

ALLERGAN LIMITED 2018 GENDER PAY GAP REPORT

PAY & BONUS DATA

Allergan Limited Gender Pay Gap based on salary comparison

MEAN

MEDIAN

Allergan
13.5%

UK employers
17.1%

Allergan
14.9%

UK employers
17.9%

Includes all ordinary pay in the pay period inclusive of 5 Apr 18

Bonus Gap (annual bonuses & long term incentives)

MEAN

MEDIAN

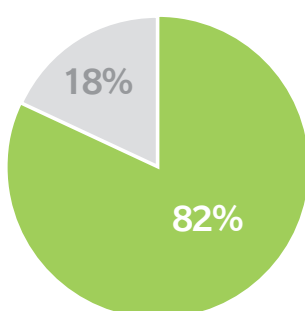
15.0%

22.2%

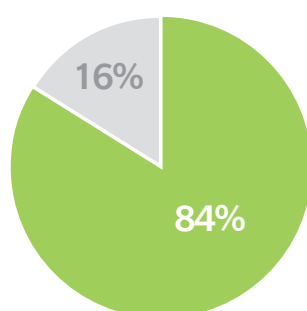
Includes all bonuses paid and long term incentives vested in the 12 months prior to 5 Apr 18

The above table shows Allergan Limited's overall mean and median gender pay gap based on hourly rates of pay as of 5 April 2018. The table also includes the mean and median difference between bonuses paid to men and women within Allergan Limited for 2018.

PROPORTION OF COLLEAGUES AWARDED A BONUS



Men



Women

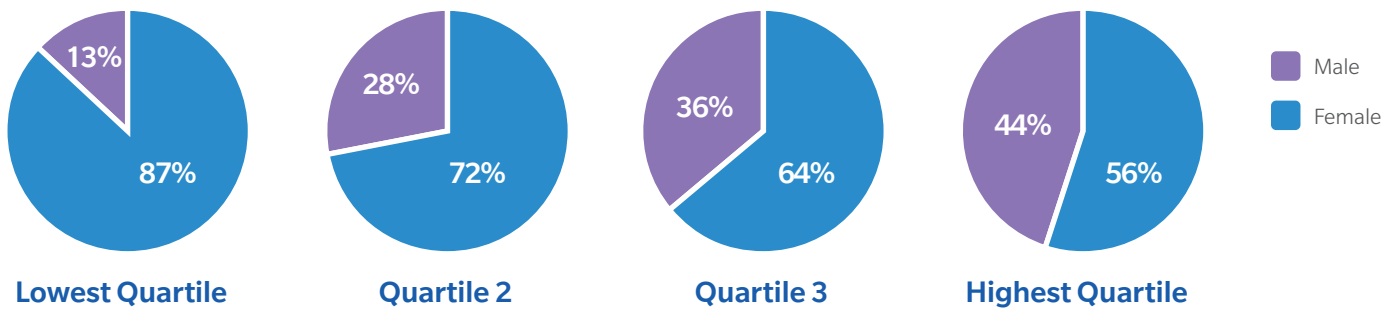
Received a Bonus
Did Not Receive a Bonus

This chart shows a 2% difference between the number of women and men employed within Allergan Limited who received a bonus for their performance in 2018.

ALLERGAN LIMITED

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PAY QUANTILES



The above image shows the gender distribution within Allergan Limited across four equally divided pay quartiles.

Today, we are reporting the results of our Gender Pay Gap analysis for Allergan Limited as required by United Kingdom law. This analysis includes Allergan Limited employees only. As of 5 April, 2018, Allergan Limited's Gender Pay Gap is 13.5% (Mean).

Allergan recently undertook and completed a pay equity study for this entity, which confirmed that Allergan Limited does provide pay equity, or "equal pay for equal work," at all combinations of function/grade across the business.

While we have made progress, we continue to have a gender pay gap that we are working to address. Allergan has and will continue to take steps to ensure we treat everyone fairly in every employment decision and ensure everyone is provided an equal opportunity to succeed:

- Gender-neutral employee hiring policy
- Inclusion of multiple women in shortlists for recruitment and promotions
- Use of skills-based assessment and structured interviews in recruitment
- Global job grading structure defined by roles, not person or gender
- Enhanced maternity pay/leave programs
- Generous return to work program for new mothers
- Encourage the uptake of shared parental leave or paternity leave programs
- Flexible working schedules
- Offering mentoring and sponsorship programs for employees
- Talent planning and attraction programs to promote diversity at all levels in the organization
- Establishment of a Diversity Council within Allergan
- Commitment to STEM initiatives designed to increase women in STEM leadership

We believe that through these and other efforts, we can continue to focus on and address this issue across our organization.

I confirm the data reported is accurate.

Katy Olivera

Executive Director, Human Resources Europe Region
5 April 2019



GENDER PAY GAP VS. PAY EQUITY

It is important to understand that the gender pay gap is not the same as equal pay. Equal pay is a legal requirement under UK law, and requires men and women receive the same wages for the same job or for work of equal value. At Allergan, we are committed to equal pay for equal work across our global organization.

The gender pay gap is the difference between the average pay for men and women, across the entire organization, expressed as a percentage of men's earnings.