Welcome to your CDP Water Security Questionnaire 2021

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

Xilinx is the inventor of the FPGA, programmable SoCs, and now, the ACAP. Our highly-flexible programmable silicon, enabled by a suite of advanced software and tools, drives rapid innovation across a wide span of industries and technologies - from consumer to cars to the cloud. Xilinx delivers the most dynamic processing technology in the industry, enabling rapid innovation with its adaptable, intelligent computing. For more information, visit www.xilinx.com.

As a "fabless" semiconductor company, Xilinx does not own or operate silicon wafer production facilities. Rather, the Company forms strategic alliances with chip manufacturers. The strategy allows Xilinx to focus on research and development, marketing, and technical support, while having access to the most advanced chip processing technologies currently available.

- Founded in 1984
- ~5000 employees
- 4400 + patents
- $3.15 billion for fiscal year 2021 (spans calendar year 2020)

Xilinx takes pride in supporting its community; both externally and internally. Xilinx has a history of developing programs for its employees and surrounding communities that provide a social impact through outreach, volunteerism, team building and philanthropy. Areas of focus include education, health, arts and social services. Xilinx culture is represented by pride in leadership, a passion for excellence, and personal growth. Together, approximately 5,000 Xilinx employees worldwide join forces to evolve and actively transform the company and its technologies to shape the future.

As the global leader in adaptable semiconductor technologies, we at Xilinx are committed to innovating new devices that will allow our customers to create technologies that are bettering humanity and the world in which we live. At the same time, we are committed to being an ethical and exemplary corporate citizen worldwide. We are committed to helping improve the environment, society and economy on a global as well as local basis. We are committed to providing an equal-opportunity, ethical, professional, socially- and environmentally-responsible and safe work environment. And we are committed to partnering with suppliers who also adhere to these high standards.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2020	December 31, 2020

W0.3

(W0.3) Select the countries/areas for which you will be supplying data.

India
Ireland
Singapore
United States of America

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which financial control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Important	Neutral	Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production

			testing is not conducted at any of our Xilinx offices.
Sufficient amounts of recycled, brackish and/or produced water available for use	Have not evaluated	Have not evaluated	Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Please explain
Water withdrawals – total volumes	76-99	Local water municipalities' reports and billings.
Water withdrawals – volumes by source	76-99	Local water municipalities' reports and billings.
Water withdrawals quality	Not relevant	Production operations not conducted in water stressed areas therefore this is not applicable.
Water discharges – total volumes	Less than 1%	Water discharges are not metered.
Water discharges – volumes by destination	Less than 1%	Water discharges are not metered.
Water discharges – volumes by treatment method	Less than 1%	Water discharges are not metered.
Water discharge quality – by standard effluent parameters	Less than 1%	Water discharges are not metered.
Water discharge quality – temperature	Less than 1%	Water discharges are not metered.
Water consumption – total volume	Less than 1%	Water discharges are not metered.
Water recycled/reused	Not monitored	Water recycled from fountains and other landscape features are not metered.
The provision of fully-functioning, safely managed WASH services to all workers	100%	Incorporated at all our global offices.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, and how do these volumes compare to the previous reporting year?

	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Total withdrawals	108.2	Lower	Due to WFH orders the total withdrawals were lower than the previous year.
Total discharges	64.9	Lower	Due to WFH orders the total discharges were lower than the previous year.
Total consumption	43.3	Lower	Due to WFH orders the total consumption was lower than the previous year.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress and provide the proportion.

	Withdrawals are from areas with water stress	Identification tool	Please explain
Row 1	No	WRI Aqueduct	Xilinx EHS and GSS Operations team are notified of sites located within water stressed areas in order to implement mitigation steps as necessary.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Not relevant			Not Applicable
Brackish surface water/Seawater	Not relevant			Not Applicable
Groundwater – renewable	Not relevant			Not Applicable

Groundwater – non-renewable	Not relevant			Not Applicable
Produced/Entrained water	Not relevant			Not Applicable
Third party sources	Relevant	108.2	Lower	Third party verified sources from local water municipalities' reports and billing statements to determine volumes.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water	Not relevant			Not Applicable
Brackish surface water/seawater	Not relevant			Not Applicable
Groundwater	Not relevant			Not Applicable
Third-party destinations	Relevant	64.9	Lower	All sites discharge to local sanitary sewer treatment plants.

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Please explain
Tertiary treatment	Not relevant	Local water municipalities conduct treatment
Secondary treatment	Not relevant	Local water municipalities conduct treatment
Primary treatment only	Not relevant	Local water municipalities conduct treatment
Discharge to the natural environment without treatment	Not relevant	Not applicable

Discharge to a third party without treatment	Relevant but volume unknown	Local water municipalities conduct treatment
Other	Not relevant	

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

1-25

% of total procurement spend

51-75

Rationale for this coverage

From design phase of low-power products to requiring our Tier 1 suppliers be certified to ISO14001 and meet the environmental impact analysis requirements.

Impact of the engagement and measures of success

We're ensuring our suppliers meet our environmental standards by implementing a corporate social responsibility (CSR) survey to ensure that our top suppliers are aware of and following our strict guidelines while also confirming they are certified to the ISO 14001 EMS standards. We require our suppliers to complete an annual self-assessment describing the degree to which a supplier meets Xilinx's sustainability requirements which measures acceptance of Xilinx Code of Social Responsibility policy (following the RBA Code of Conduct), and compliance with:

Climate footprint policies (including CDP reporting)
Human rights policies
Anti-trust and corruption policies
Environment, health, and safety best-practices including water security concerns

A supplier must get a passing grade (higher than 50%) in each of the four sections to pass the self-assessment. Those who do not, will be asked to make improvements and provide an action plan with timetable by which those improvements will be met. The environmental standards are included in our annual evaluation of Supplier recognition.

Comment

ISO 14001 Environmental Management Systems Standard - All our suppliers are audited to and shall comply with legal, regulatory, and statutory requirements imposed locally and/or any requirement which may be imposed by Xilinx in order to comply with a stated Legal, statutory, or regulatory requirement. In addition, Level 1 suppliers (Foundry, Wafer, Piece Parts, Assembly, and Test) that have an environmental impact must be certified to ISO 14001 which includes identifying water risks.

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

Onboarding & compliance

Details of engagement

Requirement to adhere to our code of conduct regarding water stewardship and management

% of suppliers by number

1-25

% of total procurement spend

51-75

Rationale for the coverage of your engagement

Require our suppliers to comply with Xilinx's Code of Social Responsibility

https://www.xilinx.com/publications/about/Xilinx_Code_of_Social_Responsibility.pdf

Impact of the engagement and measures of success

Level 1 Suppliers are audited annually to this policy.

Comment

ISO 14001 Environmental Management Systems Standard - All our suppliers are audited to and shall comply with legal, regulatory, and statutory requirements imposed locally and/or any requirement which may be imposed by Xilinx in order to comply with a stated Legal, statutory, or regulatory requirement. In addition, Level 1 suppliers (Foundry, Wafer, Piece Parts, Assembly, and Test) that have an environmental impact must be certified to ISO 14001.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

No

W3. Procedures

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

Annually

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

International methodologies

Tools and methods used

Environmental Impact Assessment
Life Cycle Assessment

Comment

Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

Supply chain

Coverage

Partial

Risk assessment procedure

Other, please specify

Self Assessment Supplier Survey of Water Risks

Frequency of assessment

Annually

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

Other

Tools and methods used

Internal company methods

Comment

We're ensuring our upstream partners meet our environmental standards by implementing a corporate social responsibility (CSR) survey to ensure that our top suppliers are aware of and following our strict guidelines while also confirming they are certified to the ISO 14001 EMS standards. We require our suppliers to complete an annual self-assessment describing the degree to which a supplier meets Xilinx's sustainability requirements which measures acceptance of Xilinx Code of Social Responsibility policy (following the RBA Code of Conduct), and compliance with:

Climate footprint policies (including CDP reporting)
Human rights policies
Anti-trust and corruption policies
Environment, health, and safety best-practices including water security issues

A supplier must get a passing grade (higher than 50%) in each of the four sections to pass the self-assessment. Those who do not, will be asked to make improvements and provide an action plan with timetable by which those improvements will be met. The environmental standards are included in our annual evaluation of Supplier recognition.

Other stages of the value chain

Coverage

None

Comment

W3.3b

(W3.3b) Which of the following contextual issues are considered in your organization's water-related risk assessments?

	Relevance &	Please explain

	inclusion	
Water availability at a basin/catchment level	Relevant, always included	Water conservation projects were identified and implemented due to drought in Northern California to reduce overall water consumption.
Water quality at a basin/catchment level	Relevant, always included	Water conservation projects were identified and implemented due to drought in Northern California to reduce overall water consumption.
Stakeholder conflicts concerning water resources at a basin/catchment level	Not relevant, included	Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
Implications of water on your key commodities/raw materials	Not relevant, included	Current water quantity and quality meet our current demands without materially impacting the river basins in Supplier locations where we operate.
Water-related regulatory frameworks	Relevant, always included	Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
Status of ecosystems and habitats	Relevant, always included	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. We believe that we can contribute by focusing on reducing waste, avoiding pollution and providing better products and services.
Access to fully-functioning, safely managed WASH services for all employees	Relevant, always included	Follow a Xilinx Code of Social Responsibility that includes this requirement and require our suppliers to comply with Xilinx's Supplier Ethics and Compliance Policy https://www.xilinx.com/publications/about/Xilinx_Code_of_Social_Responsibility.pdf
Other contextual issues, please specify		

W3.3c

(W3.3c) Which of the following stakeholders are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Relevant, always included	Xilinx uses limited water outside of operating our office spaces. Minimal R R&D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
Employees	Relevant, always included	Xilinx uses limited water outside of operating our office space and data centers. We implement water conservation efforts at a local level.
Investors	Relevant, always included	Xilinx uses limited water outside of operating our office spaces. Minimal R R&D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices. We disclose this information to our investors.
Local communities	Relevant, always included	Xilinx uses limited water outside of operating our office spaces. Minimal R R&D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
NGOs	Relevant, always included	Annually report water metrics via the CDP platform for transparency to investors and our customers.
Other water users at a basin/catchment level	Relevant, always included	Xilinx uses limited water outside of operating our office spaces. Minimal R R&D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
Regulators	Relevant, always included	Follow and adhere to local regulations.
River basin management authorities	Not relevant, explanation provided	Xilinx uses limited water outside of operating our office spaces. Minimal R R&D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices. Our Supplier sites are not located in areas of Water risk regions/countries.
Statutory special interest groups at a local level	Relevant, always included	Follow and adhere to local interest groups in the communities surrounding our facilities.

Suppliers	Relevant, always included	Our Level 1 suppliers (Foundry, Wafer, Piece Parts, Assembly and Test) that have an environmental impact (i.e. water risk) must be certified to ISO 14001.
Water utilities at a local level	Relevant, always included	Regulatory surcharges were applied due to drought in Northern California to reduce overall water consumption.
Other stakeholder, please specify	Relevant, always included	Report on our water metrics through the annual Xilinx Corporate Responsibility Report that interested stakeholders can access from Xilinx.com.

W3.3d

(W3.3d) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

Xilinx's risk assessment and opportunity for improvement process covers how water risk factors are identified from the life cycle of our products at an asset level and then rolled into an overall tracking for improvement at the corporate level. We continually monitor regulatory requirement and resource trends in order to identify, manage and control activities that have an environmental impact. We focus on the conservations of energy and natural resource, reducing the solid and chemical waste of our operations, avoiding and preventing pollution and minimizing our overall environmental impact with regards to the communities around us and consistent with global climate change efforts. Xilinx's risk assessment and opportunity for improvement process covers how water risks are identified from the life cycle of our products at an asset level and then rolled into an overall tracking for improvement at the corporate level to set our annual targets and objectives.

Environmental Impact Assessment (EIA) is the process by which Xilinx anticipates the effects on the environment of its operational activities. If the likely effects are significant, relevant mitigation measures are taken to reduce or avoid those effects. Life cycle is also considered when determining environmental aspects.

To facilitate this, Xilinx has established and implemented a system whereby: The environmental aspects (e.g. water risks) whether adverse or beneficial, wholly or partially resulting from activities, products and services that are under Xilinx's control and/or influence are identified. The significance of the environmental impacts is assessed to permit improvement objectives from a Corporate level along with the implementation of necessary control measures at an asset level based on identified prioritization. After identifying the environmental aspects and impacts (e.g. water risks), the significance of these aspects and impacts must be determined.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Xilinx consistently reviews the latest technologies while tracking our major data trends from a water management perspective including implementation of the following Water Conservation projects that has significantly helped us reduce the amount of water consumed from a global perspective as shown below.

- Weather-based irrigation controls
- H2O Utilization Awareness Program
- Strategic abandonment of landscape irrigation due to drought conditions
- Low-flow fixture retrofits
- Adoption of water conservation guidelines for food service operations

Additionally, Xilinx uses limited water outside of operating our office spaces and data centers. Minimal R&D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

Xilinx's risk assessment and opportunity for improvement process covers how climate change factors are identified from the life cycle of our products at an asset level and then rolled into an overall tracking for improvement at the corporate level to set our annual targets and objectives.

Environmental Impact Assessment (EIA) is the process by which Xilinx anticipates the effects on the environment of its operational activities. If the likely effects are significant, relevant mitigation measures are taken to reduce or avoid those effects. Life cycle is also considered when determining environmental aspects. To facilitate this, Xilinx has established and implemented a system whereby:
•The environmental aspects (e.g. water risks) whether adverse or beneficial, wholly or partially resulting from activities, products and services that are under Xilinx's control and/or influence are identified.
•The significance of the environmental impacts is assessed to permit improvement objectives from a Corporate level along with the implementation of necessary control measures at an asset level based on identified prioritization. After identifying the environmental aspects and impacts (e.g. water risks), the significance of these aspects and impacts must be determined.

The purpose of evaluating the significance of environmental aspects is to select a group of aspects that will become the focus of the EHS Management System, and for which Xilinx will implement operational controls and/or monitoring and measuring systems.

The Site EHS Management Representative, in conjunction with the assessment team, will assign 'significance' to the environmental aspects for approval by the leadership team. Environmental aspects are rated with regard to the:
•Severity of associated impacts,
•Probability of occurrence,
•Potential impact to/of interested parties and
•Legal requirements

This ranking system is a tool to help prioritize and highlight environmental aspects Xilinx focuses on.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Evaluation in progress	Part of annual corporate social responsibility (CSR) survey process of our Level 1 suppliers.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

No

W4.3b

(W4.3b) Why does your organization not consider itself to have water-related opportunities?

	Primary reason	Please explain
Row 1	Not yet evaluated	Xilinx uses limited water outside of operating our office spaces. Minimal R & D testing is performed at our key operational sites in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices. We maintain a steady trend with continued company growth and implement water conservation scale-up projects.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

	Scope	Content	Please explain
Row 1	Company-wide	Company water targets and goals Commitments beyond regulatory compliance Commitment to stakeholder awareness and education Recognition of environmental linkages, for example, due to climate change	Xilinx's water policy is embedded within our r EHS policy and goals reported in our annual Corporate Responsibility Report where we state: • 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. 1, 2

[1]Xilinx_Corporate Responsibility_2020.pdf

[2]ehs-policy.pdf

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual	Please explain
Chief Financial Officer (CFO)	Xilinx's CFO monitors and provides water-related program input at regular management reviews on the company's environmental performance to the Xilinx board. This is also part of our overall ISO 14001 and ISO 45001 certification management system and ESG initiatives.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Sporadic - as important matters arise	Overseeing major capital expenditures Reviewing and guiding corporate responsibility strategy Reviewing innovation/R&D priorities Setting performance objectives	CFO will provide direction on major capital expenditures requiring approval from the board (this has included building renovations which incorporated water reduction solutions such as low-flow utilities).

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Chief Financial Officer (CFO)

Responsibility

Managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

As important matters arise

Please explain

Xilinx's CFO provides water-related program input at regular management reviews on the company's environmental performance through scheduled meetings with the Global Site Services (GSS) and Environment Health and Safety (EHS) team. This part of our overall ISO 14001 and ISO 45001 EHS Management System certification. Performance on water-related goals are presented and discussed for continual improvement. The CFO reports directly to the CEO and the board. The GSS Management team through its Operations and EHS group implements, monitors and reports on climate-related issues and supports the CFO at the board meeting on this topic.

Name of the position(s) and/or committee(s)

Other, please specify

GSS Team: EHS and Facility/Operations

Responsibility

Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Half-yearly

Please explain

Meet with CFO on quarterly to semi-annual basis to review water reduction projects and financial ROI metrics.

Xilinx's CFO water-related program input at regular management reviews on the company's environmental performance through scheduled meetings with the Global Site Services (GSS) team. This is part of our overall ISO 14001 and ISO 45001 certification management system. Performance on water-related goals are presented and discussed for continual improvement. The GSS Management team through its Operations and Environment, Health & Safety (EHS) group implements, monitors and reports on water-related issues.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, not currently but we plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, other

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

Xilinx is a member of the Environmental Committee with the Silicon Valley Leadership Group which meets on local ballot initiatives in regards to ensuring there are adequate funds needed to address important community priorities in the areas of potable water, flood protection and critical habitat restoration and environmental conservation. This is in alignment with Xilinx's commitment to advancing environmental stewardship through collaborative partnerships and innovative opportunities to reduce our impact and promote a healthy planet.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, but we plan to do so in the next two years

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Please explain
Long-term business objectives	No, water-related issues not yet reviewed, but there are plans to do so in the next two years	Xilinx uses limited water outside of operating our office space and data centers. Minimal R & D testing is performed at our key operational site in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
Strategy for achieving long-term objectives	No, water-related issues not yet reviewed, but there are plans to do so in the next two years	Xilinx uses limited water outside of operating our office space and data centers. Minimal R & D testing is performed at our key operational site in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.
Financial planning	No, water-related issues not yet reviewed, but there	Xilinx uses limited water outside of operating our office space and data centers. Minimal R & D testing

	are plans to do so in the next two years	is performed at our key operational site in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

0

Anticipated forward trend for CAPEX (+/- % change)

0

Water-related OPEX (+/- % change)

0

Anticipated forward trend for OPEX (+/- % change)

0

Please explain

Xilinx uses limited water outside of operating our office space and data centers. Minimal R & D testing is performed at our key operational site in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

W7.3

(W7.3) Does your organization use climate-related scenario analysis to inform its business strategy?

	Use of climate-related scenario analysis	Comment
Row 1	No plans for the next two years	Xilinx uses limited water outside of operating our office space and data centers. Minimal R & D testing is performed at our key operational site in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

Xilinx uses limited water outside of operating our office space and data centers. Minimal R & D testing is performed at our key operational site in San Jose and Singapore. Production testing is not conducted at any of our Xilinx offices.

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Business level specific targets and/or goals	Goals are monitored at the corporate level	As a fabless semiconductor company, we are not a major water consumer and we take steps to use water efficiently in our direct operations: cooling towers, food service, landscaping and sanitation. We track our internal water usage; implement weather-based irrigation controls, and strategic abandonment of landscape irrigation due to drought conditions, install low-flow fixture retrofits and automatic faucets at our global office locations.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Promotion of water data transparency

Level

Company-wide

Motivation

Corporate social responsibility

Description of goal

Publish data in annual Corporate Responsibility Report and present to executive management twice a year.

Baseline year

2015

Start year

2016

End year

2020

Progress

Downward trend normalized per employee. We had a 15% reduction from last year's water usage with 5% average reduction over the past 3 years.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, we do not currently verify any other water information reported in our CDP disclosure

W10. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Director, Global Environment Health & Safety	Environment/Sustainability manager

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

Yes

SW. Supply chain module

SW0.1

(SW0.1) What is your organization's annual revenue for the reporting period?

	Annual revenue
Row 1	

SW0.2

(SW0.2) Do you have an ISIN for your organization that you are willing to share with CDP?

SW1.1

(SW1.1) Could any of your facilities reported in W5.1 have an impact on a requesting CDP supply chain member?

SW1.2

(SW1.2) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
Row 1		

SW2.1

(SW2.1) Please propose any mutually beneficial water-related projects you could collaborate on with specific CDP supply chain members.

SW2.2

(SW2.2) Have any water projects been implemented due to CDP supply chain member engagement?

SW3.1

(SW3.1) Provide any available water intensity values for your organization's products or services.

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission	Are you ready to submit the additional Supply Chain questions?
I am submitting my response	Investors Customers	Public	No, I will complete the Supply Chain questions and return to submit them by the deadline shown on my dashboard. I understand that if I do not return to submit my additional Supply Chain questions by the deadline, they will not be submitted to customers.

Please confirm below

I have read and accept the applicable Terms