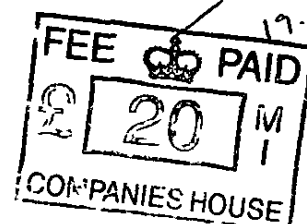


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Company Number FC013670



FIDELITY MANAGEMENT & RESEARCH (U K) INC
(A Wholly-Owned Subsidiary of
Fidelity Management & Research Company)

UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

For the years ended December 31, 2015 and 2014

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FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 UNAUDITED CONSOLIDATED BALANCE SHEET
 December 31, 2015 and 2014

	<u>Notes</u>	<u>2015</u>	<u>2014</u>
<u>ASSETS</u>		\$	\$
Cash	6	57,180,147	36,372,338
Investments	3	116,857	55,157,123
Property and equipment, net	4	10,628,866	13,063,904
Deferred income tax	5	17,153,720	16,824,974
Other assets	7	1,837,764	3,288,416
Total Assets		<u>86,917,354</u>	<u>124,706,755</u>
<u>LIABILITIES</u>			
Accounts payable and accrued expenses	8	29,770,133	27,827,216
Payable to related parties	10	-	50,289,583
Income tax payable		194,636	3,765,281
Total Liabilities		<u>29,964,769</u>	<u>81,882,080</u>
<u>STOCKHOLDER'S EQUITY</u>			
Common stock, \$1 par value			
300,000 shares, authorized			
100 shares issued and outstanding		100	100
Additional paid-in capital		17,966,757	17,966,757
Accumulated other comprehensive income		(2,477,896)	(841,209)
Retained earnings		<u>52,077,605</u>	<u>42,285,384</u>
Total Stockholder's Equity, before Net Receivable from the Ultimate Parent		67,566,566	59,411,032
Less – Net receivable from the Ultimate Parent		<u>(10,613,981)</u>	<u>(16,586,357)</u>
Total Stockholder's Equity, net		<u>56,952,585</u>	<u>42,824,675</u>
Total Liabilities and Stockholder's Equity		<u>86,917,354</u>	<u>124,706,755</u>


 Mark Flaherty
 Director

Dated 4 January 2017

The accompanying notes are an integral part
 of the unaudited consolidated financial statements

Company Number FC013670

The accompanying notes are an integral part
of the unaudited consolidated financial statements

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 UNAUDITED CONSOLIDATED STATEMENTS OF INCOME
 for the years ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
	\$	\$
Operating revenues		
Management, trading and investment advisory fees	153,670,195	168,126,302
Total Operating Revenues	<u>153,670,195</u>	<u>168,126,302</u>
Operating expenses		
Compensation and benefits	112,700,175	116,859,275
Investment sub advisory expense	5,653,971	5,589,397
General, administrative and other	21,900,055	30,756,965
Total Operating Expenses	<u>140,254,201</u>	<u>153,205,637</u>
Investment and other income		
Unrealized investment gains, net	1,401,594	3,580,982
Dividend and interest income	90	88
Other income	-	465,644
Total investment and other income	<u>1,401,684</u>	<u>4,046,714</u>
Income before Income Taxes	14,817,678	18,967,379
Provision for Income Taxes	<u>5,025,457</u>	<u>4,493,983</u>
Net Income	<u>9,792,221</u>	<u>14,473,396</u>

The accompanying notes are an integral part
 of the unaudited consolidated financial statements

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 UNAUDITED CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
 for the years ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Net income	9,792,221	14,473,396
Other comprehensive income, net of tax		
Foreign currency translation	(1,636,687)	(1,790,878)
Total other comprehensive loss	<u>(1,636,687)</u>	<u>(1,790,878)</u>
Comprehensive income	8,155,534	12,682,518

The accompanying notes are an integral part
 of the unaudited consolidated financial statements

FIDELITY MANAGEMENT & RESEARCH (U K) INC
(A Wholly-Owned Subsidiary of
Fidelity Management & Research Company)
UNAUDITED CONSOLIDATED STATEMENTS OF CHANGES IN STOCKHOLDER'S EQUITY
for the years ended December 31, 2015 and 2014

	Common stock	Additional paid-in capital	Accumulated other comprehensive income/(loss)	Retained earnings	Net receivable from the Ultimate Parent	Stockholder's equity, net
	\$	\$	\$	\$	\$	\$
Stockholder's Equity at December 31, 2013, as restated	100	17,966,757	949,669	27,811,988	(14,475,743)	32,252,771
Net income	-	-	-	14,473,396	-	14,473,396
Other comprehensive loss	-	-	(1,790,878)	-	-	(1,790,878)
Change in net receivable from the Ultimate Parent	-	-	-	-	(2,110,614)	(2,110,614)
Stockholder's Equity at December 31, 2014, as restated	100	17,966,757	(841,209)	42,285,384	(16,586,357)	42,824,675
Net Income	-	-	-	9,792,221	-	9,792,221
Other comprehensive loss	-	-	(1,636,687)	-	-	(1,636,687)
Change in net receivable From the Ultimate Parent	-	-	-	-	5,972,376	5,972,376
Stockholder's Equity at December 31, 2015	100	17,966,757	(2,477,896)	52,077,605	(10,613,981)	56,952,585

The accompanying notes are an integral part
of the unaudited consolidated financial statements

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 UNAUDITED CONSOLIDATED STATEMENTS OF CASH FLOWS
 for the years ended December 31, 2015 and 2014

	<u>2015</u> \$	<u>2014</u> \$
Cash flows provided by / (used in) operating activities:		
Net income	9,792,221	14,473,396
Adjustments to reconcile net income to cash provided by (used in) operating activities		
Amortization and depreciation	2,547,459	1,993,169
Change in unrealized loss on investments	(1,401,594)	(3,580,982)
Change in operating assets and liabilities		
Other assets	1,450,656	(2,723,455)
Payable to related parties	(50,289,583)	10,391
Deferred income taxes, net	(328,746)	(4,274,562)
Accounts payable and accrued expenses	1,942,916	5,908,571
Income taxes payable	(3,570,645)	(2,052,010)
Cash provided by operating activities	<u>(39,857,317)</u>	<u>9,754,518</u>
Cash flows provided by / (used in) investing activities		
Proceeds from transfer of trading securities	56,441,860	-
Purchase of fixed assets	(112,422)	(13,063,782)
Cash provided by (used in) investing activities	<u>56,329,438</u>	<u>(13,063,782)</u>
Cash flows provided by / (used in) financing activities		
Net receivable from the Ultimate Parent	5,972,375	(2,110,614))
Cash flows provided by / (used in) financing activities	<u>5,972,375</u>	<u>(2,110,614)</u>
Net change in cash	22,444,496	(5,419,878)
Impact of re-translation	(1,636,687)	(1,790,875)
Cash, beginning of year	36,372,338	43,583,091
Cash, end of year	<u>57,180,147</u>	<u>36,372,338</u>

The accompanying notes are an integral part
of the unaudited consolidated financial statements

FIDELITY MANAGEMENT & RESEARCH (U K) INC
(A Wholly-Owned Subsidiary of
Fidelity Management & Research Company)
NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

1 Business

Fidelity Management & Research (U K) Inc and FMR Investment Management (UK) Limited (jointly referred to as the "Company") primarily provide investment sub-advisory and research services to related parties and affiliates of FMR LLC (the "Ultimate Parent") Fidelity Management & Research (U K) Inc is the 100% parent of FMR Investment Management (UK) Limited Fidelity Management & Research (U K) Inc is a wholly-owned subsidiary of Fidelity Management & Research Company (the "Parent") which in turn is a wholly-owned subsidiary of the Ultimate Parent Fidelity Management & Research (U K) Inc was registered with the United States Securities and Exchange Commission as an investment adviser up to 1 April 2015 On 1 April 2015, Fidelity Management & Research (U K) Inc transferred its assets and liabilities to FMR Investment Management (UK) Limited

From 1 April 2015, FMR Investment Management (UK) Limited has taken over these business activities FMR Investment Management (UK) Limited is regulated in the United Kingdom by the Financial Conduct Authority The Company is committed to the Financial Reporting Council's Stewardship Code and a copy of the Company's Stewardship Code Statement is available on request

2 Summary of Significant Accounting Policies

Basis of Presentation and Use of Estimates

The amounts disclosed in the financial statements as at December 31, 2015 and 2014 represent the consolidated balances for the Company All material intercompany accounts and transactions are eliminated on consolidation, including Fidelity Management & Research (U K)'s transfer of assets and liabilities to FMR Investment Management (UK) Limited that occurred on April 1, 2015

The preparation of the Consolidated Financial Statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities as well as the reported amounts of revenues and expenses Such estimates include payroll tax liabilities for those employees on expatriate assignments Actual results could differ from the estimates included in the consolidated financial statements

Foreign Currency Translation

The Consolidated Financial Statements of the Company are prepared using the U S Dollar (\$) as the functional currency For operating activities denominated in other currencies, the results are translated into U S Dollars using average exchange rates which approximate the transaction rates during the period Foreign currency denominated assets and liabilities are translated using exchange rates at the end of each period Resulting gains/losses are included in the Consolidated Statements of Income Foreign currency gains/(losses) on the translation of FMR Investment Management (UK) Limited are included in the consolidated balance sheet as a component of other comprehensive income

FIDELITY MANAGEMENT & RESEARCH (U K) INC
(A Wholly-Owned Subsidiary of
Fidelity Management & Research Company)
NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

2 Summary of Significant Accounting Policies, (continued)

Revenue Recognition

Management, trading and investment advisory fees earned from sub-advisory services are recognized as such services are performed and the fees are based on a percentage of net assets in those funds. In addition, in certain mutual funds, the management fee may be increased or decreased depending on fund performance relative to a specified financial market index. Certain management fees include a performance component, subject to a maximum positive or negative adjustment, and are computed and recorded monthly based on the assets performance over a rolling 36-month period. At a minimum, the Company earns research and management fees under sub-advisory agreements with the Parent or other affiliates which entitles the Company to total operating revenue of cost plus 10%. Trading desk fees are earned by the Company for the execution of trade orders for the Parent or other affiliates. The Company generates fees of cost plus 5% from total operating expenses incurred for these trading desk services.

Cash

For purposes of reporting cash flows and amounts in the Consolidated Balance Sheet, cash principally includes cash in bank accounts which is denominated in pounds sterling ("GBP"). The Company defines cash as cash on hand, demand deposits, and time deposits with original maturities less than 60 days.

Property and Equipment

Property and equipment are stated at cost less accumulated depreciation and are comprised of leasehold improvements, furniture and computer equipment. Depreciation is computed primarily using the straight-line method based on estimated useful lives of ten years, five years and three years, respectively.

Net Receivable from the Ultimate Parent

Net receivables from the Ultimate Parent, which have been received prior to the issuance of the unaudited financial statements, are classified as an asset.

Investments

Available for sale assets

Investments consist of shares held in money market funds managed by a related party of the Ultimate Parent and are classified as available for sale. The investments available for sale are not actively traded by the Company and are stated at fair value based on quoted market prices, which is determined using quoted net asset value per share. The net after-tax unrealized gain/loss on investments available for sale is included in the Consolidated Other Comprehensive Income. Gains and losses on sales of investments are computed on a specific identified cost basis. Interest income is recognized as earned and dividend income is recognized on the ex-dividend date.

FIDELITY MANAGEMENT & RESEARCH (U K) INC
(A Wholly-Owned Subsidiary of
Fidelity Management & Research Company)
NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

2 Summary of Significant Accounting Policies, (continued)

Available for sale assets, (continued)

The Company evaluates investments for other-than-temporary declines in fair value below carrying value on a quarterly basis. The Company considers many factors, including the length of time and the extent to which the fair value has been less than cost, the financial condition of the issuer and information from industry analyst reports and external credit ratings. In addition to these factors, if the Company has the intent to sell an investment, or it is more likely than not that the Company will be required to sell an investment before recovery, or the Company does not expect to recover the entire amortized cost basis of an investment, the Company will record an other-than-temporary impairment.

Fair Value Measurement

The Company categorizes the financial assets and liabilities carried at fair value in its consolidated balance sheet based upon a three-level valuation hierarchy. The hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable valuation inputs (Level 3). If the inputs used to measure a financial asset or liability cross different levels of the hierarchy, categorization is based on the lowest level input that is significant to the fair value measurement. Management's assessment of the significance of a particular input to the overall fair value measurement of a financial asset or liability requires judgment, and considers factors specific to the asset or liability. The three levels are described below:

- Level 1 - Financial assets and liabilities whose values are based on unadjusted quoted prices for identical assets and liabilities in an active market.
- Level 2 - Financial assets and liabilities whose values are based on quoted prices for similar assets and liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the asset or liability.
- Level 3 - Financial assets and liabilities whose values are based on prices or valuation techniques that require inputs that are both unobservable in the market and significant to the overall fair value measurement. These inputs reflect management's judgment about the assumptions that a market participant would use in pricing the asset or liability, and are based on the best available information, some of which is internally developed.

Operating Lease

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor), are charged to the consolidated statements of income on a straight-line basis over the period of the lease. Cease use costs are expensed to the consolidated statements of income once it is determined that the lease will be exited. Calculation of the cease use is determined by using the rental, service charges (less expected reduction payable over life of the lease), cleaning and insurance charges for the expected period of time to find a replacement tenant.

FIDELITY MANAGEMENT & RESEARCH (U K) INC
(A Wholly-Owned Subsidiary of
Fidelity Management & Research Company)
NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

2 Summary of Significant Accounting Policies, (continued)

Accumulated Other Comprehensive Income/(Loss)

Accumulated other comprehensive income/(loss) consists of currency translation adjustments at December 31, 2015 and 2014

Income Taxes

The Company files a foreign income tax return. In addition, the Ultimate Parent allocates to the Company a direct intercompany charge equivalent to taxes due on its income as if it were filing a tax return on a separate return basis. Deferred income taxes are allocated to the Company by the Ultimate Parent as a direct charge and arise from the differences in the timing of recognition of revenue and expense for tax and financial reporting purposes.

The Company applies a more-likely-than-not threshold for purposes of recognizing tax uncertainties. Therefore, tax benefits that have a greater than 50% likelihood of being sustained upon examination by the relevant taxing authorities are recognized.

Share-based compensation

FMR Investment Management (UK) Limited participates in various FMR LLC share-based compensatory plans and is assessed a compensation charge that is amortized over the period in which the compensation charge is earned by the employee participants. The FMR LLC share plans are accounted for as share appreciation rights and provide holders with participation in FMR LLC's net asset value per share, as defined by FMR LLC, over their respective terms. These plans are cash settled at the end of their defined term or in the event employee participants are no longer eligible holders. The accumulated value of these plans including certain additional cash bonuses on selected plans are amortized over the applicable vesting periods with a charge to employee compensation and benefits. All plans are settled in cash or promissory notes at the end of their defined term or when plan participants are no longer employees. The liability is held by FMR LLC.

3 Investments

At December 31, 2015, investments available for sale consist of the following

	<u>Cost</u>	<u>Gross Unrealized Gains</u>	<u>Gross Unrealized Losses</u>	<u>Fair Value</u>
Money market investments	<u>\$121,163</u>	<u>\$ -</u>	<u>\$(4,306)</u>	<u>\$116,857</u>

At December 31, 2014, investments available for sale consist of the following

	<u>Cost</u>	<u>Gross Unrealized Gains</u>	<u>Gross Unrealized Losses</u>	<u>Fair Value</u>
Money market investments	<u>\$126,142</u>	<u>\$ -</u>	<u>\$(4,979)</u>	<u>\$121,163</u>

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

3 Investments (continued)

Investments consist primarily of investments in money market funds. Unrealized gains and losses on money market funds for the years ended December 31, 2015 and 2014 are the result of foreign currency translations.

Financial assets and liabilities categorized as Level 2 in the hierarchy are generally valued using techniques consistent with the market approach. A significant amount of inputs used to value Level 2 financial assets and liabilities are sourced from third-party pricing vendors. Generally, prices obtained from vendors are categorized as Level 2 as the vendor uses observable inputs in determining the price. There have not been any significant changes to the valuation techniques utilized at December 31, 2015.

Debt securities are valued based on quotations received from dealers who make markets in such securities or from independent pricing services.

Short-term securities, including commercial paper and certain foreign debt, with remaining maturities of sixty days or less for which quotations are not readily available are valued at amortized cost, which approximates fair value.

The value of the obligation related to securities sold, but not yet purchased is equal to the fair value of the related debt or equity security.

Fair value measurements

2015

	Level 1	Level 2	Level 3	Total
Assets				
Investments available for sale	\$	\$	\$	\$
Money market fund	-	116,857	-	116,857
Total investments available for sale	-	116,857	-	116,857
Trading securities				
Debt funds	-	-	-	-
Total Assets	\$ -	\$116,857	\$ -	\$116,857

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

3 Investments (continued)2014

	Level 1	Level 2	Level 3	Total
Assets				
Investments available for sale	\$	\$	\$	\$
Money market fund	-	121,163	-	121,163
Total investments available for sale	-	121,163	-	121,163
Trading securities				
Debt funds	-	55,035,960	-	55,035,960
Total Assets	\$ -	\$55,157,123	\$ -	\$55,157,123

On March 11, 2015, the FMR Investment Management (UK) Limited investment in the Fidelity Institutional Variable Capital Company Global Credit Fund was transferred to FMR Capital Ireland Limited for \$50,236,025 resulting in a realized gain of \$6,087,392. Also on March 11, 2015 FMR Investment Management (UK) Limited transferred the loan note to FMR Capital Ireland Limited which had a carrying value of \$50,000,000 to seed the Global Credit Fund investment. Refer to Note 10 for additional information.

4 Property and Equipment

At December 31, property and equipment, at cost, consist of

	2015	2014
	\$	\$
Leasehold improvements	9,608,546	10,174,449
Furniture	1,927,705	1,700,610
Computer equipment	3,741,054	4,189,842
Construction in progress	7,371	-
	<u>15,284,676</u>	<u>16,064,901</u>
Less: Accumulated depreciation	<u>(4,655,810)</u>	<u>(3,000,997)</u>
	<u>10,628,866</u>	<u>13,063,904</u>

For the year ended December 31, 2015 and 2014, depreciation expense was \$2,547,459 and \$1,993,169, respectively.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor), are charged to the consolidated statements of income on a straight-line basis over the period of the lease. Lease use costs are expensed to the Consolidated Statements of Income once it is determined that the lease will be exited.

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

4 Property and Equipment (continued)

Calculation of the cease use is determined by using the rental, service charges (less expected reduction payable over life of the lease), cleaning and insurance charges for the expected period of time to find a replacement tenant

5 Charge to Statements of Income

The Ultimate Parent is subject to flow-through treatment for federal income taxes as an S-Corporation, which generally allows taxable income, deductions and credits to flow directly to its shareholders, and remains subject to income taxes at the entity level in certain state and international jurisdictions. The Company is also subject to taxation under the Subchapter S rules.

The provision for income taxes consists of the following at December 31

	2015	2014
Current	\$	\$
Current Foreign	5,525,638	8,881,756
Deferred Foreign	(500,182)	(4,387,773)
Charge equivalent to taxes on income	<u>5,025,456</u>	<u>4,493,984</u>

As at December 31, 2015 and 2014 the Company had a net deferred tax asset of \$17,153,720 and \$16,824,973, respectively. The principal sources of temporary differences which comprise the deferred tax asset are deferred compensation and capital allowances. The Company's standard rate of income tax is 21.25% (21.5% for December 31, 2014) and its effective rate is 33%. This increase is mainly due to timing differences resulting from accrued and unpaid share-based compensatory plan expense.

6 Cash and cash equivalents

	2015	2014
	\$	\$
Cash at bank	57,180,147	36,372,338

7 Other assets

	2015	2014
	\$	\$
VAT receivable	290,368	417,250
Prepayments and deposits	<u>1,547,396</u>	<u>2,871,166</u>
	<u>1,837,764</u>	<u>3,288,416</u>

8 Accounts payable and accrued expenses

	2015	2014
	\$	\$
Payroll taxes	13,506,429	15,561,249
Other payables and accruals	<u>16,263,704</u>	<u>12,265,967</u>
	<u>29,770,133</u>	<u>27,827,216</u>

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
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 NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

9 Capital Requirements

FMR Investment Management (UK) Limited is subject to certain financial regulatory resource rules that require it to maintain a certain level of capital, as defined by the Financial Conduct Authority in the United Kingdom. At December 31, 2015, 2014 and throughout those years, the minimum liquid capital requirements have been satisfied by FMR Investment Management (UK) Limited. For purposes of computing the minimum liquid capital requirement, the net receivable from the Ultimate Parent is not considered a reduction of stockholder's equity.

10 Transactions with Related Parties and Affiliates

Transactions with Affiliates

The Company has several agreements and business arrangements with related parties and affiliates to procure substantially all of its operational and support services. All intercompany transactions with the Ultimate Parent and its subsidiaries are settled during the normal course of business through intercompany accounts with the Ultimate Parent and its subsidiaries. The Company receives credit for the collection of its receivables and is charged for the settlement of its liabilities through these intercompany accounts.

In accordance with this arrangement, amounts owed from and due to the Ultimate Parent and its subsidiaries are shown as a net receivable from the Ultimate Parent at December 31, 2015 and 2014, respectively.

Substantially all of the Company's revenue is earned from affiliates. The Company earns certain management and research fees from affiliates related to various Fidelity mutual funds and other institutional client accounts. Fees earned but not yet collected were \$10,613,981 and \$16,586,357 in 2015 and 2014 respectively.

A summary of the services and related expenses charged to the Company for the year ended December 31, are as follows:

	2015	2014
	\$	\$
General, administrative and other	21,900,055	30,756,965

Transactions with Related Parties

The Company participates in FIL Life Insurance Limited's defined contribution profit sharing plans covering substantially all employees. Annual contributions to the profit sharing plan are based either on stated percentages of eligible employees compensation or employee Contributions. FIL Life Insurance Limited is a related party. A charge of \$2,985,285 and \$3,103,798 is included in compensation and benefits expense in the Consolidated Statements of Income for 2015 and 2014, respectively.

The Company participates in various FMR LLC share-based compensatory plans and is assessed a compensation charge that is amortized over the period in which it is earned. The FMR LLC share plans are accounted for as share appreciation rights and provides holders with participation in FMR LLC's Net Asset Value per share, as defined by FMR LLC, over

FIDELITY MANAGEMENT & RESEARCH (U K) INC
 (A Wholly-Owned Subsidiary of
 Fidelity Management & Research Company)
 NOTES TO UNAUDITED CONSOLIDATED FINANCIAL STATEMENTS

10 Transactions with Related Parties and Affiliates (continued)

their respective terms. These plans are cash-settled at the end of their defined term or in the event employee participants are no longer eligible holders. The accumulated value of these plans including certain additional cash bonuses on select plans is amortized over the applicable vesting periods with a charge to employee compensation and benefits. For the years ended December 31, 2015 and 2014, aggregate compensation expense related to these retirement and stock-based compensatory plans was \$32,776,918 and \$32,477,030, respectively.

	2015	2014
	\$	\$
Payable to related parties	-	50,289,583

On March 11, 2015, the loan note agreements totaling USD \$50,000,000 in FMR Investment Management (UK) Limited were transferred to FMR Capital Ireland Limited. All accrued interest was paid in full to FMR LLC as part of the loan note novation to FMR Capital Ireland Limited.

11 Commitments and Contingencies

On April 29, 2013, FMR Investment Management (UK) Limited entered into a lease agreement for the 5th floor at St Martin le Grand. On July 31, 2013, FMR Investment Management (UK) Limited entered into a lease agreement for the 6th floor at St Martin le Grand. The Company can exercise a break clause in April 2020, with amortisation of the lease over that period.

At year end, the Company had annual commitments under lease agreements existing as follows:

	2015	2014
	\$	\$
Under one year	2,207,973	1,724,885
1-5 years	7,359,909	11,486,003
	<u>9,567,882</u>	<u>13,210,888</u>

12 Subsequent Events

The Company has no post balance sheet items to note.