



Fostering a workplace where all voices are heard, welcomed and valued

2022 Xilinx Ireland Unlimited Company Gender Pay Gap

Introduction

Diversity and inclusion are key drivers that contribute to our ability to build great products that accelerate next generation computing experiences. Research shows that businesses with diverse teams are more innovative, make better decisions and achieve higher performance.

As the technology industry and our role in society continues to grow, it is essential that we support the next generation of innovators, whose diverse backgrounds help create technological solutions to solve the world's most important challenges. In particular, women are significantly under-represented in STEM occupations, making up a quarter or fewer of the workers in computing and engineering¹.

While the technology sector has taken steps to make progress in recent years, we still have significant work to do.

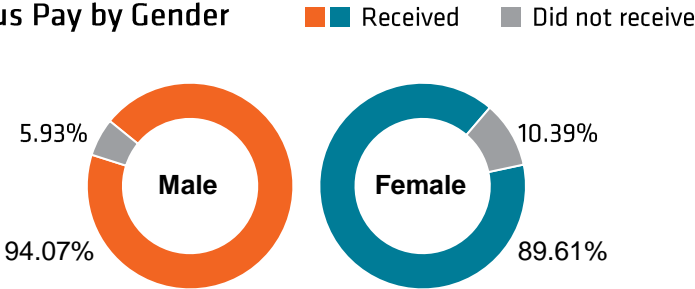
At AMD, we see this as both a challenge and an opportunity to create a diverse workforce and strengthen our culture of belonging and inclusion.

Our Data

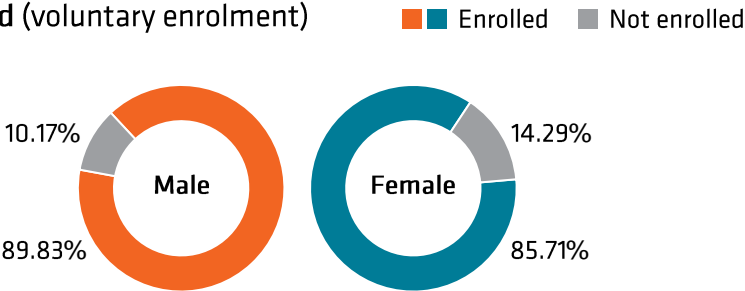
The analysis below is based on the government's methodology, as of 20th June 2022.

Mean hourly difference	Median hourly difference	Mean bonus remuneration difference	Median bonus remuneration difference
13.3%	13.4%	16.9%	23.8%

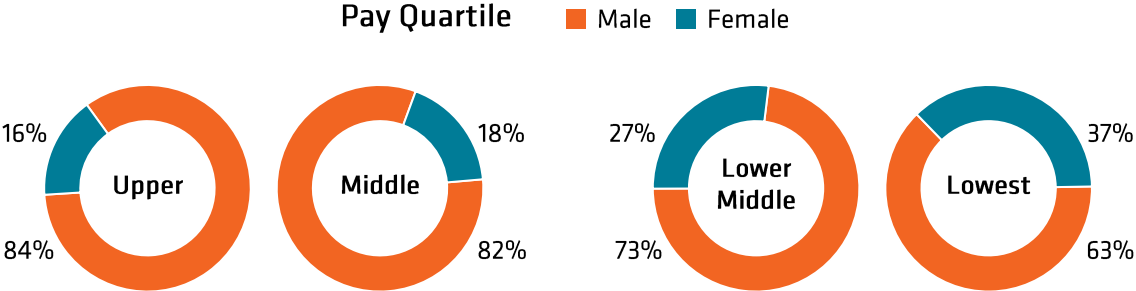
Bonus Pay by Gender



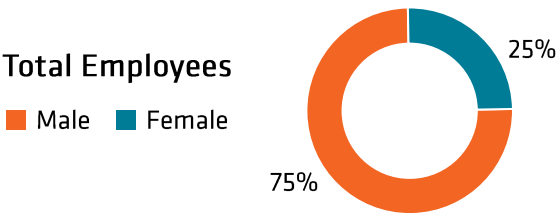
Benefit in Kind (voluntary enrolment)



Pay Quartile



Total Employees



Full-time permanent employees	Full-time fixed-term employees	Part-time employees
98.72%	0.31%	0.95%

All part-time employees are females and the fixed-term employee is male, therefore no comparison data are available.



Our Findings

Xilinx Ireland Unlimited Company has a total employee population of 75% male and 25% female. Based on our analysis, which shows an overall mean gender hourly pay gap of approximately 13%, male employees are more prevalent in engineering roles and senior level positions, which are the core competencies employed at our Ireland sites.

It is important to note that our pay gap is not due to compensating men and women differently for the same work, but rather largely driven by the roles in which they work within the organization with an unequal representation of women in technical and engineering roles at our Ireland sites. This representation challenge is one that our industry faces globally as women are significantly under-represented in STEM (Science, Technology, Engineering, and Mathematics) occupations.

As male employees are more prevalent in higher-paid engineering and senior positions, and bonuses are based on a percentage of base pay, bonus remuneration gaps tend to be higher for men. When looking at who received bonuses amongst men and women, we see the gap decreasing as all our employees are eligible for bonuses regardless of their gender. However, eligibility for the bonus programmes are based on hire date in a given pay-out period, which has impacted the data.

The report also highlights a gap between men and women who participate in our voluntary benefits programmes, with men more inclined to opt-in than women despite the benefits offerings being equal.

When looking at the pay quartile, we see the gap reducing in the lower middle and lower quartiles as more women occupy general and administrative roles at our Ireland sites.

Our Commitment

We believe diversity is key to further strengthening the culture of innovation at AMD, including increasing female representation in our engineering teams and providing development opportunities for greater female representation in our leadership positions.

We are committed to increasing the percentage of global female hires in engineering roles year over year. In 2021, we made this effort a component of our company's strategic metrics and we exceeded the hiring goals we set, leading to an increase of AMD female engineers. We recognize greater work needs to be done, and we have programs in place across the company to attract, retain and support women including:

- Yearly employee compensation analysis to ensure equitable compensation opportunities
- Global training to reduce unconscious bias in the workplace
- First-year Child Leave which provides additional business days of paid leave on top of the statutory entitlements
- Flexible working schedules, including home working
- Mentorship programs and Employees Resource Groups dedicated to women to network and coach one another, including the AMD Ireland Women Forum
- 24/7 Employee Assistance Programme with counseling, online educational resources and live consultations with professionals
- STEMS School Programme to educate the next generation of female engineers
- Partner with external networks such as Connecting Women in Technology, the 30% club and AmCham in Ireland