

# XILINX ENVIRONMENT, HEALTH AND SAFETY POLICY



As a leading provider of semiconductor technology, Xilinx takes a global implementation approach to our Environment, Health and Safety (EHS) Management System that encourages collaboration and integration across all operations of our business. Xilinx is committed to the protection of the environment and maintaining a safe and healthy workplace, which is evidenced through:

- Our efforts to continually improve and evaluate the EHS impacts of our activities, products and services from a lifecycle perspective, while also ensuring compliance with legal and other applicable requirements.
- Promoting the prevention of pollution, injuries and ill health, the conservation of energy and natural resources, and the reduction of waste within the organization.
- Publicizing our EHS policy and working together with interested parties to continually improve performance and establish our EHS Management System objectives to meet changing business and regulatory needs.

Our leadership team is committed to ensuring the EHS Management System is embedded in the company's ONEXILINX culture and applied at all levels of the organization.

A handwritten signature in black ink, appearing to read "Victor Peng".

Victor Peng  
President and CEO, Xilinx Inc.  
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