabits per second — at ultra-low, high-efficiency power levels that were inconceivable just a few years ago. Our UltraScale architecture equips an already-successful architectural platform with numerous innovative power-reduction techniques.

Through device-level optimizations and systems integration, UltraScale devices deliver dramatic system-level power savings over previous implementations:

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

Co-engineered with the Vivado® Design Suite, the UltraScale architecture enables developers to build smarter, more flexible, more power-efficient systems than has been possible using current-generation technology and solutions.

Power Analysis and Optimization

The Vivado Design Suite offers powerful and accurate power analysis, including:

- Graphical and textual views of power consumption by design hierarchy, block type or by voltage rail
- Advanced cross-probing capabilities
- Ability to accept switching activity information for more accurate power estimation
- Support for “what if” scenarios to further reduce power

Vivado offers push-button power optimization that reduces dynamic power by an average of 18 percent and up to 30 percent with virtually no impact to performance. Fine-grained clock-gating technology is automatically applied to reduce switching activity.

For the complete power overview please visit our Power Efficiency web page.

Supply Chain Responsibility

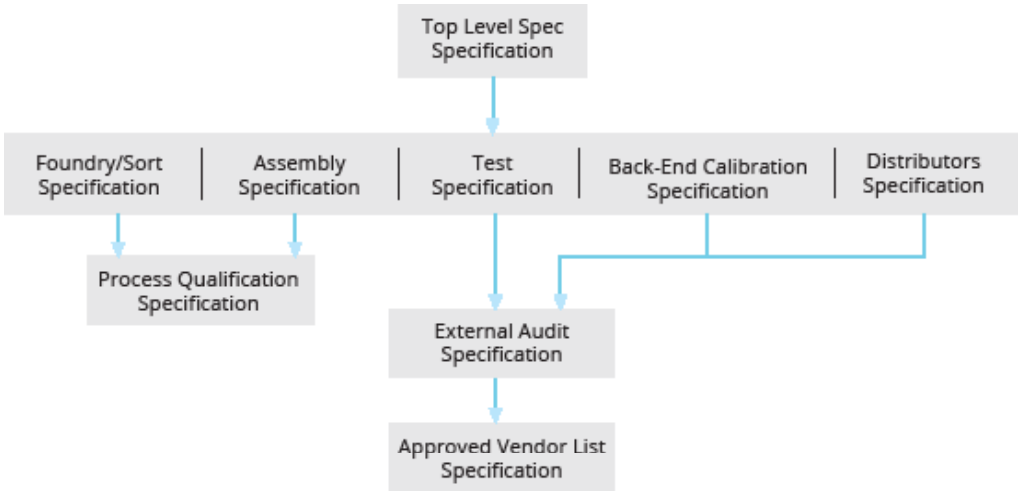
Xilinx partners closely with leaders in the semiconductor device manufacturing industry. Our fabless model allows our supply chain partners to focus on their core competencies, such as foundry services, packaging, assembly, and test functions. We focus on rapidly designing and bringing advanced product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

Supplier Selection

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. Major requirements for supplier eligibility include:

- Evidence of an effective quality system
- Conformance to international standards and/or certifications
- Thorough qualification for each process, package, product, and service provided; Qualification plans are governed by internal specifications
- Regular audits to continuously maintain their Approved Supplier eligibility and improve their processes

Xilinx can revoke the “Approved Supplier” status if a supplier fails to meet specification requirements. The diagram below shows how we qualify and approve suppliers.



Supplier Ethics & Compliance Policy

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. Our suppliers are also fully responsible for ensuring that any subcontractors, agents or other third parties doing work for Xilinx will act consistently with the policy.

The policy requires supplier compliance with all applicable laws, regulations, and Xilinx policies. These include the maintenance of a management system, upholding the human rights of workers, maintaining a safe and healthy workplace, prohibitions against bribes, kickbacks, conflicts of interest, unfair business practices, illegal insider trading and political contributions or lobbying on behalf of Xilinx, as well as respect for intellectual property rights.

California Transparency in Supply Chains Act and United Kingdom Modern Slavery Act

Xilinx strongly opposes the practice of slavery or human trafficking, and fully supports those efforts embodied in the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015 to eradicate these activities. Xilinx utilizes several approaches designed to ensure and verify the absence of these practices in our supply chain. These include the Xilinx Code of Social Responsibility, Xilinx Supplier Ethics and Compliance Policy, and the additional steps below:

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

Please see our Supply Chain Transparency Disclosure Statement for additional details.

Conflict Minerals

Conflict Minerals originate from mining activities in the Democratic Republic of the Congo (DRC) and its neighboring countries, the proceeds of which have been used to fuel conflicts and human rights abuses by financing armed groups. In compliance with the U.S. Securities and Exchange Commissions' (SEC) conflict minerals rule, we used the Conflict-Free Sourcing Initiative (CFSI) reporting tool to track suppliers' practices and confirm that minerals used in electronic products are mined from legitimate sources. Our due diligence approach is based on the OECD framework. We filed our first report in May 2014 and have filed our report for calendar year 2015.

Since the end of 2013, we have been monitoring developments on best practices concerning conflict minerals, including participating in the Silicon Valley Conflict Minerals Forum. We took steps to improve due diligence and to further mitigate the risk that necessary conflict minerals in our products could benefit armed groups in the covered countries. These steps included requiring our suppliers to maintain a responsible sourcing program, provide accurate and complete conflict mineral declarations annually, and reviewing and assessing supplier conflict minerals compliance as part of our supplier audits.

Our Conflict Minerals Policy can be found at our Corporate Responsibility web page.

Supply Chain Security

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

GRI 4 Content Index

A GRI Content Index is provided below as a cross-reference to the contents in this report. www.globalreporting.org

STANDARD DISCLOSURES		Report Section / Weblinks
STRATEGY & ANALYSIS		
G4-1	CEO statement	Message from Our President and CEO
ORGANIZATIONAL PROFILE		
G4-3	Company name	Xilinx, Inc.
G4-4	Primary brands, products and services	Company Overview; Xilinx website (products)
G4-5	Location of company headquarters	San Jose, California
G4-6	Main countries of operation	Company Overview; Xilinx website (offices)
G4-7	Nature of ownership and legal form	Company Overview; Form 10-K
G4-8	Markets served (e.g., sectors, customers)	Company Overview; Form 10-K
G4-9	Scale of company (e.g., employees, sales)	Company Overview; Workplace ; Form 10-K
G4-10	Employee profile	Workplace
G4-12	Description of company's supply chain	Supply Chain Responsibility
G4-13	Significant changes during reporting period	None
G4-14	Precautionary approach	Governance & Ethics
G4-15	External charters and initiatives	Stakeholder Engagement
G4-16	Membership in associations	Stakeholder Engagement
IDENTIFIED MATERIAL ASPECTS & BOUNDARIES		
G4-17	Entities included in financial statements	Company Overview; Form 10-K
G4-18	Process for defining report content	About This Report
G4-19	Material issues or aspects identified	Stakeholder Engagement
G4-20	Report boundaries inside company	About This Report; Stakeholder Engagement
G4-21	Report boundaries outside company	About This Report; Stakeholder Engagement
G4-22	Re-statements of information	None
G4-23	Significant changes in scope or boundaries	None
STAKEHOLDER ENGAGEMENT		
G4-24	Shareholders engaged	Stakeholder Engagement
G4-25	Basis for identification of stakeholders	Stakeholder Engagement
G4-26	Approach to stakeholder engagement	Stakeholder Engagement
G4-27	Issues raised in stakeholder engagement	Stakeholder Engagement
REPORT PROFILE		
G4-28	Reporting period	FY2016
G4-29	Date of previous report	October 2015
G4-30	Reporting cycle	Annual
G4-31	Reporting contact point	corpresp@xilinx.com
G4-32	In-accordance option chosen	GRI Standard Disclosures
G4-33	External assurance	None
GOVERNANCE		
G4-34	Governance structure	Governance & Ethics; Xilinx website (governance)

ETHICS & INTEGRITY		
G4-56	Values, principles and codes	Governance & Ethics; Xilinx website (governance)
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DMA	Management approach	Form 10-K
G4-EC1	Direct economic value	Company Overview - Financials; Form 10-K
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G4-EN6	Reduction of energy consumption	Environment, Health & Safety
G4-EN7	Reduction of product/service energy use	Product Responsibility
G4-EN8	Water withdrawal	Environment, Health & Safety
G4-EN9	Water sources affected by withdrawal	Environment, Health & Safety
G4-EN15	Direct greenhouse gas emissions (scope 1)	Environment, Health & Safety
G4-EN16	Indirect greenhouse gas emissions (scope 2)	Environment, Health & Safety
G4-EN19	Reduction of greenhouse gas emissions	Environment, Health & Safety
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G4-EN27	Mitigation of product impacts	Product Responsibility
G4-EN28	Reclaimed products	Product Responsibility
G4-EN29	Fines and sanctions for noncompliance with laws	None
SOCIAL: Labor Practices and Decent Work		
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G4-LA1	Employee hires and turnover	Workplace
G4-LA2	Employee benefits	Workplace
G4-LA6	Injuries and work-related fatalities	Environment, Health & Safety
G4-LA9	Employee training	Workplace
G4-LA10	Employee skills and learning	Workplace
G4-LA11	Employee performance reviews	Workplace
G4-LA12	Diversity of governance bodies and employees	Governance & Ethics; Workplace
G4-LA13	Equal pay	Workplace
G4-LA14	Supplier labor screening	Supply Chain Responsibility
G4-LA15	Labor impacts to supply chain	Supply Chain Responsibility
G4-LA16	Labor grievance mechanisms	Workplace

SOCIAL: Human Rights		
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G4-HR2	Human rights training	Workplace; Supply Chain Responsibility
G4-HR3	Discrimination	Workplace; Supply Chain Responsibility
G4-HR4	Free association and collective bargaining	Workplace; Supply Chain Responsibility
G4-HR5	Child labor	Workplace; Supply Chain Responsibility
G4-HR6	Forced labor	Workplace; Supply Chain Responsibility
G4-HR7	Security personnel human rights training	Governance & Ethics
G4-HR10	Supplier human rights screening	Supply Chain Responsibility
G4-HR11	Human rights impacts in supply chain	Supply Chain Responsibility
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G4-SO2	Impacts on local communities	Community Engagement
G4-SO3	Anti-corruption risk	Governance & Ethics
G4-SO4	Anti-corruption training and communication	Governance & Ethics
G4-SO9	Supplier social impact screening	Supply Chain Responsibility
G4-SO10	Social impacts in supply chain	Supply Chain Responsibility
SOCIAL: Product Responsibility		
DMA	Management approach	Our Approach
G4-PR1	Health and safety impacts of products	Product Responsibility

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