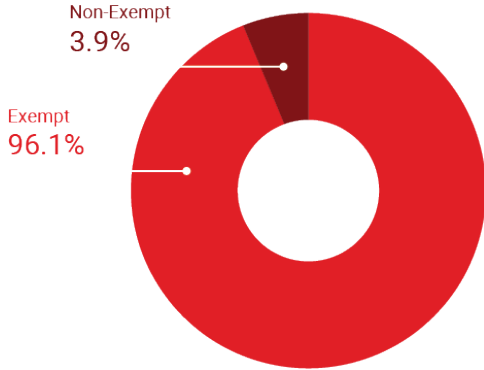


# TABLE OF CONTENTS

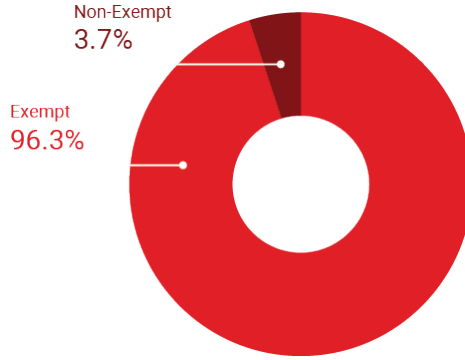
WORKFORCE DEMOGRAPHICS DATA	1
ENVIRONMENT HEALTH AND SAFETY DATA	8

# EMPLOYEE TYPE

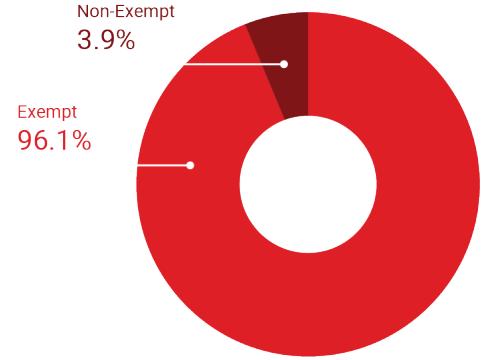
FY19 Employee Type



FY20 Employee Type



FY21 Employee Type



Employee Type	# of Employees	% of Employees
Exempt	4,261	96.1%
Non-Exempt	172	3.9%
<b>Total</b>	<b>4,433</b>	100%

Employee Type	# of Employees	% of Employees
Exempt	4,712	96.3%
Non-Exempt	179	3.7%
<b>Total</b>	<b>4,891</b>	100%

Employee Type	# of Employees	% of Employees
Exempt	4,743	96.9%
Non-Exempt	150	3.1%
<b>Total</b>	<b>4,893</b>	100%

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

Turnover Rate	FY21	FY20	FY19	FY18	FY17
Voluntary	5.4%	5.9%	6.8%	7%	5.9%
Total	9.7%	8.9%	8.2%	8.7%	6.9%

Turnover is calculated over a completed fiscal year (12 months)

**DEFINITIONS - EMPLOYEE TYPE**

**EMPLOYEE**  
Includes Exempt and Non-Exempt Full-Time Employees

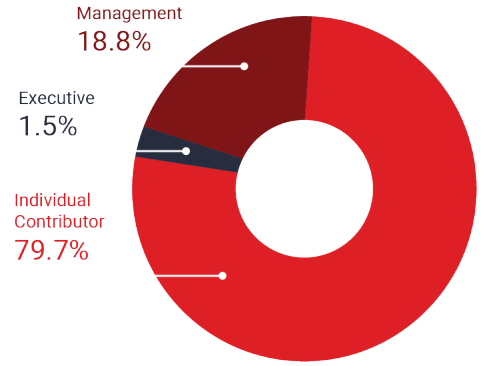
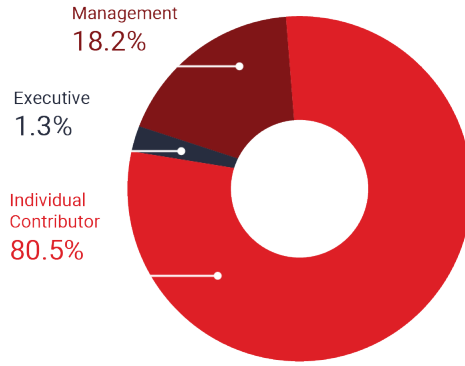
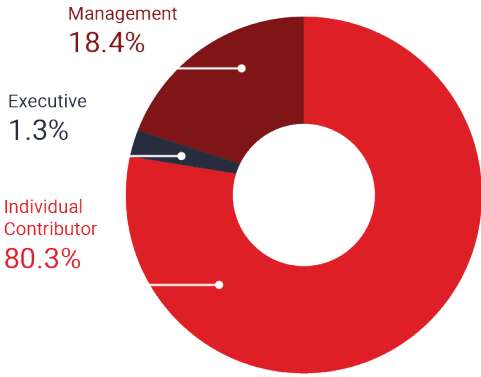
\*Represents Worldwide Data

# EMPLOYEE LEVEL TYPE

FY19 Employee Level Type

FY20 Employee Level Type

FY21 Employee Level Type



Employee Level Type	# of Employees	% of Employees
Individual Contributor	3,557	80.3%
Management	817	18.4%
Executive	59	1.3%
<b>Total</b>	<b>4,433</b>	<b>100%</b>

Employee Level Type	# of Employees	% of Employees
Individual Contributor	3,933	80.5%
Management	892	18.2%
Executive	66	1.3%
<b>Total</b>	<b>4,891</b>	<b>100%</b>

Employee Level Type	# of Employees	% of Employees
Individual Contributor	3,904	79.7%
Management	917	18.8%
Executive	72	1.5%
<b>Total</b>	<b>4,893</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

**DEFINITIONS - EMPLOYEES BY LEVEL\***

**EMPLOYEE**  
Includes Exempt and Non-Exempt Full-Time Employees

**EXECUTIVES**  
Includes any employee that is a VP or above

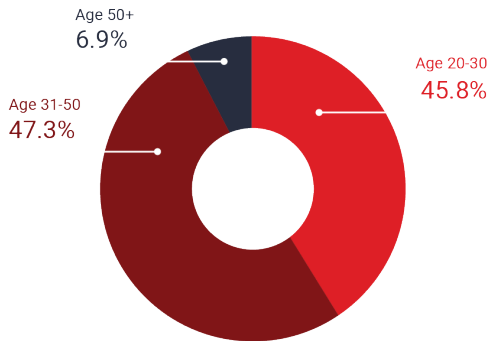
**MANAGEMENT**  
Includes any employee that is not an executive who is a people manager

**INDIVIDUAL CONTRIBUTORS**  
Includes any employees who are not executives or management

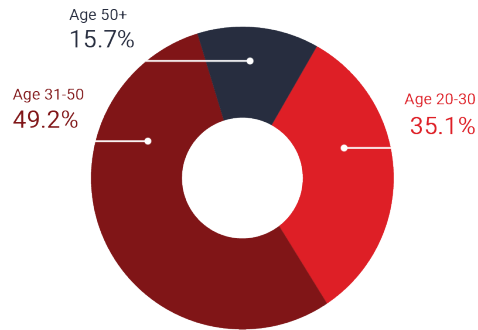
\*Represents Worldwide Data

# NEW HIRES BY AGE

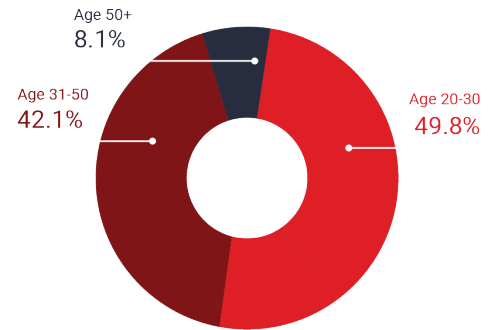
FY19 New Hires By Age



FY20 New Hires By Age



FY21 New Hires By Age



Age Band	# of Employees	% of Employees
20-30	358	45.8%
31-50	369	47.3%
50+	54	6.9%
<b>Total</b>	<b>781</b>	<b>100%</b>

Age Band	# of Employees	% of Employees
20-30	314	35.1%
31-50	439	49.2%
50+	140	15.7%
<b>Total</b>	<b>893</b>	<b>100%</b>

Age Band	# of Employees	% of Employees
20-30	234	49.8%
31-50	198	42.1%
50+	38	8.1%
<b>Total</b>	<b>470</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

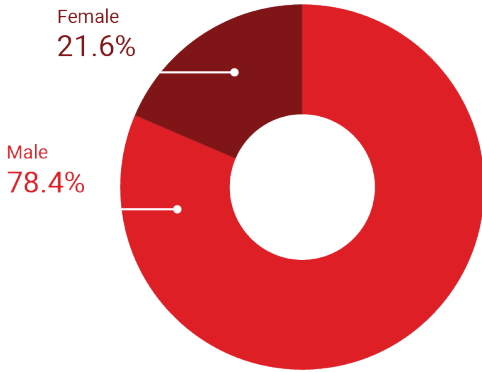
**DEFINITIONS - HIRES BY AGE\***

**NEW HIRES**  
Includes Exempt and Non-Exempt Full-Time Employees hired within the fiscal year

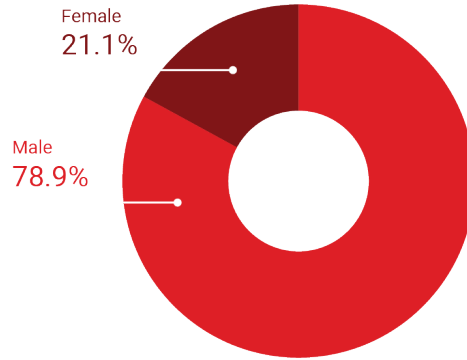
\*Represents Worldwide Data

# NEW HIRES BY GENDER

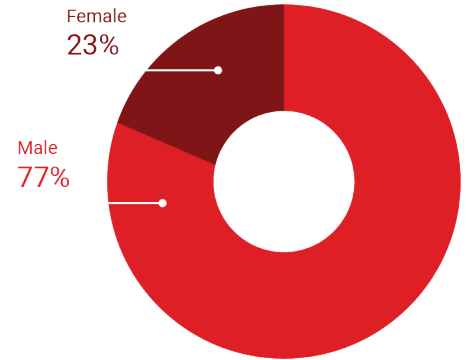
FY19 New Hires By Gender



FY20 New Hires By Gender



FY21 New Hires By Gender



Gender	# of Employees	% of Employees
Male	612	78.4%
Female	169	21.6%
<b>Total</b>	<b>781</b>	100%

Gender	# of Employees	% of Employees
Male	705	78.9%
Female	188	21.1%
<b>Total</b>	<b>893</b>	100%

Gender	# of Employees	% of Employees
Male	362	77%
Female	108	23%
<b>Total</b>	<b>470</b>	100%

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

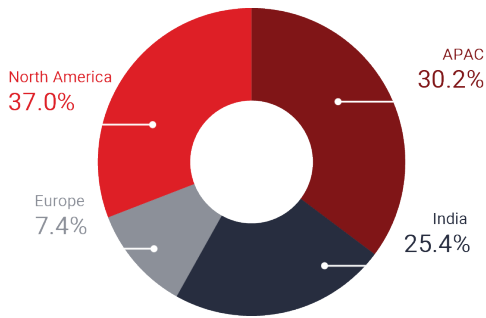
**DEFINITIONS - NEW HIRES BY GENDER\***

**NEW HIRES BY GENDER**  
Includes Exempt and Non-Exempt Full-Time Employees hired within the fiscal year

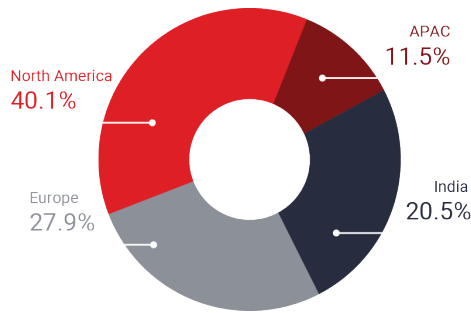
\*Represents Worldwide Data

# NEW HIRES BY REGION

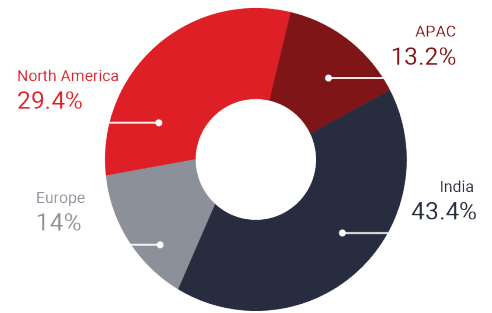
FY19 New Hires By Region



FY20 New Hires By Region



FY21 New Hires By Region



Headcount Location	# of Employees	% of Employees
North America	289	37%
India	198	25.4%
Europe	58	7.4%
APAC	236	30.2%
<b>Total</b>	<b>781</b>	<b>100%</b>

Age Band	# of Employees	% of Employees
North America	358	40.1%
India	183	20.5%
Europe	249	27.9%
APAC	103	11.5%
<b>Total</b>	<b>893</b>	<b>100%</b>

Age Band	# of Employees	% of Employees
North America	138	29.4%
India	204	43.4%
Europe	66	14%
APAC	62	13.2%
<b>Total</b>	<b>470</b>	<b>100%</b>

FY19 data reflects corrections as a result of internal reviews since the 2019 Corporate Responsibility Report

**DEFINITIONS- NEW HIRES BY REGION\***

**NEW HIRES**

Includes Exempt and Non-Exempt Full-Time Employees hired within the fiscal year

\*Represents Worldwide Data

# POSITIONS HELD BY GENDER

## FY19 Positions Held by Gender

Gender	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
F	22.6%	23.9%	17.4%	14.8%	18.2%
M	77.4%	76.1%	82.6%	85.2%	81.8%

## FY20 Positions Held by Gender

Gender	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
F	22.4%	23.6%	17.5%	16.2%	27.3%
M	77.6%	76.4%	82.5%	83.8%	72.7%

## FY21 Positions Held by Gender

Gender	Global Workforce	Individual Contributors	Managers	Leaders	Executive Officers
F	22.9%	24.2%	17.2%	13.3%	16.7%
M	77.1%	75.8%	82.8%	86.7%	83.3%

**DEFINITIONS- POSITIONS HELD BY GENDER\***

**GLOBAL WORKFORCE**

Includes only Exempt and Non-Exempt Full-Time employees

**INDIVIDUAL CONTRIBUTORS**

Includes only Exempt and Non-Exempt Full-Time employees who are not people managers

**MANAGERS**

Includes any employee that is a people manager

**LEADERS**

Includes any employee that is a VP or above

**EXECUTIVES**

Includes any C-Suite employees

\*Represents Worldwide Data

# EMPLOYEES BY RACE AND ETHNICITY

## FY19 Employees by Race and Ethnicity

Ethnicity	U.S. Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%		0.4%		
Asian	53.6%	54.4%	50.4%	37.0%	11.1%
Black or African American	0.4%	0.3%	0.6%	2.2%	11.1%
Hispanic or Latino of Any Race	4.0%	4.4%	2.8%	4.3%	11.1%
Native Hawaiian or Other Pacific	0.6%	0.7%	0.4%		
Two or More Races	1.0%	1.3%	0.2%		
White	40.3%	38.9%	45.2%	56.5%	66.7%

## FY20 Employees by Race and Ethnicity

Ethnicity	U.S. Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%		0.3%		
Asian	56.7%	56.7%	56.7%	40.9%	53.9%
Black or African American	0.4%	0.4%	0.3%		7.7%
Hispanic or Latino of Any Race	3.3%	3.9%	1.7%	1.1%	
Native Hawaiian or Other Pacific	0.6%	0.6%	0.4%	1.1%	
Two or More Races	1.0%	1.3%	0.1%		
White	37.9%	37.1%	40.5%	56.9%	38.4%

## FY21 Employees by Race and Ethnicity

Ethnicity	U.S. Workforce	Individual Contributors	Managers	Leaders	Executive Officers
American Indian or Alaskan Native	0.1%	0.1%	0.5%		
Asian	54.3%	54.7%	54.7%	41.2%	41.7%
Black or African American	0.5%	0.4%	0.5%		8.3%
Hispanic or Latino of Any Race	3.8%	4.3%	2.3%		8.3%
Native Hawaiian or Other Pacific	0.7%	0.8%	0.5%		
Two or More Races	1.3%	1.6%	0.2%		
White	39.3%	38.1%	41.3%	58.8%	41.7%

### DEFINITIONS- EMPLOYEES BY RACE AND ETHNICITY\*

**U.S. WORKFORCE**

Includes only Exempt and Non-Exempt Full-Time employees

**INDIVIDUAL CONTRIBUTORS**

Includes only Exempt and Non-Exempt Full-Time employees who are not people managers

**MANAGERS**

Includes any employee that is a people manager

**LEADERS**

Includes any employee that is a VP or above

**EXECUTIVES**

Includes any C-Suite employees

\*Employees self-identify based on EEO-1 race and ethnicity categories. Reflects United States race and ethnicity data only.





## ENVIRONMENT HEALTH AND SAFETY

### MANAGEMENT SYSTEM

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 in driving continual improvement. The EHSMS, together with our adaptable and proactive approach, has enabled us to consistently meet or exceed industry standards and customer expectations. For more than a decade, Xilinx has been third-party-certified to the [ISO14001](#) and [ISO45001](#) (replacing 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 we are committed to doing our part to address sustainability issues across our operations with our goals, targets and associated metrics reviewed annually with our executive leadership team.



### 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.

During the time of COVID-19 in 2020 and Return to Office transition considerations in 2021, the health and safety of our employees and service providers has been paramount. We took steps to suspend normal operations in more than 35 Xilinx offices around the globe in March 2020 and for essential lab and office operations to continue, we implemented temperature checks, improved cleaning and air conditioning operations, instituted social distancing, and provided masks to all those entering our locations to ensure their safety. Since the pandemic began, Xilinx has been providing enhanced technical and emotional support services to assist our employees and their families while they are working/schooling from home along with providing the third Fridays off each month for the past year.

We have developed a robust, global ergonomic program to address Work-related Musculoskeletal Disorders (WMSDs) and have been successful in minimizing these types of potential injuries. Additionally, during this current pandemic, we have adapted our global ergonomics program to address employees' varying home set-ups so they can work safely while remote and made available a stipend to purchase necessary equipment.



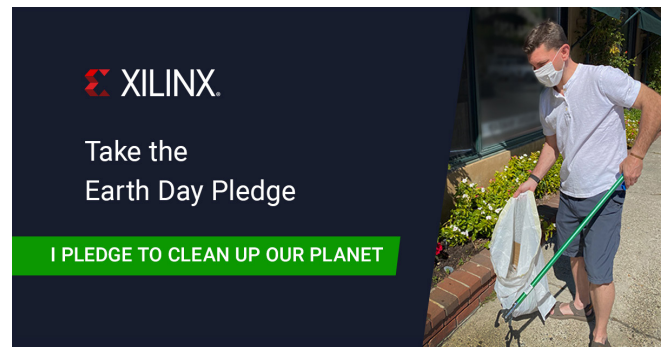
To prevent workplace injuries, we provide initial and ongoing health and safety-related training to our employees that meets global regulatory requirements aimed to protect the health and well-being of our employees. Xilinx uses the Total Recordable Injury Rate (TRIR) calculation to measure the number 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 U.S. Department of Labor.

Global Injury Rate	CY2020	CY2019	CY2018
Total recordable incident rate (injuries per 100 employees)	0.02	0.08	0.05
Fatalities	0	0	0

CY19 data reflects a correction as a result of internal reviews since the 2020 Corporate Responsibility Report

## 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. Our annual events are celebrated globally to show support for protecting our environment and raising sustainability awareness not just one day but every day. Due to the mandatory work from home status of many Xilinx sites because of the COVID-19 pandemic, this year's annual event was held virtually for employees for the second year to highlight their sustainability initiatives while competing with their peers across the globe.



Employee engagement is an important factor for us to successfully implement our conservation initiatives. Striking a balance between energy reduction goals and employee comfort presents continuous challenges from a building operations standpoint. However, through partnerships with our employees and by promoting Earth Day every day, we find we are able to make a difference in our workplace and communities by reinforcing our commitment to combatting climate change as a Xilinx family.

## GLOBAL SUSTAINABLE BUILDING INITIATIVES

While Xilinx does not own or lease land in protected areas of high biodiversity, we are aware that proactively addressing environmental issues is good for our communities, company and impact on biodiversity. Our conservation efforts over the years have resulted in significant environmental design awards as well as industry and governmental certifications. Below are some highlights of our initiatives including energy efficiency in design and construction at our major locations covering nearly 1,572,000-square-feet of occupied space.

### XILINX – COLORADO

- > In 2002, our Colorado office was awarded the Colorado Renewable Energy Society Award of Merit from the Architecture Institute of America.
- > The design of the entire project inside and out, utilized concepts of sustainable architecture responsive to the area’s quality of life and employed energy conservation, use of “green” products, local materials, and water management. An indigenous habitat for wildlife was also enhanced throughout the property.



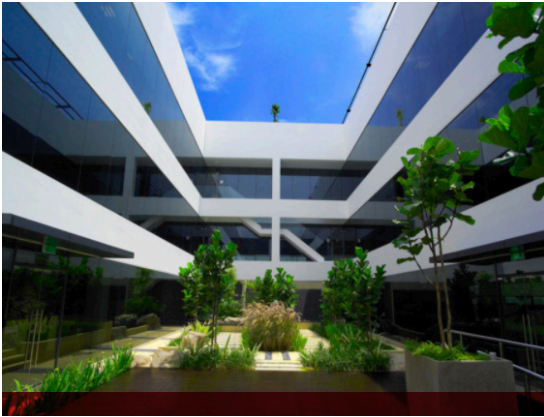
### XILINX – HYDERABAD

- > This new building was completed in 2019 incorporating high energy efficiency features in the approximate 300,000 square feet (encompassing 6 floors) of occupied space by more than 1,400 Xilinx employees. The facility was designed to be ergonomically compliant, environmentally friendly, and equipped with a fully automated lighting management system to control lighting based on occupancy and daylight.
- > The Data Center is equipped with advanced HVAC system technology including In-Row cooling units to help drive energy usage dramatically down.

### XILINX – IRELAND

- > This campus was built in 2000 with a modular design format to easily incorporate site expansion without disruption to the surrounding ecosystem.
- > Energy efficiency upgrades have included LED lighting and energy efficient UPS systems in the data center.
- > We have partnered with the local waste management company for the past 10 years to eliminate landfill and convert waste that cannot be reused or recycled into clean energy.





### XILINX – SINGAPORE

- > In 2007, the award-winning Xilinx Asia Pacific Headquarters became the first privately owned industrial building in Singapore to be awarded the BCA Green Mark Platinum Award—the highest green building accolade by the Building and Construction Authority (BCA).
- > This building, with its eco-friendly design and proven state-of-the-art energy saving installations is a demonstration of Xilinx’s commitment to create a sustainable environment.

### XILINX – SAN JOSE (CORPORATE HEADQUARTERS)

- > In 2007, Xilinx received the Leadership in Energy and Environmental Design (LEED) Award for the renovation of a 72,000-square-foot building.
- > In 2016, we completed the renovation of a 113,000-square-foot building with design focused on energy efficiency and sustainability. This has resulted in net zero energy levels to be achieved in 100% of the building’s office spaces.
- > In early 2020, Xilinx completed construction of a Solar Parking and Energy Storage Project to power more than 50% of a 180,000-square-foot building on campus.



### RENEWABLE AND ONSITE ENERGY GENERATION PROJECTS (CORPORATE HEADQUARTERS)

At the end of 2020, 45% of the electricity used by the campus was generated from fuel cells and a rooftop solar system and parking lot solar system.

- > 2012—Bloom Energy Fuel Cells (1MW)
- > 2016—Rooftop Solar System (600kW)
- > 2018—Bloom 4th Generation Energy Fuel Cell Upgrade (1MW)
- > 2020—Parking Lot Solar System (1.4MW)

### ELECTRIC VEHICLE CHARGING STATIONS (SINCE 2012)

With the growing demand of electric vehicles and in support of carbon reduction, Xilinx has been investing in providing availability of charging stations to our employees globally.

- > 55 ports including 16 additional ports that were installed in 2020



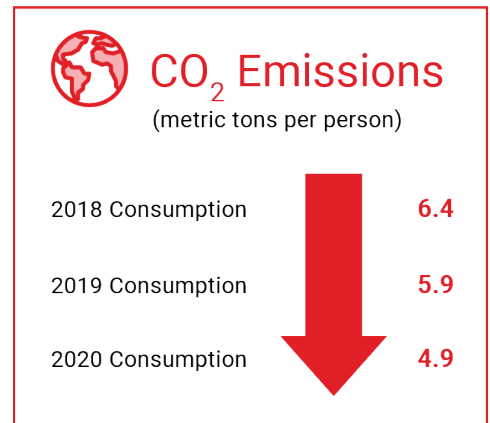
### SOLAR PROJECT COMPLETED AT CORPORATE HEADQUARTERS

In early 2020, Xilinx completed the installation of a large (1.4MW) Parking Lot Solar System that includes a 1MWh battery storage. The installed solar panels will generate energy that will be both used by the campus building and stored into the battery system. What makes this solar project unique is the ability to store excess energy generation – as the solar system produces power, energy is directed and stored in the batteries for later use when building loads are high and/or when utility rates are most expensive. We are also able to send surplus energy back to the power grid for use by the local surrounding community. In addition, the 3,600 solar panel system offers shade to 500 employee parking spaces.

### CLIMATE CHANGE EFFORTS

Xilinx has long been committed to supporting conservation efforts and reducing its carbon footprint. Emission data is tracked for our major sites, including our corporate headquarters in San Jose, and our facilities in Colorado, Ireland, Singapore, and Hyderabad.

- > In support of limiting global warming by minimizing generation of greenhouse gases (GHGs) in our operations as we continue to expand our business, we have a carbon emissions target of 25% CO<sub>2</sub> reduction per employee over ten years from 2016 to 2025 with our baseline year of CY2015.



### RENEWABLE ENERGY INITIATIVES

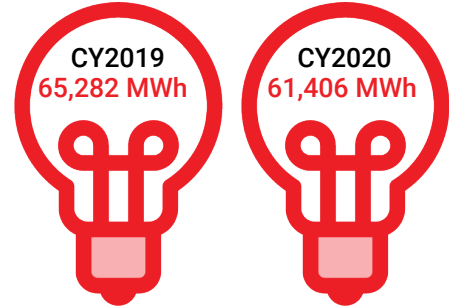
Xilinx has been a member of the EPA’s Green Power Partner Program since 2005, supporting the development of renewable energy while also helping protect the environment. In addition, Xilinx purchases renewable energy certificates (RECs) in the U.S. and in Singapore. On average, 3,500 MWh is purchased every year. For every kilowatt hour of RECs purchased by Xilinx, an equal amount of electricity from renewable resources is being delivered to the power grid, helping to offset the generation of electricity from other more-polluting sources such as oil, natural gas, and coal.

Energy-efficient building design, conservation initiatives, and energy reduction projects have helped us achieve our carbon reduction goal along with sourcing global electricity use from carbon-free energy with continued company growth. In late 2016, we began rapidly increasing our use of renewable energy, and by the end of 2020, renewable energy sources have supplied 53% of our total energy needs at headquarters in San Jose, California. 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 25% CO<sub>2</sub> reduction goal from Scope 1 and 2 emissions by the end of CY2025, and put us on track for 50% reduction by 2030.

## 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 at our major sites.

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 for improved energy reduction results.



CY2019 MWh energy data reflects a correction as a result of internal reviews since the 2020 Corporate Responsibility Report

Our energy use comes from Scope 1 (stationary combustion sources such as natural gas and diesel) and Scope 2 (purchased electricity) emissions of which electricity use accounts for over 90% of our total carbon emissions footprint. Our total energy usage decreased by 6% from CY2020, compared to CY2019, due to employees working remotely during the pandemic; however our onsite data centers and buildings were operational for business continuity purposes and for our essential employees. With our global data center footprint expanding, we are continuing to look at energy reduction efforts (as listed below) along with reducing our environmental impact by implementing green equipment purchasing initiatives for new equipment, upgrades, and optimization.

### INTELLIGENT ENERGY-EFFICIENT COOLING SYSTEMS

- > Outside air-cooling systems used to reduce and offset energy use in data centers and lab environments
- > Dynamic controls that adjust to set points based on outside weather conditions optimize comfort and energy usage for office environments
- > Control 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% of the sun’s energy, allowing for less mechanical cooling energy to be consumed
- > Rooftop solar hot water collectors offset water heating energy (Singapore office)
- > Architectural features such as awnings and trellises work to minimize solar gain into buildings
- > Semi-external building areas used for informal meetings and gatherings use natural ventilation in lieu of traditional cooling systems
- > Natural sunlight from skylights, solar tubes, and light wells enhance building occupants’ visual comfort and improve light quality

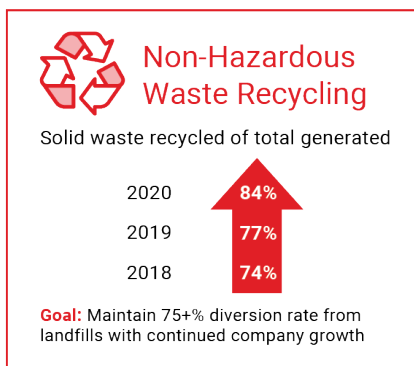
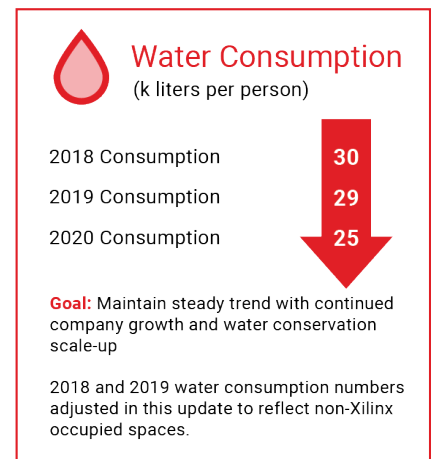
## ENERGY-SAVING TECHNOLOGIES

- > High-efficiency critical power protection equipment (San Jose campus)
- > Environmentally friendly TL5 and LED lamps and controls for scheduling
- > Occupancy sensors in meeting rooms, restrooms, and copy rooms
- > High-efficiency electrical transformers
- > Energy monitoring/management software that helps identify and quantify potential energy saving opportunities
- > Office lighting systems that automatically dim or switch off when sufficient ambient light is present

## WATER MANAGEMENT

As a fabless semiconductor company, we are not a major water consumer, but we still believe every bit of conservation helps in our target of demonstrating a yearly reduction trend even with increasing headcount at our major sites. Water conservation projects that we continue to expand and improve to drive down our water consumption include:

- > Weather-based irrigation controls
- > H<sub>2</sub>O Utilization Awareness Program
- > Sensor activated (touchless) low-flow fixture retrofits
- > Use of recycled condensate water for landscape irrigation



## 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 at our major sites sent to landfills and encourage global employee engagement in recycling activities. 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 with increasing headcount.

## HAZARDOUS WASTE

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 is well below the EPA requirements for Conditionally Exempt Small Quantity Generators (accumulate less than 2,200 pounds (1,000 kgs) at any one time).

