

## Equal Employment Opportunity/Affirmative Action Policy

Xilinx is committed to providing equal employment opportunities for all employees and applicants for employment. Xilinx does not discriminate in employment opportunities or practices on the basis of race, color, religion, religious dress or grooming, gender (including gender identity or expression), genetics, marital or veteran status, age, national origin, ancestry, physical disability (including HIV and AIDS), intellectual disability, medical condition, sexual orientation, or any other characteristic protected by law. Furthermore, Xilinx prohibits the unequal payment of wages to employees of opposite sexes performing substantially similar work in accordance with applicable laws. We base all employment decisions-- including recruitment, selection, training, compensation, benefits, discipline, promotions, transfers, lay-offs, return from lay-off, terminations, and social and recreational programs--on the principles of equal employment opportunity.

Our employees have diverse backgrounds, skills, and ideas that collectively contribute to greater opportunities for innovation. Our Affirmative Action Program is designed to attract a diverse pool of talent so that we may select the best candidates at all levels of this organization. Our EEO Officer, Marilyn Stiborek Meyer, is responsible for maintaining an audit and reporting system to monitor compliance with our Affirmative Action Program and equal opportunity/affirmative action policy. Xilinx will take affirmative action to employ and advance in employment qualified women, minorities, disabled individuals and protected veterans. We will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. Xilinx strictly prohibits harassment of any individual on the basis of any characteristic listed above.

Managers at all levels share the responsibility for promoting and complying with this policy. Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to their immediate supervisor, to the Human Resources Department, the Legal Department or online through an anonymous third-party hosted tool ([www.mysafeworkplace.com](http://www.mysafeworkplace.com)). In addition, employees and applicants can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion or discrimination because they have: 1) filed a complaint with Xilinx or with federal, state, or local agencies; 2) assisted or participated in any investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute; 3) opposed any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or 4) exercised any other employment right protected by federal, state or local law or its implementing regulations.

Equal employment opportunity at Xilinx is everyone's business. Every employee is responsible for complying with this policy. Any employee who feels that he or she has been treated contrary to this policy should contact his or her supervisor, Marilyn Stiborek Meyer, or me. Any employee who is found to have violated this policy will be subject to disciplinary action up to and including discharge.

The Disabled/Veterans Affirmative Action Plan may be reviewed by employees and applicants upon request. Contact Theresa Pagonico at (408) 879-6085 to make an appointment during regular business hours to review the plan.

At Xilinx, we are committed to providing equal opportunity for all.

Victor Peng  
President and Chief Executive Officer

February 1, 2018