

## Remuneration Code

Scottish Amicable ISA Managers Ltd (SAISAM) was not subject to the Financial Services Authority ("FSA") Remuneration Code during 2010 and consequently had not constituted a Remuneration Committee by the end of that period. The Prudential UK Remuneration Committee and Executive Committee takes the lead in determining remuneration policy for the Prudential UK and setting the individual remuneration packages of all employees in the Prudential UK group.

As SAISAM is effectively a dormant entity, it is not a material entity within Prudential UK. It has no employees and its results do not affect the calculation of any bonus payable to any employee of Prudential UK or the Prudential Group.

SAISAM does not have Code Staff