

Xilinx, Inc.

EU-U.S. & Swiss-U.S. Privacy Shield Notice

Effective Date: March 6, 2020

We, Xilinx, Inc. comply with the EU-US Privacy Shield Framework and the Swiss-U.S. Privacy Shield Framework as set forth by the US Department of Commerce regarding the collection, use, and retention of personal information from European Union member countries, the United Kingdom and Switzerland to the United States. Xilinx, Inc. has certified that it adheres to the Privacy Shield Principles of Notice, Choice, Accountability for Onward Transfer, Security, Data Integrity and Purpose Limitation, Access, and Recourse, Enforcement and Liability. If there is any conflict between the policies in this privacy policy and the Privacy Shield Principles, the Privacy Shield Principles shall govern. To learn more about the Privacy Shield program, and to view our certification page, please visit <https://www.privacyshield.gov/>.

This Notice does not apply to data that we collect from employees of our subsidiaries in the EEA, the United Kingdom and in Switzerland or to data that we collect from other jurisdictions.

Types of personal data collected

We collect business contact information from customers, suppliers and other business partners in the EEA, UK and Switzerland, including names, job titles, company affiliation and contact information.

From EEA, UK and Swiss Site Visitors, we collect name, email address, and a unique user ID. EEA, UK and Swiss Site Visitors who register for online seminars or software evaluations, or who participate in our online contests or contact us for information, will be asked to provide additional information such as title, company, address, and telephone number. EEA, UK and Swiss Site Visitors who make purchases on the Site will also be asked for billing and credit card information. We also collect resume and applicant information for those applying to job openings.

Commitment to subject to the Principles

We subject to the Principles all personal data that we receive from companies or individuals in the EEA, UK and Switzerland in reliance on the Privacy Shield. We also receive some data in reliance on other compliance mechanisms, including data processing agreements based on the EU Standard Contractual Clauses.

Purposes of collection and use

We collect and use personal data of EEA, UK and Swiss Site Visitors for purposes of providing products and services to our customers, communicating with corporate business partners about business matters, processing data on behalf of corporate customers, providing information on our services, and conducting related tasks for legitimate business purposes. With respect to marketing, data subjects in the EEA, UK and Switzerland may opt-out of receiving marketing communications from Xilinx or onward transfers of their data to other data controllers by following opt-out instructions that are contained in each marketing email or by contacting us at **Website Feedback and General Questions**.

Types of third parties to which we disclose personal data and purposes

We share EEA, UK and Swiss Data with our subsidiaries, affiliates and contractors, who process personal data on behalf of Xilinx. We also provide information to our channel partners, such as distributors and resellers, to fulfill product and information requests, and to provide customers and prospective customers with information about Xilinx and its products and services. We also share EEA, UK and Swiss Data with other third parties for the purposes for which we receive the EEA, UK and Swiss Data (e.g., performance of contractual obligations and rights), and we may also disclose EEA, UK and Swiss Data where we are legally required to disclose (e.g., under statutes, contracts or otherwise) or where the disclosure is permitted by law or the Privacy Shield Principles and we have a legitimate business interest in such disclosure. EEA, UK and Swiss Persons may opt out of disclosures to entities other than agents unless the disclosure is required by law or necessary under contracts by sending an email to privacy@xilinx.com, but such an opt-out request may make it difficult or impossible for us to provide requested services. We try to minimize disclosures of personal data as reasonably practical because we are mindful of our responsibility and liability in cases of onward transfers to third parties unless we can prove we were not a party giving rise to the damages.

Right to access

EEA, UK and Swiss Site Visitors have the right to access personal data about them and to update or correct incorrect data. Said individuals also have the right to request deletion of data that has been handled in violation of the Privacy Shield Principles. To access your personal data, contact privacy@xilinx.com.

Choices and means

EEA, UK and Swiss Site Visitors may choose to change personal data, unsubscribe from e-mail lists, or cancel an account by contacting privacy@xilinx.com. EEA, UK and Swiss Site Visitors may choose to unsubscribe from our marketing communications by following the instructions or unsubscribe mechanism in the e-mail message.

European Union, United Kingdom and Swiss individuals with inquiries or complaints regarding this privacy policy should first contact Xilinx at privacy@Xilinx.com or by regular mail addressed to:

Xilinx, Inc.
Attn: Privacy
2100 All Programmable Drive
San Jose, CA 95124-3400
United States

Independent dispute resolution body

Xilinx has committed to refer unresolved privacy complaints under the EU-U.S. and Swiss-U.S Privacy Shield Principles BBB EU PRIVACY SHIELD, a non-profit alternative dispute resolution provider located in the United States and operated by the BBB National Programs. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed, please visit www.bbb.org/EU-privacy-shield/for-eu-consumers/ for more information and to file a complaint.

Arbitration

If your Privacy Shield complaint cannot be resolved through the above channels, under certain conditions, you may invoke binding arbitration for some residual claims not resolved by other redress mechanisms. See Privacy Shield Annex 1 at <https://www.privacyshield.gov/article?id=ANNEX-I-introduction>.

Investigatory and enforcement powers of the FTC

Xilinx is subject to the investigatory and enforcement powers of the Federal Trade Commission (FTC).

Requirement to disclose

Xilinx may be required to disclose personal information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.