

Purpose and Scope

This policy provides US employees and applicants with a summary of their rights under the Pay Transparency Nondiscrimination Provision. This policy applies to all US employees and applicants.

Policy Statement

We will not discharge, or in any other manner, discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

Xilinx will also not tolerate discrimination or retaliation against employees or applicants for any action they take to invoke or assist in the enforcement of applicable laws regarding equal and fair pay and wages, including without limitation asking questions about another employee or applicant's wages or aiding or encouraging another employee or applicant to exercise any rights pertaining to equal and fair pay. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is:

- in response to a formal complaint or charge,
- in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer,
- consistent with Xilinx's legal duty to furnish information.