Your Life. Live Well.

At Allergan, benefits are designed to support your health and your retirement goals, and to protect your income and the welfare of your family. In combination, they provide a solid platform so you can pursue your career and achieve life’s fullest potential.

Allergan employees are actively engaged in making key decisions concerning their benefits and also have a shared responsibility in the costs. As an educated, informed consumer of benefits and services, you decide which plan options and financial investments best suit your needs. Allergan partners with you by paying the majority of the premium cost for benefits, funding a portion of your financial savings and investments, and supporting healthy lifestyle practices through our programs.

This 2014 Benefits Highlights provides a snapshot of the programs that are currently in place to help you succeed—at work, at home and in every facet of your life. Take a look:

### YOUR ALLERGAN BENEFITS

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Securing Your Future
The Allergan, Inc. Savings and Investment Plan (SIP) can assist with securing your future by helping you reach important financial goals for retirement.

SIP—401(k) Contribution and Match
When you participate in this voluntary tax-deferred program, Allergan matches your contributions dollar-for-dollar up to the first 4% of pay—doubling your initial 4% of contributions to 8% right from the start. Key plan features include:

- Automatic enrollment upon hire at a pre-tax contribution rate of 4% of pay
  - 100% vested in your contributions immediately
  - Contributions permitted up to 65% of your pay on a before-tax, after-tax, and/or Roth 401(k) basis, or up to the annual IRS limit of $17,500 in 2014 (or $23,000 if age 50 or older), whichever is less
  - Change or opt out at any time

- Company match:
  - Dollar-for-dollar up to first 4% of pay
  - 100% vested after three years of service

- Rollovers accepted from another qualified plan (e.g., Individual Retirement Account (IRA) or 401(k) with previous employer)

- Personal and home loans

- Diversified investment options

SIP—Annual Retirement Contribution
In addition to the 401(k) company matching contribution, Allergan contributes 5% of annual eligible pay toward your retirement savings in each eligible year of service. Key eligibility rules and plan features include:

- Initial eligibility requires six months of service that must be completed by December 31
- Must be employed as of December 31
- 100% company paid
- 20% vested per year; 100% after five years
- Diversified investment options
Enhancing Your Health

As a multi-specialty health care company, we are committed to developing innovative products that enable people to live life to its greatest potential. We extend that commitment to our employees by offering comprehensive health and well-being programs designed to help you and your family stay healthy over the long term. You can cover yourself, your spouse or domestic partner, your children and/or your spouse or domestic partner’s children under our health care plans. You can also opt to waive health care coverage if you are covered under another plan such as your spouse’s or domestic partner’s medical plan.

Medical Plans

Allergan provides you with a choice in medical coverage, including two consumer-driven health plans (CDHPs) with a Health Savings Account (HSA); one plan that is partially funded by Allergan; and traditional PPO, EPO and HMO plans.

- Allergan pays the majority of the cost for employee and dependent medical coverage
- Deductibles, copays, coinsurance and employee premiums vary by plan
- Out-of-network coverage available with CDHPs and PPO plans provide access to any licensed physician or hospital (higher out-of-pocket costs apply)
- Prescription drug coverage available with all medical plans
- Allergan-branded prescription drugs covered at 100% in some plans
- Behavioral health care benefits for both inpatient and outpatient mental health and substance abuse are provided to medical plan participants
- Preventive care covered at 100% in-network in all plans

Vision Plan

Vision coverage is optional and provided through Vision Service Plan (VSP). Benefits include:

- Annual exam; no deductible
- Eyeglass lenses every 12 months; frames every two years
- Contact lenses instead of eyeglass frames and lenses (up to certain limits)
- LASIK services at a discount
- Benefits are greater when you use VSP providers

Dental Plan

Dental coverage is optional and provided through MetLife. Benefits include:

- Preventive, basic and major services—$2,000 maximum annual benefit
- Orthodontia services—$1,500 lifetime maximum benefit (children and adults)
- Benefits are greater when you use preferred dental providers

Health Care Flexible Spending Account (FSA)

Each year you have the option of contributing pre-tax dollars to the Health Care FSA to pay for eligible expenses not covered by your other health plans.

- Contribution—$150 – $2,500 per year
- Limited use for vision and dental expenses only if also enrolled in an HSA
Protecting Your Income

No one can predict the future, but having programs in place to help protect your income in the event of illness or injury and survivor benefits for your family can go a long way toward providing you with peace of mind, knowing your family is financially secure.

Sick Pay

Allergan provides sick pay benefits if you have a short-term illness or injury and are unable to work.

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<tr>
<th>Non-exempt and hourly employees</th>
<th>Exempt employees</th>
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<tbody>
<tr>
<td>0 – 5 years: 6 days per year</td>
<td>8 days per calendar year</td>
</tr>
<tr>
<td>6 years or more: 12 days per year</td>
<td>Prorated if hired on or after July 1</td>
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<tr>
<td>Maximum carryover: 720 hours</td>
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Salary Continuation

Exempt employees are also eligible for salary continuation benefits after six months of service. Salary continuation benefits are payable if you have a qualified illness or injury of more than three consecutive calendar days and are unable to work.

Short-Term Disability (STD)

You automatically participate in this plan and pay 100% of the cost. After you are totally disabled for 8 calendar days, the plan replaces 55% of your predisability base pay up to the maximum weekly benefit.

<table>
<thead>
<tr>
<th>California employees</th>
<th>Non-California employees</th>
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<tbody>
<tr>
<td>California SDI Plan</td>
<td>Allergan STD Plan</td>
</tr>
<tr>
<td>$1,075 per week maximum benefit</td>
<td>$1,075 per week maximum benefit</td>
</tr>
<tr>
<td>The maximum benefit period is 12 months</td>
<td>The maximum benefit period is 4 months</td>
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</table>

Long-Term Disability (LTD)

All full-time employees automatically participate in this plan and Allergan pays 100% of the cost.

- The LTD plan replaces 60% of your monthly predisability base pay, up to a maximum benefit of $10,000 per month, after a 120-day waiting period
- Benefits are coordinated with other sources of disability income

Basic Life Insurance

You automatically participate in this plan and Allergan pays 100% of the cost.

- Coverage is equal to your annual base pay rounded to the next higher $1,000 (1.5 times annual base pay for field sales personnel paid commissions)
- The maximum coverage amount is $400,000

Important note:

Employees on medical leave of absence are paid up to a maximum of 90% of gross predisability base pay beginning on the 8th day of disability. Sick pay or salary continuation benefits are coordinated with any other disability income you are eligible to receive.
Optional Life Insurance
This optional coverage is in addition to your company-paid basic life insurance. You pay 100% of the cost. Choose from 1 – 5 times your basic life amount in addition to your company-paid basic life insurance, up to a maximum coverage of $600,000.

Spouse or Domestic Partner Life Insurance
This coverage is optional and you pay 100% of the cost.
- Choose any $1,000 multiple, up to $100,000
- Maximum coverage is 100% of basic and optional life up to $100,000

Child Life Insurance
Provides coverage of $10,000 for each of your eligible children. This coverage is optional and you pay 100% of the cost.

Personal Accident Insurance
This coverage is optional and you pay 100% of the cost.
- Choose coverage of $25,000, up to $1,000,000
- Cover yourself or you and your family

Business Travel Accident Insurance
Provides coverage of 5 times your base pay, up to a maximum of $3,500,000, anytime you travel on company business. Allergan pays 100% of the cost. This coverage is in addition to any other life insurance and personal accident insurance coverage you may have.
Balancing Your Life
Balancing life’s demands is a little easier when you have the flexibility and support of the programs available to you at Allergan.

Adoption Assistance
Adoption assistance is available after you have worked at Allergan for one year. You can be reimbursed for adoption fees, court and legal fees, transportation expenses, etc.

- Reimbursement up to $2,500 per child
- Expenses reimbursed once adoption proceedings are complete

Backup Child/Elder Care
Backup child care is available through Bright Horizons for a variety of situations—your regular caregiver is unavailable, you are between care arrangements, etc.

- Staff of early childhood educators
- In-home or Bright Horizons facility
- You pay $30 per day, per child, or $8 per hour for up to 3 children in-home
- Up to 20 days per employee, per year

Dependent Care Flexible Spending Account (FSA)
Each year you have the option of contributing pre-tax dollars to a Dependent Care FSA to pay for eligible dependent day care expenses.

- Dependent Care FSA Contribution—$150 – $5,000 per year

Employee Assistance Program (EAP)
The EAP can help you and your family with a wide range of personal issues. EAP counseling services are provided through a network of credentialed professionals and are completely confidential. Allergan pays the cost of the first three counseling sessions. You and your group medical plan share the cost of any ongoing treatment. Child care and elder care resources are also available through the EAP.

Holidays
Allergan observes 10 paid holidays each year. You also receive two floating holidays each year.

Holidays are paid from your date of hire and floating holidays are prorated as follows:

- Hired before May 1—two floating holidays
- Hired on or after May 1—one floating holiday
- Hired on or after October 1—no floating holidays

Vacation
You are eligible to take paid vacation as you accrue it based on your years of service.

<table>
<thead>
<tr>
<th>Non-exempt employees</th>
<th>Exempt employees</th>
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<tbody>
<tr>
<td><strong>Years of service</strong></td>
<td><strong>Vacation accrual</strong></td>
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<tr>
<td>0 – 4 years</td>
<td>2 weeks per year</td>
</tr>
<tr>
<td>5 – 9 years</td>
<td>3 weeks per year</td>
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<tr>
<td>10 – 19 years</td>
<td>4 weeks per year</td>
</tr>
<tr>
<td>20+ years</td>
<td>5 weeks per year</td>
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You can also cash out 40 hours of unused vacation time each year if you have it available at the time of payout. Your maximum accumulation of vacation days is 1.75 times your annual accrual.
Other Programs

Allergan also helps you and your family with other important commitments.

Tuition Assistance
Available to full-time Allergan employees, our tuition assistance program reimburses 80% of your eligible registration, tuition, laboratory and graduation fees up to a $10,000 annual maximum. You must earn a grade of C or higher in courses that are work-related.

Scholarship Awards
The Allergan Foundation funds annual scholarships through the National Merit Scholarship Corporation for graduating high school students who are children of regular, full-time Allergan employees.

Jury Duty
If you are called for jury duty, Allergan will pay your regular pay for the time you serve, up to 20 workdays.

Bereavement Leave
In the event of a death in your immediate family, including a spouse or domestic partner, child, parent, brother, sister, grandparent or immediate in-law, you can request time off for bereavement, up to three paid consecutive workdays.

Leaves of Absence
Leaves of absence are available to help meet your needs in a variety of situations when you need to be away from work for an extended period of time. You may request a leave for:
- Medical disability
- Family care
- Personal emergency
- Military duty
- Victim of certain crimes

Concierge Service
The concierge service is your full-service personal assistant. Use the concierge to run errands, purchase company products and more:
- Allergan-branded cosmetic (nonprescription) products
- Online or on-site (Irvine only) personal assistant
- Car wash, dry cleaning, jewelry and shoe repair, etc. (Irvine only)

Voluntary Benefits
You can purchase insurance protection at group rates for the following voluntary coverage options:
- Group Auto and Home Insurance
- Group Legal Program

Service Awards
You are eligible for an Allergan service award on your five-year anniversary and at five-year intervals thereafter.

This is a summary of benefits and is not intended to cover every detail. Complete details are in the legal plan documents, insurance contracts, policies, and other legal documents that govern plan operation and administration. If there is a difference between this summary and the provisions of the legal plan documents, the documents, contracts, and policies will govern. Allergan reserves the right to change the programs in any way in the future, for any reason, at company discretion. The company currently intends to continue the programs. However, because future circumstances cannot be foreseen, Allergan also reserves the right to terminate the programs if that should ever become necessary.