Fiscal Year 2017 Corporate Responsibility Report

Shaping the Future of Next Generation Systems

XILINX

XILINX

ALL PROGRAMMABLE™

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.

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.

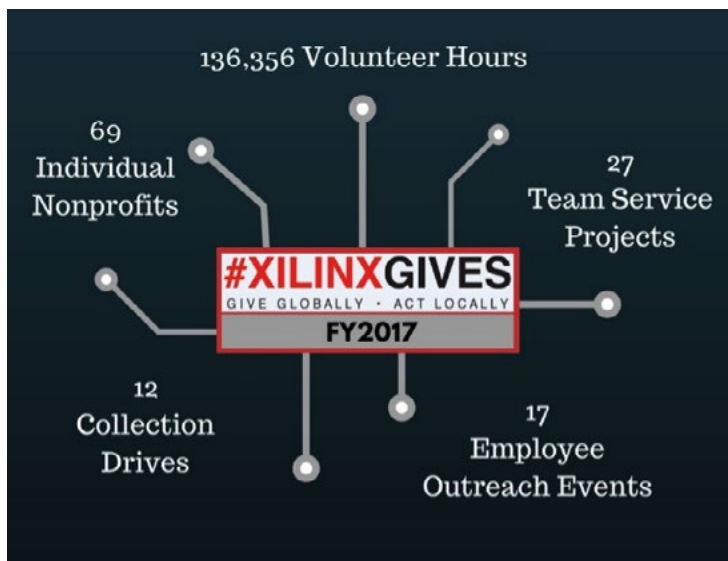| ~3,800	20,000+	60+	4000+
Employees Worldwide	Customers	Industry Firsts	Patents

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.

XILINXGIVES

For more information about Xilinx Community Giving projects and events visit Community Giving.
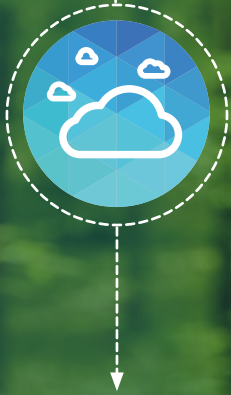
Our Employees

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

~3,800

Employees in
22 countries world-wide

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.
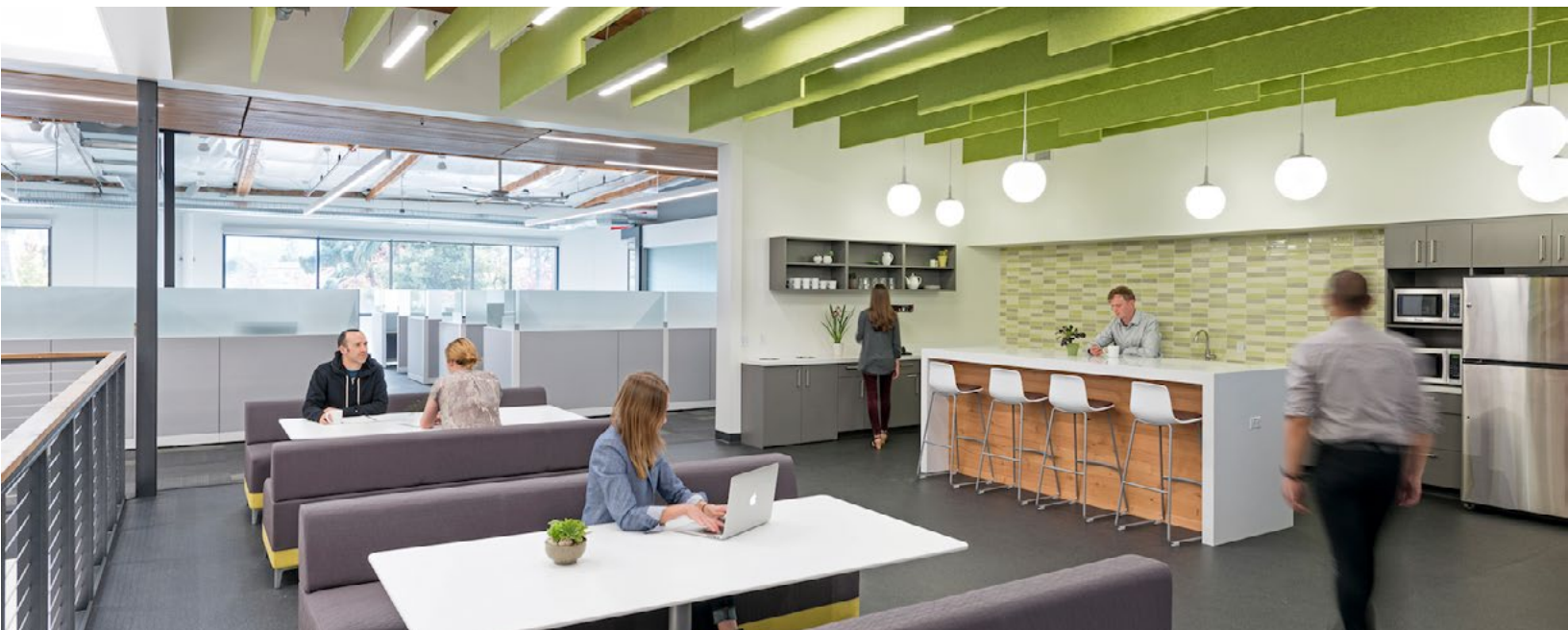
Our Employees Embrace Earth Day

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.
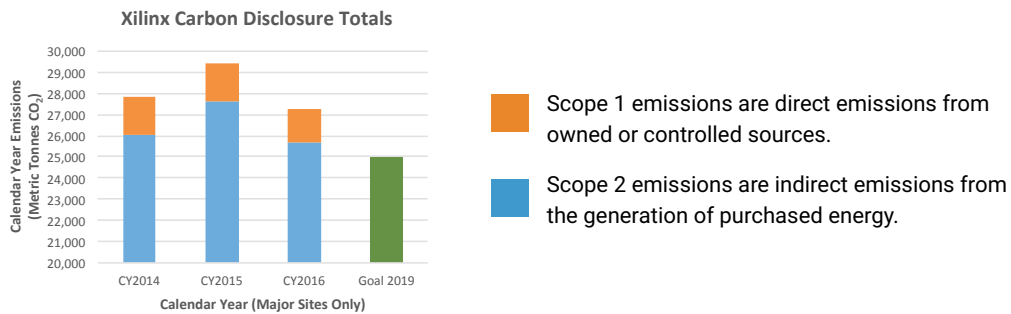
In FY2017 Xilinx completed the total renovation of a 22 year old, 80,000 square foot building at our San Jose campus with the primary scope objective of improving energy efficiency.

- 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.

Xilinx Carbon Disclosure Totals

Scope 1 emissions are direct emissions from owned or controlled sources.

Scope 2 emissions are indirect emissions from the generation of purchased energy.

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:

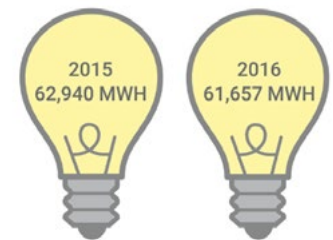**Intelligent Energy Efficient Cooling Systems**
- Ambient air cooling systems used to reduce and offset energy use in Data Centers and Lab environments

- 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
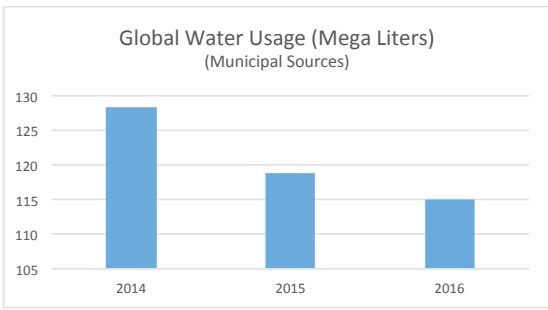
Passive Energy-Efficient Building Features
- Reflective roofing systems reflect up to 88 percent of the sun's energy, allowing for less mechanical cooling energy to be consumed

- 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
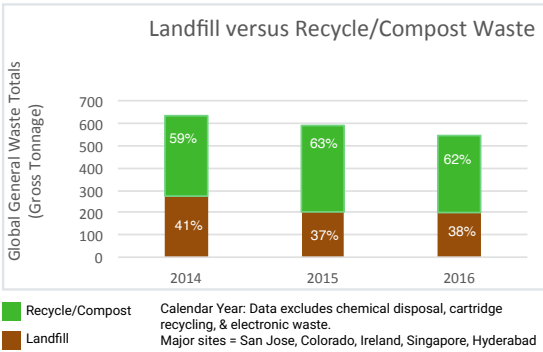
Global Water Usage (Mega Liters)
(Municipal Sources)

10% reduction since 2014

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

Landfill versus Recycle/Compost Waste

■ Recycle/Compost
■ Landfill

Calendar Year: Data excludes chemical disposal, cartridge recycling, & electronic waste.
Major sites = San Jose, Colorado, Ireland, Singapore, Hyderabad

Hazardous Waste Disposal
San Jose Operations

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.
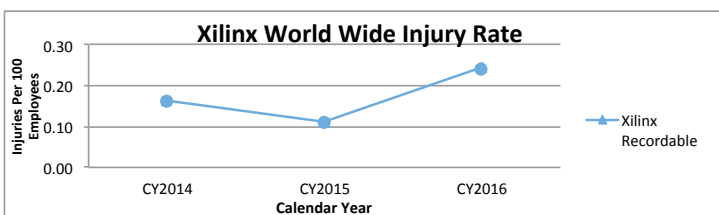
As a fabless semiconductor company we generate minimal hazardous waste stemming from R&D efforts at Xilinx facilities. Hazardous waste disposal at our Corporate Headquarters in San Jose has resulted in a downward trend over the past several years, well below the EPA requirements for Conditionally Exempt 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.

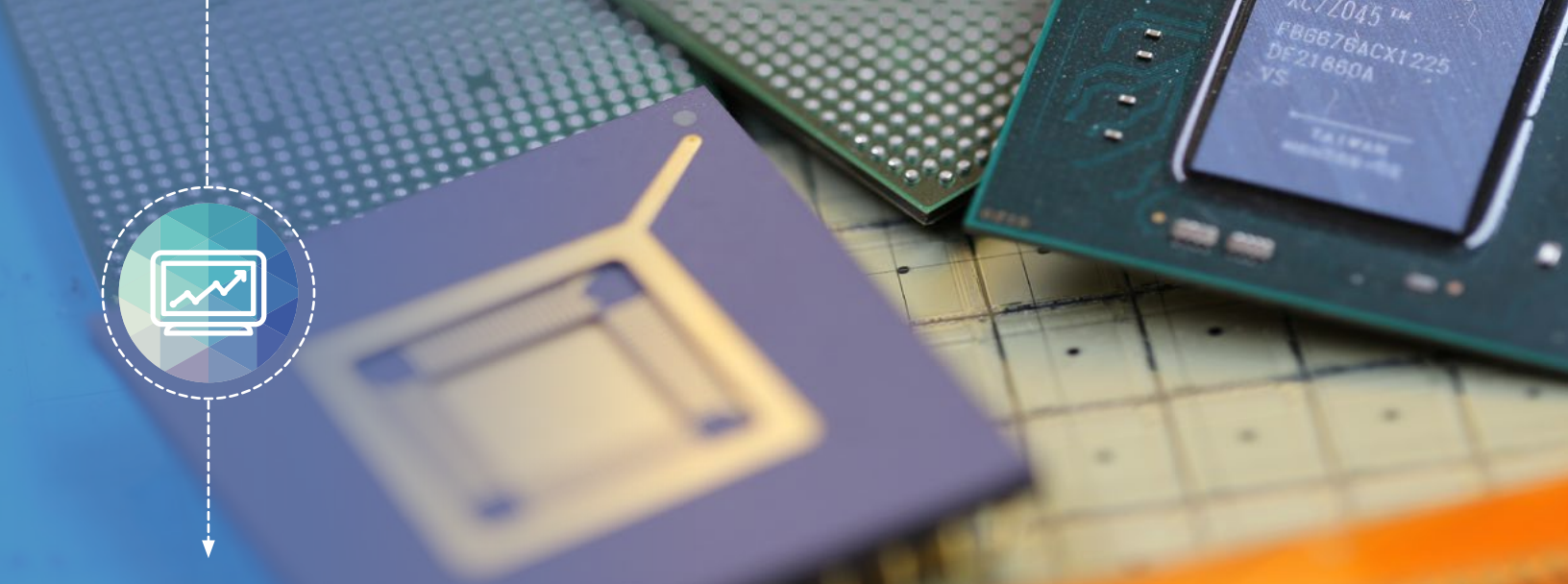Total recordable injuries globally for calendar year 2016: 9

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

ROHS 5 of 6

ROHS 6 of 6

China RoHS

REACH Position Statement

Device Reliability Report

Conflict Minerals

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

	Organizational Profile		
GRI Content Index	Performance Indicators	Data & Website links	
G4-3	Company name	Xilinx, Inc.	
G4-4	Primary brands, products and services	About Xilinx	
G4-5	Location of Company's Headquarters	San Jose, California	
G4-6	Main Countries of Operation Business & Sales Offices	Main offices Business and Sales Offices	
G4-7	Nature of Ownership and legal form	Form 10-K	
G4-8	Markets served (e.g. sectors, customers)	Form 10-K	
G4-9	Total Revenue (In thousands USD except per share amounts)	FY 2017 $2,349,330	FY2016 $2,213,881
	Operating Income	$699,394	$669,881
	Net Income	$622,512	$550,867
	Diluted Earnings Per Share	$2.32	$2.05
	Cash Dividends Per Share	$1.32	$1.24
	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%	
G4-13	Significant changes during reporting Period	NONE	
G4-14	Cautionary Approach	Corporate Governance	
G4-16	Membership & Associations		

• Avnu Alliance

• Corporate Executive Board (CEB)

• San Jose Silicon Valley Chamber of Commerce

• Council for Global Immigration

• Silicon Valley Community Foundation

• Society for Human Resource Management (SHRM)

• Global Semiconductor Alliance (GSA)

• Joint Electronic Device Engineering Council (JEDEC)

• Innovation Value Institute (IVI)

• Institute of Electrical and Electronics Engineers (IEEE)

• Industrial Internet Consortium (IIC)

• Embedded Vision Alliance (EVA)

• U.S. Commerce Department Information Systems Technical Advisory Committee (ISTAC)

• U.S. Environmental Protection Agency Green Power Partnership

• Forum of Incident Response and Security Teams (FIRST)

• U.S. Customs-Trade Partnership Against Terrorism (C-TPAT)

• EU Authorized Economic Operator (AEO)

• Singapore Strategic Trade Partnership (STP)

• Electronic Industry Citizenship Coalition Online Sustainability Data Management System (EICC-ON)

• Carbon Disclosure Project (CDP)

• OpenPOWER Foundation

	Awards	2016 Top 100 Global Innovators (5 years running) By Clarivate Analytics fka Thomson Reuters
	Total Patents	4000+
G4-28	Reporting Period	Fiscal Year 2017
G4-29	Date of previous report	July 2016
G4-32	In-accordance option chosen	GRI Standard Disclosures
Governance		
G4-LA12	Diversity of governance bodies and employees	Board of Directors Board of Directors Committee Composition Diversity and Inclusion
G4-38	Independent Audit Committee	Independent Audit Committee
	Nominating and Governance Committee	Nominating and Governance Committee
	Compensation Committee	Compensation Committee
G4-26	Stockholder Communications	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
Employee Profile, Labor Practices		
G4-9	Worldwide Employees	~3800 Regular Full & Part-Time Employees in 22 countries 9% employee increase from fiscal year 2016 Global Intern conversion to employment 35%
	North America	52.4 %
	Asia Pacific	16.6%
	India	18.4%
	Europe	12.2%
	Japan	1.4%
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

G4-LA6	Injuries and work related fatalities CY2016	Worldwide Recordable Injuries: 9 No fatalities
G4-LA9	Employee training	Engaging in a Learning Culture
G4-LA10	Employee skills and learning	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)
G4-LA11	Employee performance reviews	Twice annually
G4-LA12	Diversity of Governance Bodies and Employees	Diversity and Inclusion
Community Giving		
G4-S01	Community Giving	Community Engagement
G4-S02	FY2017 Giving Impact	Global Impact
Environment and Sustainability		
	Environment and Health & Safety Management certifications	ISO 14001 and OHSAS 18001
	Environmental Health and Safety Xilinx EHS POLICY	Executive Management's commitment to Environment, Health & Safety
	Global Sq. Footage at Main Sites	1,431,034 (San Jose, CA USA; Longmont, CO USA; Dublin, Ireland; Singapore; Hyderbad, India.
G4-EN3	Energy Consumption within Company	61,657 MWh (CY2016)
G4-EN6	Reduction of Energy Consumption	2% reduction in CY2016 from CY 2015 with a 9% increase in global population
	Purchase of RECs CY2016	3,073 MWh
G4-EN8	Water withdrawal	115 Mega Liters Global Water Usage (11% reduction from CY2014)
G4-EN15	Scope 1 Direct GHG Emissions	1621 Metric Tonnes CO2e
G4-EN16	Scope 2 Indirect GHG Emissions	25673 Metric Tonnes CO2e
G4-EN19	Carbon Reduction Goal	Reduction Goal of 10% by CY2019 beginning with baseline CY2014
G4-EN23	Waste Reduction	At 2 out our 5 main sites, San Jose and Ireland, we achieved 90% waste reduction in CY2016. WW decrease of 27% since CY2014 with simultaneous increase in diverting waste from landfill to recycling/compost.
G4-EN24	Significant Spills	None
G4-EN29	Environmental Fines and Sanctions for noncompliance with laws	None

	Company's Supply Chain	
G4-12	Supplier Ethics and Compliance Policy	Supplier Ethics
	Anti-Slavery	Anti-Slavery Statement
	Conflict Minerals Policy	Conflict Minerals Policy
	Conflict Minerals Report	Conflict Minerals Report
	C-TPAT (U.S.) STP+ (Singapore) Certification AEO (Europe)	Customs Trade Partnership Against Terrorism Secure Trade Partnership Plus Authorized Economic Operator
	Product Responsibility & Quality	
	Quality & Reliability	Quality
	Pb-Free and RoHS	Pb-Free & RoHS
	REACH Position Statement	Reach Position Statement
	RoHS, WEEE and ELV Statement	RoHS, WEEE & ELV
	RHOHS 5 of 6 RHOHS 6 of 6	RHOHS 5 of 6 RHOHS 6 of 6
	China RoHS	China RoHS
	Quality Certifications	Quality Certifications

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

www.xilinx.com