



ABOUT OUR CORPORATE RESPONSIBILITY DATA DISCLOSURES

This ESG Framework document covers our fiscal year 2021 (April 1, 2020 to March 30, 2021), unless otherwise noted) including our economic, environmental, social, and governance performance. It contains Standard Disclosures from the [GRI Standards: Core Option, Sustainability Accounting Standards Board](#) and [Task Force on Climate-Related Disclosures](#) as well as aligning our social and environmental impact activities with the [United Nations Sustainable Development Goals](#). Additional information about Xilinx is available in our 2021 Annual Report on [Form 10-K](#) at [xilinx.com](#).



DISTRIBUTION:

This information is distributed via the following channels:

- > Xilinx.com and our social media channels
- > Internal communications with our employees
- > External communications to stakeholders as requested

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

Xilinx, Inc.

Corporate Responsibility
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San Jose, California 95124
United States

The statements in this document 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 document 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, Alveo, Artix, CoolRunner, ISE, Kintex, Kria, Spartan, Versal, Vitis, 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.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS STATEMENT

Xilinx’s corporate responsibility strategy and initiatives are in alignment with the United Nations Sustainable Development Goals (UN SDGs) to achieve a better and more sustainable future for all. The 17 UN SDGs is a global call to action to end poverty, protect the planet, and ensure all people enjoy peace and prosperity by 2030. Information on our initiatives with elements that align with specific UN SDGs and include increasing access to education, healthcare and wellbeing, combating climate change, promoting a healthy planet, and reducing inequality while responding to the global COVID-19 pandemic, are noted below and addressed in this document.



GOOD HEALTH AND WELL-BEING

- > Our devices are used in [medical technology](#).
- > We are responding to [COVID-19](#).



QUALITY EDUCATION

- > We are educating and inspiring students in [STEM](#) education – Science, Technology, Engineering, and Math.



GENDER EQUALITY

- > We support gender equality with Women in Technology and [Diversity Initiatives](#).



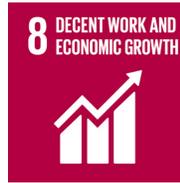
CLEAN WATER AND SANITATION

- > We employ [water conservation initiatives](#) to reduce impact in office facilities.



AFFORDABLE AND CLEAN ENERGY

- > We have implemented technology solutions for improving [power efficiency](#) in our products.
- > We are [reducing usage of energy](#) in our office facilities.



DECENT WORK AND ECONOMIC GROWTH

- > [We are committed](#) to creating a culture that invests in our people, is inclusive, and treats employees equitably and fairly.



INDUSTRY INNOVATION AND INFRASTRUCTURE

- > We leverage [technology to promote sustainability](#) in our products and for our customers.



REDUCED INEQUALITIES

- > We are committed to increasing [diversity across the organization](#) and nurturing a culture of inclusion while ensuring our employees are treated fairly.



RESPONSIBLE CONSUMPTION AND PRODUCTION

- > We conduct energy audits of our operations at our [major site locations](#) to identify opportunities for improvement.
- > We expect our [suppliers](#) to adhere to the same business ethics and human rights standards we have for ourselves.



CLIMATE ACTION

- > We are currently evaluating market-based renewable energy options for [alignment to the 1.5-degree Celsius warming scenario](#) which will aid in meeting our new 25% Scope 1+2 GHG emissions reduction by the end of 2025 and put us on track for 50% reduction by 2030.

SASB INDEX

Based on investor outreach feedback, we have aligned our disclosure with the Sustainability Accounting Standards Board (SASB) framework.

SASB has developed voluntary industry-specific disclosure standards for environmental, social, and governance issues that facilitate communication between companies and investors about decision-useful information. Below is a mapping of how our latest disclosure aligns with the recommended metrics for the SASB Technology and Communications Sector – Semiconductor Standard.

Topic	Code	Accounting Metric	Unit of Measure	Response/Location
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions	Metric tons (t) CO ₂ -e	2021 CDP Response
		(2) Amount of total emissions from perfluorinated compounds	Metric tons (t) CO ₂ -e	Not Applicable
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	2021 CDP Response
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed	Gigajoules (GJ)	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies
		(2) percentage grid electricity	Percentage (%)	
		(3) percentage renewable	Percentage (%)	
Water Management	TC-SC-140a.1	(1) Total water withdrawn	Thousand cubic meters (m ³)	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies
		(2) Total water consumed	Thousand cubic meters (m ³)	
		Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress	Percentage (%)	
		Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing	Metric tons (t)	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies
		Percentage of hazardous waste from manufacturing that is recycled	Percentage (%)	
		The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework	N/A	

SASB INDEX (CONTINUED)

Topic	Code	Accounting Metric	Unit of Measure	Response/Location
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards.	N/A	Xilinx is a fabless semiconductor company and does not have its own manufacturing companies. However, 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 Code of Social Responsibility Policy outlines the basic tenets required of our suppliers. The commitment of our valued suppliers to our Policy is essential to our mutual long-term success in alignment with the spirit and intent of the Responsible Business Alliance (RBA) Code of Conduct.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	Reporting Currency	
		The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.	N/A	
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	(1) Percentage of employees that are foreign nationals	Percentage (%)	Not Disclosed
		(2) Percentage of employees that are located offshore	Percentage (%)	Workforce Demographics
		Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management approach to addressing these risks	N/A	Form 10-K

SASB INDEX (CONTINUED)

Topic	Code	Accounting Metric	Unit of Measure	Response/Location
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	Xilinx does not participate in the IEC 62474; however Xilinx publicly releases Materials Declaration Data Sheets (MDDS) and IPC-1752 for all devices upon production release.
		Disclosure shall include a discussion of efforts to minimize usage of these substances	N/A	
	TC-SC-410a.2	(1) Processor energy efficiency at a system-level for servers	Various, by product category	Not Applicable to Xilinx products
		(2) Processor energy efficiency at a system-level desktops	Various, by product category	Not Applicable to Xilinx products
		(3) Processor energy efficiency at a system-level laptops	Various, by product category	Not Applicable to Xilinx products
		Disclosure shall include a discussion of efforts to design for new and emerging usage patterns with respect to energy efficiency in all product categories (i.e., applications for servers, desktops, laptops, workstations, netbooks, tablets, mobile phones, and storage).	N/A	Not Applicable to Xilinx products
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Xilinx-focused risks include those associated with conflict minerals. Our Conflict Minerals Policy and Annual Disclosure can be found at our Corporate Responsibility web page.
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting Currency	In FY21, there were no legal proceedings associated with anticompetitive behavior regulations
		The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses	N/A	N/A

TCFD INDEX

Based on investor outreach feedback, we have aligned, for the first time, our disclosure with the Task Force on Climate-related Financial Disclosures (TCFD).

TCFD has developed a voluntary framework for use by companies to provide information to investors, lenders, insurers, and other stakeholders on climate-related financial risk disclosure. Below is a mapping of how our latest disclosure aligns with this framework.

Disclosure Item	Recommended Disclosure	Description	Response/Location
Governance	A. Board Oversight	Describe the Board’s oversight of climate-related risks and opportunities.	2021 CDP Climate Change Response ; C1 Governance
	B. Management’s Role	Describe management’s role in assessing and managing climate-related risks and opportunities.	2021 CDP Climate Change Response ; C1 Governance
Strategy	A. Risks and Opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2021 CDP Climate Change Response ; C2 Risk & Opportunities
	B. Impact on Organization	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2021 CDP Climate Change Response ; C2 Risk & Opportunities
	C. Resilience of Strategy	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We have not completed a scenario analysis at the time this report was published, but plan to complete in FY22.
Risk Management	A. Risk Assessment Process	Describe the organization’s processes for identifying and assessing climate-related risks.	2021 CDP Climate Change Response ; C2 Risk & Opportunities
	B. Risk Management Processes	Describe the organization’s processes for managing climate-related risks.	2021 CDP Climate Change Response ; C2 Risk & Opportunities
	C. Intergration into Overall Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	2021 CDP Climate Change Response ; C2 Risk & Opportunities
Metrics and Targets	A. Climate Related Metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2021 CDP Climate Change Response ; C5 Emissions Methodology
	B. Scope 1, 2, 3 GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2021 CDP Climate Change Response ; C5 Emissions Data
	C. Climate-Related Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2021 CDP Climate Change Response ; C4 Targets and Performance

GRI INDEX

We follow the internationally recognized Global Reporting Initiative (GRI) Sustainability Reporting Standards and provided a cross-reference of applicable data and/or website links per the GRI Standards: Core Option.

Organizational Profile		
GRI Standards	Description	Data and/or Website Links
102-1	Name of the organization	Xilinx, Inc.
102-2	Activities, brands, products and services	About Xilinx Form 10-K
102-3	Location of headquarters	San Jose, California, USA
102-4	Location of operations	Main offices
102-5	Ownership and legal form	Form 10-K
102-6	Markets served	Form 10-K
102-7	Scale of the organization	About Xilinx
102-8	Information on employees and other workers	Life at Xilinx Workforce Demographics
102-9	Supply chain	Supplier Ethics
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary principle or approach	Corporate Governance
102-12	External initiatives	Product Responsibility
102-13	Membership of associations	Covered in relevant sections of this report and also include those listed below:
	> Avnu Alliance	> Carbon Disclosure Project (CDP)
	> Corporate Executive Board (CEB) - acquired by Gartner	> Embedded Vision Alliance (EVA)
	> EU Authorized Economic Operator (AEO)	> Forum of Incident Response and Security Teams (FIRST)
	> Global Semiconductor Alliance (GSA)	> Innovation Value Institute (IVI)
	> Institute of Electrical and Electronics Engineers (IEEE)	> Joint Electronic Device Engineering Council (JEDEC)
	> OpenPOWER Foundation	> Responsible Business Alliance - Supply Chain and Sustainability Management Platform (RBA-Online)
	> Semiconductor Industry Association	> Silicon Valley Leadership Group
	> Singapore Strategic Trade Partnership (STP)	> U.S. Commerce Department Information Systems Technical Advisory Committee (ISTAC)
	> U.S. Customs-Trade Partnership Against Terrorism (C-TPAT)	> U.S. Environmental Protection Agency Green Power Partnership

GRI INDEX (CONTINUED)

Strategy		
GRI Standards	Description	Data and/or Website Links
102-14	Statement from senior decision-maker	Message From Our President and CEO
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Privacy Policy Ethics and Business Integrity
102-17	Mechanisms for advice and concerns about ethics	Governance and Ethics
Governance		
102-18	Governance structure	Corporate Governance
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	Xilinx's global employees have the freedom of association and the right to form and join a trade union. Employees in the U.S., Canada, India, and APAC regions are not unionized. Currently, our Taiwan office has formed a Labor Management Committee as required by law. In the EMEA region, Xilinx does not participate in collective bargaining, but complies with all statutory obligations with regard to collective agreements. Our France office has an elected employee representative.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Form 10-K
102-46	Defining report content and topic boundaries	About This Disclosure
102-47	List of material topics	CRR Approach
102-48	Restatements of information	None
102-49	Changes in reporting	There were no significant changes in reporting
102-50	Reporting Period	About This Report
102-51	Date of of most recent report	August 2021
102-52	Reporting cycle	About This Disclosure
102-53	Contact point for questions regarding this report	About This Disclosure
102-54	Claims of reporting in accordance with the GRI Standards	This report contains standard disclosures from the GRI Standards: Core Option
102-55	GRI Context Index	GRI
102-56	External assurance	None

GRI INDEX (CONTINUED)

Economic Performance				
GRI Standards	Description	Data and/or Website Links		
103-1	Explanation of the material topic and its Boundary	Form 10-K CRR Approach		
103-2	The management approach and its components	Form 10-K CRR Approach		
103-3	Evaluation of the management approach	Form 10-K CRR Approach		
201-1	Direct economic value generated and distributed	Form 10-K		
	Financial Data (in thousands USD except per share amounts)	FY2021	FY2020	FY2019
	Total Revenue	3,147,599	3,162,666	3,059,040
	Operating Income	753,139	791,888	956,799
	Net Income	648,508	792,721	889,750
	Diluted Earnings Per Share	2.62	3.11	3.47
	Cash Dividends Per Share	1.14	1.48	1.44
	Percent of Revenue by End Market			
	A&D, Industrial and TME	44%	41%	41%
	Automotive, Broadcast and Consumer	16%	16%	15%
	Wired and Wireless	30%	34%	36%
	Data Center	10%	9%	7%
	Channel	0%	0%	1%
	Percent of Revenue by Region			
	North America	28%	29%	28%
	Asia Pacific	49%	46%	45%
	Europe	16%	17%	19%
	Japan	7%	8%	8%
201-2	Financial implications and other risks and opportunities due to climate change	2021 CDP Response C2. Risk and Opportunities		
Anti-Corruption				
103-1	Explanation of the material topic and its Boundary	Governance and Ethics		
103-2	The management approach and its components	Governance and Ethics		
103-3	Evaluation of the management approach	Governance and Ethics		
205-1	Operations assessed for risks related to corruption	Governance and Ethics		
205-2	Communication and training about anti-corruption policies and procedures	Governance and Ethics		
205-3	Confirmed incidents of corruption and actions taken	None for this reporting year		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In FY21, there were no legal proceedings associated with anti-competitive behavior, anti-trust, or monopoly practices.		

GRI INDEX (CONTINUED)

Environmental Topics		
GRI Standards	Description	Data and/or Website Links
103-1	Explanation of the material topic and its Boundary	Form 10-K 2021 CDP Response C3. Business Strategy
103-2	The management approach and its components	Form 10-K 2021 CDP Response C3. Business Strategy
103-3	Evaluation of the management approach	Form 10-K 2021 CDP Response C3. Business Strategy
302-1	Energy Consumption with the Organization	Energy Management
302-3	Energy intensity	CY2020: 13.9 MWh/headcount
302-4	Reduction of energy consumption	Energy Management
302-5	Reductions in energy requirements of products and services	Environmental Impact of Products
303-1	Water withdrawal by source	Water Management 2021 CDP Response Water Security
305-1	Scope 1 direct GHG emissions	Climate Change Efforts 2021 CDP Response C6. Emissions Data CY2020: 888 metric ton CO ₂ e CY2019: 1,612 metric ton CO ₂ e CY2018: 1,663 metric ton CO ₂ e
305-2	Scope 2 indirect GHG emissions	Climate Change Efforts 2021 CDP Response C6. Emissions Data CY2020: 20,988 metric tons CO ₂ e CY2019: 25,330 metric tons CO ₂ e CY2018: 23,103 metric tons CO ₂ e
305-4	GHG emissions intensity	Climate Change Efforts
305-5	Reduction of GHG emissions	Climate Change Efforts
306-2	Waste by type and disposal method	Waste Management
306-3	Significant spills	None
306-4	Transport of hazardous waste	Hazardous Waste Management
307-1	Non-compliance with Environmental Laws and Regulations	None
308-1	New suppliers that were screened using environmental criteria	Supplier Responsibility

GRI INDEX (CONTINUED)

Social Topics		
GRI Standards	Description	Data and/or Website Links
103-1	Explanation of the material topic and its Boundary	Form 10-K Diversity, Equity and Inclusion
103-2	The management approach and its components	Form 10-K Diversity, Equity and Inclusion
103-3	Evaluation of the management approach	Form 10-K Diversity, Equity and Inclusion
401-1	New employee hires and employee turnover	Workforce Demographics
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees
403-1	Workers representation in formal joint management worker health and safety committees	EHS
403-2	Work-related injuries	EHS
404-1	Employee training	Our Employees
404-2	Programs for upgrading employee skills and transition assistance programs	Our Employees
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive twice annually regular performance and career development reviews
405-1	Diversity of Governance Bodies and Employees	Diversity, Equity, and Inclusion Workforce Demographics
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
414-1	New suppliers that were screened using social criteria	Supplier Responsibility