2010
Environment, Health and Safety Report
A Shared Interest Between Xilinx and our Customers

ENVIRONMENT, HEALTH & SAFETY

Environmental Compliance • Corporate Social Responsibility • Injury-Free work environment
Reduced Carbon Footprint • Product Stewardship

XILINX®
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Xilinx Commitment to Environment, Health and Safety

Xilinx has become the world's leading supplier of programmable logic solutions through the quality of our people, products, processes, strategic partnerships and most importantly, the power of innovation. Providing a healthy, safe and secure work environment creates a space for our employees to focus on innovation without fear of injury or harm, and to deliver maximum customer and investor value.

Conducting our business to the highest ethical principles is the foundation of our commitment to Environmental Health and Safety (EHS) Management.

Xilinx's accountability for EHS management has developed over time from the implementation of ISO14001 in 1999 through the implementation of OHSAS18001 in 2008 to the present day.

Adherence to these standards allows Xilinx to;
- Implement, maintain and improve its EHS management system
- Meet the overall program objectives and ensure ongoing compliance with applicable legal requirements
- Concentrate on specific EHS programs that focus on the most significant impacts of Environment, Health and Safety

The success of Xilinx EHS Management System is due to;
- Senior-level sponsorship
- Environmental, Health & Safety assessments
- Companywide endorsement
- Corporate strategy
- Corporate EHS action plans, and
- Corporate Implementation process for EHS action plans

We are proud of our global reputation for environmental stewardship, safety performance and social responsibility.

The following report elaborates on these EHS achievements as well as our targets for future performance. As you will see we are ambitiously expanding our EHS Management Systems. Attention to the environment, community and employee well-being will improve our bottom line and continue to strengthen our leadership position for the future.

Jack Elward
Vice President, Worldwide Quality Systems and Customer Support
Environment, Health and Safety Policy

Xilinx is committed to the protection of the environment and to providing a safe and healthy workplace for the Xilinx community. A positive and proactive approach to EHS management is consistent with the spirit and intent of our corporate values.

**Specifically, we commit to:**

- **Comply** with applicable regulatory, industry, customer and other requirements that we subscribe to

- **Evaluate our EHS impacts** through a comprehensive risk management process

- **Train and develop employees** to allow them to contribute effectively to the EHS Program and to conduct their work in a manner that will achieve the organization’s policy and objectives

- **Manage operations** to prevent:
  - Pollution,
  - Injuries and ill health, and
  - The adverse EHS impacts of our activities, products and services

- **Set and achieve objectives to continually improve** our management systems and our performance to meet changing business and regulatory needs

- **Work together** with our suppliers and contractors to enhance our EHS performance

- **Communicate the policy** to employees, the public and all interested parties

The EHS policy will be achieved through the implementation and maintenance of the EHS Management System at all levels of the organization.

Moshe Gavrielov
President and CEO, Xilinx Inc.
Xilinx's Code of Social Responsibility, based upon the requirements of the Electronics Industry Code of Conduct (EICC), contains the following key elements:

- **Community involvement**
  - Society development
  - Educational programs

- **Environment**
  - Pollution prevention
  - Respect for future generations

- **Labour practices**
  - Occupational health and safety
  - Dignified working conditions

- **Customer issues**
  - Provision of accurate information
  - Development of safe and reliable products

- **Organizational governance**
  - Disclosure of information
  - Compliance with legislation
  - Ethical conduct

We are making strides in ensuring that our code is integrated into our day to day activities as well as guiding key business decisions. Not only are we striving to improve our focus, but we want to gain better leverage and investment returns in a challenging global economic environment.

By driving our current programs further in Environment, Health & Safety and Community efforts, we believe that we are best able to serve our shareholders and the communities we live in.
Objectives and Targets Achievements for 2010

The Global EHS team strives to be an effective facilitator of the Xilinx environment, health and safety system through strong leadership, advice, and the empowerment of Xilinx employees with appropriate training, knowledge and experience.

In adopting a participative approach to EHS management we endeavor to extend beyond the compliance requirements to foster EHS as an element of everyday life.

To achieve this mission, we set annual Global EHS Objectives.

How we did in 2010

<table>
<thead>
<tr>
<th>Element</th>
<th>2010 Objectives</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regulations</td>
<td>Comply with all applicable regulatory requirements</td>
<td>Complete No fines or citations</td>
</tr>
<tr>
<td></td>
<td>Enhanced the customer experience by upgrading the material composition on line system</td>
<td>Complete review &amp; update of MDDS &amp; IPC documents</td>
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<td></td>
<td>Continue to drive Lead free and green products</td>
<td>Ongoing 5% increase of sales of lead free devices 2010</td>
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<tr>
<td>Environmental</td>
<td>Drive the energy reduction program by continuing to</td>
<td>Ongoing 4% reduction in energy use in 2010</td>
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<tr>
<td></td>
<td>- Evaluate significant energy use</td>
<td></td>
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<tr>
<td></td>
<td>- Prioritizing opportunities for improving energy performance</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Monitoring trends and changes</td>
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<tr>
<td>Health &amp; Safety</td>
<td>Expand the Health &amp; Safety Program to additional sites in Asia Pac, US, and Europe</td>
<td>Ongoing 8% increase in EHS implementation globally</td>
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<td></td>
<td>Develop a Health Awareness Program that provides baseline health evaluation checks to help employees focus on positive lifestyle choices</td>
<td>Completed Wellbeing program implemented</td>
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</table>
Objectives and Targets for 2011

Objectives set for 2011 will ensure Xilinx continued success in Environmental Health & Safety Management

<table>
<thead>
<tr>
<th>Element</th>
<th>2011 Objectives</th>
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<tbody>
<tr>
<td>Compliance</td>
<td>Comply with all applicable regulatory requirements including</td>
</tr>
<tr>
<td></td>
<td>• RoHS directive (2002/95/EC)</td>
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<td></td>
<td>• REACH EU Regulation (EC) Number 1907/2006</td>
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<td></td>
<td>• WEEE Directive 2002/96/EC</td>
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<td></td>
<td>• China RoHS</td>
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<td></td>
<td>• Conflict minerals</td>
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<td>Demonstrate continual improvement in environmental performance by</td>
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<td>- Ongoing review of current procedures to ensure relevant data is collected for</td>
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<td></td>
<td>all performance indicators</td>
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<td></td>
<td>Raise environmental awareness amongst staff by</td>
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<td></td>
<td>- Hosting staff re-cycling programs</td>
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<td></td>
<td>- Publishing waste management metrics</td>
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<td></td>
<td>Compile waste management audit methodology and audit programme to</td>
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<td></td>
<td>monitor waste management practices throughout the Organization</td>
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<td></td>
<td>Provide improved recycling and recovery facilities</td>
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<td></td>
<td>Reduce the organization energy usage by 2%</td>
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<tr>
<td>Health &amp; Safety</td>
<td>Ensure adequate systems are in place to mitigate risk - Roll out new risk</td>
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<tr>
<td></td>
<td>assessment software system globally</td>
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<td></td>
<td>Increase general health and safety awareness among employees by providing</td>
</tr>
<tr>
<td></td>
<td>• Health &amp; Safety awareness Day’s</td>
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<tr>
<td></td>
<td>• Annual employee Wellbeing program</td>
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<td></td>
<td>Reduce the costs associated with ergonomics by providing DSE Training &amp; Risk</td>
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<td></td>
<td>Assessment to all employees</td>
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Serving the Global Community
Xilinx community relations program is an integral component of the company’s culture and supports charitable giving and projects that provide positive change with measurable results within its community. Through this program, Xilinx makes a positive impact on the community which includes customers, employees, shareholders, the environment and other global stakeholders.

To do this, Xilinx creates global teams and programs consisting of charitable giving and other projects that help define the standard for impacting the global community. Xilinx desires to not only meet and exceed these established standards, but to set new ones.

Promoting Education Globally
The Xilinx Global Educational Ecosystem program places special emphasis on education by supporting elementary through secondary education. It brings together leaders in business, education and non-governmental organizations (NGOs) to implement programs focused on the attributes and developmental assets that foster leadership in a global society while developing youth for the workforce of the future.

Corporate Funding
Funding is provided directly to public schools to support math, science and technology curriculum as well as special needs programs. The company also funds approved NGOs that provide enrichment programs with an emphasis in hands-on learning experiences. The success of the program is based on the multi-faceted reciprocal relationships which encourage participants to fully engage with other members of the ecosystem to build robust and sustainable partnerships in community schools.

Xilinx Global Community Relations is honoured by 3 awards for their involvement in local communities

Singapore - In our Asia Pacific region Xilinx received the Community Chest Award from the Minister of Community Development, Youth and Sports.
Dublin - Xilinx has been awarded the South Dublin Chamber of Commerce award for education in the community.

An example of their efforts includes Youth Horizons. This program has been operating in Jobstown since 1988 and is dedicated to community building through personal development courses, adult education, homework clubs, peer tutoring and musical education. The centre also offers students the opportunity to complete the Junior and Leaving Certificate examinations. Many of the students are from disadvantaged backgrounds or are young mothers who can avail themselves of the low cost childcare facilities. Xilinx has been working with Youth Horizons for the last five years, with volunteers teaching a range of subjects from languages and history to mathematics and physics.

San Jose - Xilinx received the Golden Bell Award from the California School Boards Association (CSBA). This program promotes excellence in education by recognizing outstanding programs in school districts and county offices of education throughout California. The Golden Bell Awards reflect the depth and breadth of the education programs necessary to address students’ changing needs.
Xilinx is very aware that proactively addressing environmental issues is good for our communities and good for the company. We believe that we can contribute to our competitive advantage by focusing on reducing waste, avoiding pollution and providing better products and services.

To effectively protect the environment and minimize our impact, we believe it is necessary to take a structured and organized approach with well defined programs, responsibilities and commitments. We use ISO14001 as the foundation for our Environmental Management System.

Xilinx employees play a key role in achieving our environmental objectives in areas such as energy conservation and recycling. For the last number of years, we have been hosting electronics recycling events where employees are able to bring in from home electronics equipment which Xilinx collects and recycles for employees. Each year has seen an increase in employee participation. 2010 Earth day was Xilinx best ever, with a 59% increase in recycled materials compared to 2007.
Xilinx constantly seeks to avoid the generation of waste by following a waste reduction program that focuses on reuse, recycle and reprocessing. We employ the services of waste management experts that use the most up to date technology to manage waste streams. A relatively recent idea in waste management has been to treat the waste material as a resource to be exploited, instead of simply a challenge to be managed and disposed of.

Solid Recovered Fuel (SRF) is an extraction of the light; dry, high calorific element of the waste stream (paper, cardboard, plastics) further processing permits it to be used as an alternative fuel to PET Coke in the production of cement. It is produced from standard waste by processing through numerous mechanical steps including density separators and shredders to produce a fluff. The small, light nature of the fluff allows it to be blown into a cement kiln as fuel. 50% of our general waste is now being extracted and used for this process, therefore eliminating the amount of waste going to landfill.

Power Usage

One of the most significant environmental impacts is air pollution caused by the production of the electricity we use. Xilinx has taken proactive steps to ensure we maximize the efficiencies of the buildings we occupy, recent infrastructure improvements implemented are;

- **Use of High Efficiency HVAC Systems**
  - Office environmental conditions are kept comfortable for employees while reducing energy consumed as compared to standard efficiency type equipment.
  - Use of digital controls allows for optimal efficiencies to be realized by calculating "real time" building loads.
  - Variable capacity systems help avoid over cooling or over heating spaces

- **Energy Efficient Lighting Systems**
  - Offices feature environmentally friendly TL5 lamps and controls for scheduling after hours requirements as needed.
  - Meeting Rooms, Restrooms, & Copy Rooms controlled by occupancy sensors

- **3rd Party Energy Audits**
  - Retro-Commissioning Measures Implemented

- **Feasibility Studies regarding Energy Saving Technologies:**
  - Photovoltaic (Solar)
  - Fuel Cells
  - Cogeneration
  - LED Lighting

Our program for mitigating some of our emissions through the purchase of Renewable Energy Credits (RECs) is ongoing. We have been a U.S. Environmental Protection Agency Green Power Partner since 2005 and are now offsetting nearly 700,000 pounds of carbon dioxide emissions through the purchase of RECs each year.
Product Stewardship

At Xilinx we take our role as a corporate citizen very seriously — we are keenly aware of the fragile nature of our planet and of our responsibility to preserve precious resources. Our Supply Chain is designed to reduce the environmental footprint not only for ourselves but for our customers too. We do this by engaging with our partners to design and manufacture programmable platforms that are energy efficient, safe and friendly to the environment. We aggressively push technology to reduce product size and energy consumption, and our products are prominent in markets that pioneer the use of renewable energy. We intend to maintain our leadership position in this area.

Raja Petrakian
Senior Vice President of Worldwide Operations

Energy Efficient Solutions

Energy efficient solutions are of paramount importance to our customers, FPGAs are designed to meet a diverse set of application needs from a broad range of markets: automotive, broadcast, consumer, industrial, medical, test and measurement, video, wired communications, and wireless communications, among others. The Xilinx 7 Series 28nm FPGA family was defined with the help of hundreds of customers across these markets and, through a variety of architectural and process innovations achieved the twin objectives to reduce power by 50% and improve system performance by 50% or more.

By driving Innovation in Process Selection, Architectural Design, Fine Grain Clocking, Place and Route Algorithms, and Device Packaging, we have been able to significantly reduce the power consumption by >50% while at the same time increasing device performance by >50%.
Material Composition

Almost 80% of the products we sell are lead free, and we expect the sale of lead-free devices to continue to grow. While removing lead from any single component results in a minute reduction in lead, sales of millions of lead free parts results in a significant reduction of lead in the environment.

Material Minimization

Xilinx has been a leader in the drive to reduce product size, most recently taking a lead in 40 nanometer FPGA technology. Xilinx revolutionized the industry with the introduction of the 28nm 7 Series (Artix, Kintex, Virtex) family:

- Up to 3x increase in Logic Cell capacity
- 2x increase in transistor density
- More system functionality in smaller form factor - Artix has same functionality as Spartan 6 but in a 50% smaller package footprint
- Unified architecture allows product migration across families as well as within a family – reducing board space, cost and power
The benefits of effective Health and Safety management are very significant to Xilinx business. There is clear evidence that effective programs contribute directly to the overall business success. Xilinx approach to health and safety offers significant opportunities to the company as it is not seen as a regulatory burden, therefore the benefits include:

- Reduced costs
- Reduced risks
- Lower employee absence and turnover rates
- Fewer accidents
- Lessened threat of legal action
- Improved standing among suppliers and partners
- Better reputation for corporate responsibility among investors, customers and communities
- Increased productivity, because employees are healthier, happier and better motivated.

The Health and Safety program implemented by Xilinx focuses on the following:

**Employers Responsibilities**
- Manage work to ensure the safety, health & welfare of employees
- Prevent improper conduct or dangerous behavior
- Ensure written procedures are in place

**Control of Risks**
- Prepared safety statement that is update regularly to take account of changing circumstances and work practices
- Ensures risks are assessed and controls implemented

**Welfare Facilities**
- Provides and maintain decent welfare facilities for employees

**Emergency Procedures**
- Prepares and update emergency procedures
- Evacuation plans in place
- Clearly labeled evacuation routes
- Evaluation of evacuation drills
Training and Information
• Provides appropriate training & information & supervision to enable employees perform their duties safely

Reporting of Incidents
• Process in place for reporting all incidents and potential incidents

Xilinx uses the Total Recordable Injury Rate (TRIR) calculation as a Performance Indicator, the high focus on managing risk resulted in significant decrease in injury.

Dignity at Work

Problem Resolution Policy
Xilinx is committed to providing the best possible work environment for its employees. However, in the event that problems may occur there is a Problem Resolution Policy in place. If employees disagree with decisions, policies, practices, or conditions of employment at Xilinx, they are free to express themselves to the appropriate member of the management team at any time. No employee is penalized, formally or informally, for voicing an opinion or raising a concern with Xilinx in a reasonable, business-like manner.

Harassment Policy
Harassment in employment on the basis of sex, race, color, national origin, ancestry, citizenship, religion, age, physical or mental disability, medical condition, sexual orientation, veteran status, pregnancy, or marital status is unlawful under federal and state law. The Company does not tolerate harassment of employees in the workplace or in a work-related situation, and harassment is a violation of the Company’s rules of conduct and its Values. This policy extends to all Xilinx applicants, employees, independent contractors, consultants, clients, customers and vendors or any other characteristic protected by law.

Equal Employment Opportunity Policy
Xilinx is committed to providing equal employment opportunity for all employees and applicants for employment. The Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, marital or veteran status, age, national origin, ancestry, physical disability (including HIV and AIDS), mental disability, medical condition, sexual orientation, or any other characteristic protected by law.
We base all employment decisions including recruitment, selection, training, compensation, benefits, discipline, promotions, transfers, layoffs, return from layoff, terminations, and social and recreational programs--on the principles of equal employment opportunity.

**Educational Assistance Policy**

Xilinx believes that its employees should be encouraged to improve their present job performance and develop their potential. Xilinx therefore provides assistance for employees’ work related studies. Xilinx provides education assistance in order to encourage its employees to continue their formal education as part of their professional develop.

**Customer Issues**

With the ever increasing legislation on restriction of hazardous substance Xilinx keeps its customers up to date on the composition of its products through Material Declaration Data Sheets and IPC-1752 forms. These can be easily accessed on Xilinx.com.

Xilinx complies with the current RoHS Directive limits for Cadmium, Lead, Mercury, Hexavalent Chromium, PBB and PBDE, and continues to monitor and prepare for any expiration of exemptions or new substance inclusions in any upcoming revisions of the RoHS directive.

The following documentation is regularly reviewed, updated and published for customer convenience:

- Packaging Specifications (MDDS and IPC-1752 documentation)
- Pb-Free Implementation and Solder Reflow Guidelines
- EU RoHS Frequently Asked Questions
- 6 of 6 RoHS Certificate
- 5 of 6 RoHS Certificate
- China RoHS Disclosure Tables
Related Information

- REACH Position Statement (PDF)
- Statement Regarding Conflict Minerals (PDF)
- EU WEEE
- Environmental Leadership
- Configuration Solutions
- ROHS Roadmap, WEEE and ELV Statement (PDF)
- Device Reliability Report
- PFOS Position Statement (PDF)
- Deca-BDE Position Statement (PDF)

http://www.xilinx.com/system_resources/lead_free/

Disclosure of Information

Xilinx and its associated companies operate in a highly competitive industry. To maintain our competitive edge it is crucial that confidential information is protected.

Employees may not:
1) Discuss confidential information outside the Company, or
2) Copy any confidential documents except as the normal course of business requires

Customer property

The control of customer property is clearly defined and outlined within internal procedures.

Code of conduct

The reputation of Xilinx is our most valuable corporate asset, Xilinx continue to be a name our shareholders, customers and suppliers trust. This requires the everyday efforts of each employee who persist to work to protect and strengthen the Xilinx reputation. Xilinx has agreed under its code of conduct to follow not only the Letter of the Law but the Spirit in which it is intended.
1. XILINX PROTECTS COMPANY ASSETS AND INFORMATION
   - Protection and Proper Use of Company Assets
   - Confidential Information
   - Insider Trading
   - Response to Inquiries from the Media and Others

2. XILINX DOES BUSINESS BY
   - Fair Dealing
   - Antitrust
   - Global Trade
   - Anti-Corruption
   - Confidential Information of Others
   - Environment, Health and Safety

3. XILINX CODE IS ENFORCED BY
   - Reporting Concerns
   - Implementing a Non-Retaliation Policy

Compliance
The management of Xilinx believes in principles designed to ensure;

- Compliance with applicable laws and regulations related to the conduct of its business worldwide
- The identification and mitigation of environmental and Health and Safety risks.
- The continuous improvement of Xilinx with respect to environmental concerns in its role as a responsible corporate citizen

Certification to ISO14001 & OHSAS18001 is the means to continually monitor the EHS program and to ensure compliance to EHS legislation. [http://www.xilinx.com/products/quality/](http://www.xilinx.com/products/quality/)

We continue to comply with relevant legislation on
- RoHS directive (2002/95/EC
- REACH EU Regulation (EC) Number 1907/2006
- WEEE Directive 2002/96/EC
- China RoHS

As Xilinx continues to expand and invest in our EHS programs, we are happy to report we have not received any fines or citations for breaches of EHS legislation.