



Baillie Gifford & Co
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Facsimile Transmittal Cover Sheet

To	Company Announcements Office
Company	Australian Securities Exchange
Fax No	+61 2 9778 0999 +61 2 9347 0005 (Alt fax)
From	Margarita Zhang
Date	22 January 2016
Time	
Total No. of pages (including this sheet)	18

If any pages are not clearly received, please call Baillie Gifford on +44 (0)131 275 3136 immediately.

Please find faxed a Form 603 in respect of Baillie Gifford's interest in Seek Limited.
If you require any further information please do not hesitate to contact me.

Kind regards

A handwritten signature in black ink, appearing to read 'Margarita Zhang'.

Margarita Zhang
Compliance Department
Baillie Gifford & Co

We apologise for the hand written amendment on the form.
On this occasion, we were unable to make the amendment electronically.

Form 603
Corporations Act 2001
Section 671B

Notice of initial substantial holder

To Company Name/Scheme SEEK Limited

ACN/ARSN ACN 080 075 314

1. Details of substantial holder (1)

Name Baillie Gifford & Co and its Affiliated Companies (see Annexure 1)

ACN/ARSN (if applicable) N/A

The holder became a substantial holder on 21/01/2016

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
Ordinary shares	17,406,585	17,406,585	5.05%

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Baillie Gifford & Co and each of its Affiliated Companies.	Baillie Gifford & Co and Baillie Gifford Overseas Limited have power to (or to control) exercise vote and/or dispose of the securities as discretionary investment managers.	Ordinary shares – 3,018,423
Baillie Gifford Overseas Limited and each of its Affiliated Companies.		Ordinary shares – 14,388,162

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
See Annexure 2			

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Class and number of securities
		Cash	Non-cash	
See Annexure 3				

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ARSN (if applicable)	Nature of association
See Annexure 1.	

7. Addresses

The addresses of persons named in this form are as follows:

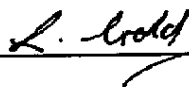
Name	Address
Baillie Gifford & Co	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford Overseas Limited	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford Funds Services LLC	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford Life Limited	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford & Co Limited	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford Savings Management Limited	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford International LLC	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Mitsubishi UFJ Baillie Gifford Asset Management Limited	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford Investment Consulting (Shanghai) Co., Ltd	Calton Square, 1 Greenside Row, Edinburgh, Scotland, EH1 3AN
Baillie Gifford Asia (Hong Kong) Limited	30th Floor, One International Finance Centre, 1 Harbour View Street, Central, Hong Kong

Signature

print name Lindsay Gold

capacity Head of Compliance

sign here



date 22 / 01 / 2016

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant interest in.
- (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (7) Include details of:
 - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.

- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown."
- (9) Details of the consideration must include any and all benefits, moneys and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.
-

Annexure 1

SEEK Limited – ACN 080 075 314

Details of substantial holder

Baillie Gifford & Co is the parent undertaking of an investment management group based in Edinburgh, Scotland. Baillie Gifford & Co is a partnership founded under Scottish Law and is registered with the Financial Conduct Authority in the UK. Baillie Gifford Overseas Limited is a wholly-owned subsidiary of Baillie Gifford & Co.

We act as discretionary fund managers on behalf of, mainly, institutional clients under the umbrella of Baillie Gifford Overseas Limited for our clients based outside the UK and Baillie Gifford & Co for our clients in the UK.

More details can be found at our website www.bailliegifford.com.

The following companies are Affiliated Companies of Baillie Gifford & Co

Subsidiary (article 49)	Control (as defined, see article 49)
Baillie Gifford Overseas Ltd	100%
Baillie Gifford Life Limited	100%
Baillie Gifford & Co Limited	100%
Baillie Gifford Savings Management Limited	100%
Baillie Gifford International LLC	100%
Mitsubishi UFJ Baillie Gifford Asset Management Limited	49%
Baillie Gifford Investment Consulting (Shanghai) Co. Ltd	100%
Baillie Gifford Asia (Hong Kong) Limited	100%
Baillie Gifford Funds Services LLC	100%

This is annexure 1 of 1 page referred to in Form 603 – Notice of initial substantial holder

Signature

print name Lindsay Gold

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date 22 / 01 / 2016

Annexure 2

SEEK Limited – ACN 080 075 314

Details of present registered holders

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities	
Baillie Gifford & Co	BNP Paribas Nominees PTY Limited	-	Ordinary shares	32,070
Baillie Gifford & Co	HSBC Custody Nominees (Australia) Limited	-	Ordinary shares	1,053,541
Baillie Gifford & Co	National Nominees Limited	-	Ordinary shares	1,932,812
Baillie Gifford Overseas Limited	HSBC Custody Nominees (Australia) Limited	-	Ordinary shares	5,134,838
Baillie Gifford Overseas Limited	JP Morgan Nominees Australia Limited	-	Ordinary shares	2,010,103
Baillie Gifford Overseas Limited	National Nominees Limited	-	Ordinary shares	7,243,221

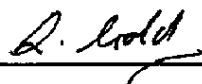
This is annexure 2 of 1 page referred to in Form 603 – Notice of initial substantial holder

Signature

print name Lindsay Gold

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date 22/01/2016

Annexure 3

SEEK Limited – ACN 080 075 314

Consideration

Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration(9)		Class and number of securities affected	
			Cash (GBP)	Non-Cash		
Baillie Gifford Overseas Limited	22/09/2015	Sale	-21,558		Ordinary Shares	-3,909
Baillie Gifford Overseas Limited	02/10/2015	Purchase	64,252		Ordinary Shares	11,285
Baillie Gifford Overseas Limited	22/10/2015	Sale	-115,202		Ordinary Shares	-19,669
Baillie Gifford Overseas Limited	23/10/2015	Sale	-23,380		Ordinary Shares	-3,840
Baillie Gifford Overseas Limited	04/11/2015	Sale	-176,556		Ordinary Shares	-28,077
Baillie Gifford Overseas Limited	04/11/2015	Sale	-201,344		Ordinary Shares	-32,019
Baillie Gifford Overseas Limited	04/11/2015	Sale	-59,594		Ordinary Shares	-9,477
Baillie Gifford & Co	24/11/2015	Purchase	141,384		Ordinary Shares	20,451
Baillie Gifford & Co	24/11/2015	Purchase	188,194		Ordinary Shares	27,222
Baillie Gifford & Co	24/11/2015	Purchase	24,280		Ordinary Shares	3,512
Baillie Gifford Overseas Limited	24/11/2015	Purchase	1,055,573		Ordinary Shares	152,687
Baillie Gifford & Co	24/11/2015	Purchase	1,963,734		Ordinary Shares	284,051
Baillie Gifford & Co	24/11/2015	Purchase	1,213,073		Ordinary Shares	175,469
Baillie Gifford & Co	24/11/2015	Purchase	1,124,796		Ordinary Shares	162,700
Baillie Gifford & Co	24/11/2015	Purchase	923,882		Ordinary Shares	133,638
Baillie Gifford Overseas Limited	24/11/2015	Purchase	277,196		Ordinary Shares	40,096
Baillie Gifford Overseas Limited	24/11/2015	Purchase	202,940		Ordinary Shares	29,355
Baillie Gifford Overseas Limited	24/11/2015	Purchase	52,555		Ordinary Shares	7,602
Baillie Gifford & Co	24/11/2015	Purchase	886,930		Ordinary Shares	128,293
Baillie Gifford & Co	24/11/2015	Purchase	1,087,700		Ordinary Shares	157,334
Baillie Gifford & Co	24/11/2015	Purchase	619,640		Ordinary Shares	89,630
Baillie Gifford & Co	24/11/2015	Purchase	90,177		Ordinary Shares	13,044
Baillie Gifford Overseas Limited	25/11/2015	Sale	-39,670		Ordinary Shares	-5,732
Baillie Gifford Overseas Limited	25/11/2015	Sale	-3,294		Ordinary Shares	-476
Baillie Gifford Overseas Limited	30/11/2015	Purchase	136,236		Ordinary Shares	20,417
Baillie Gifford Overseas Limited	07/12/2015	Purchase	711,681		Ordinary Shares	104,711
Baillie Gifford Overseas Limited	08/12/2015	Purchase	45,153		Ordinary Shares	6,701
Baillie Gifford Overseas Limited	09/12/2015	Purchase	7,625		Ordinary Shares	1,134
Baillie Gifford Overseas Limited	09/12/2015	Purchase	50,580		Ordinary Shares	7,522
Baillie Gifford Overseas Limited	09/12/2015	Purchase	64,263		Ordinary Shares	9,557
Baillie Gifford Overseas Limited	09/12/2015	Purchase	8,600		Ordinary Shares	1,279
Baillie Gifford Overseas Limited	09/12/2015	Purchase	11,317		Ordinary Shares	1,683
Baillie Gifford Overseas Limited	09/12/2015	Purchase	4,297		Ordinary Shares	639
Baillie Gifford Overseas Limited	09/12/2015	Purchase	43,459		Ordinary Shares	6,463
Baillie Gifford Overseas Limited	09/12/2015	Purchase	6,832		Ordinary Shares	1,016
Baillie Gifford Overseas Limited	09/12/2015	Purchase	52,469		Ordinary Shares	7,803
Baillie Gifford Overseas Limited	09/12/2015	Purchase	10,046		Ordinary Shares	1,494
Baillie Gifford Overseas Limited	09/12/2015	Purchase	13,247		Ordinary Shares	1,970
Baillie Gifford Overseas Limited	09/12/2015	Purchase	27,818		Ordinary Shares	4,137
Baillie Gifford Overseas Limited	09/12/2015	Purchase	7,874		Ordinary Shares	1,171

This is annexure 3 of 12 pages referred to in Form 603 – Notice of initial substantial holder

Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration(9)		Class and number of securities affected	
			Cash (GBP)	Non-Cash		
Baillie Gifford Overseas Limited	09/12/2015	Purchase	137,066		Ordinary Shares	20,384
Baillie Gifford Overseas Limited	09/12/2015	Purchase	21,894		Ordinary Shares	3,256
Baillie Gifford Overseas Limited	09/12/2015	Purchase	15,170		Ordinary Shares	2,256
Baillie Gifford Overseas Limited	09/12/2015	Purchase	43,593		Ordinary Shares	6,483
Baillie Gifford Overseas Limited	09/12/2015	Purchase	27,119		Ordinary Shares	4,033
Baillie Gifford Overseas Limited	09/12/2015	Purchase	244,250		Ordinary Shares	36,324
Baillie Gifford Overseas Limited	09/12/2015	Purchase	20,428		Ordinary Shares	3,038
Baillie Gifford Overseas Limited	09/12/2015	Purchase	6,267		Ordinary Shares	932
Baillie Gifford Overseas Limited	09/12/2015	Purchase	48,327		Ordinary Shares	7,187
Baillie Gifford Overseas Limited	09/12/2015	Purchase	45,684		Ordinary Shares	6,794
Baillie Gifford Overseas Limited	09/12/2015	Purchase	6,677		Ordinary Shares	993
Baillie Gifford Overseas Limited	09/12/2015	Purchase	22,829		Ordinary Shares	3,395
Baillie Gifford Overseas Limited	09/12/2015	Purchase	8,668		Ordinary Shares	1,289
Baillie Gifford Overseas Limited	09/12/2015	Purchase	9,750		Ordinary Shares	1,450
Baillie Gifford Overseas Limited	10/12/2015	Purchase	22,237		Ordinary Shares	3,306
Baillie Gifford Overseas Limited	10/12/2015	Purchase	147,491		Ordinary Shares	21,928
Baillie Gifford Overseas Limited	10/12/2015	Purchase	187,376		Ordinary Shares	27,858
Baillie Gifford Overseas Limited	10/12/2015	Purchase	25,068		Ordinary Shares	3,727
Baillie Gifford Overseas Limited	10/12/2015	Purchase	32,998		Ordinary Shares	4,906
Baillie Gifford Overseas Limited	10/12/2015	Purchase	12,524		Ordinary Shares	1,862
Baillie Gifford Overseas Limited	10/12/2015	Purchase	126,720		Ordinary Shares	18,840
Baillie Gifford Overseas Limited	10/12/2015	Purchase	19,909		Ordinary Shares	2,960
Baillie Gifford Overseas Limited	10/12/2015	Purchase	152,986		Ordinary Shares	22,745
Baillie Gifford Overseas Limited	10/12/2015	Purchase	29,306		Ordinary Shares	4,357
Baillie Gifford Overseas Limited	10/12/2015	Purchase	38,621		Ordinary Shares	5,742
Baillie Gifford Overseas Limited	10/12/2015	Purchase	81,117		Ordinary Shares	12,060
Baillie Gifford Overseas Limited	10/12/2015	Purchase	22,950		Ordinary Shares	3,412
Baillie Gifford Overseas Limited	10/12/2015	Purchase	399,667		Ordinary Shares	59,420
Baillie Gifford Overseas Limited	10/12/2015	Purchase	63,844		Ordinary Shares	9,492
Baillie Gifford Overseas Limited	10/12/2015	Purchase	44,238		Ordinary Shares	6,577
Baillie Gifford Overseas Limited	10/12/2015	Purchase	127,117		Ordinary Shares	18,899
Baillie Gifford Overseas Limited	10/12/2015	Purchase	79,086		Ordinary Shares	11,758
Baillie Gifford Overseas Limited	10/12/2015	Purchase	712,196		Ordinary Shares	105,885
Baillie Gifford Overseas Limited	10/12/2015	Purchase	59,567		Ordinary Shares	8,856
Baillie Gifford Overseas Limited	10/12/2015	Purchase	18,322		Ordinary Shares	2,724
Baillie Gifford Overseas Limited	10/12/2015	Purchase	140,906		Ordinary Shares	20,949
Baillie Gifford Overseas Limited	10/12/2015	Purchase	133,211		Ordinary Shares	19,805
Baillie Gifford Overseas Limited	10/12/2015	Purchase	19,465		Ordinary Shares	2,894
Baillie Gifford Overseas Limited	10/12/2015	Purchase	66,555		Ordinary Shares	9,895
Baillie Gifford Overseas Limited	10/12/2015	Purchase	25,277		Ordinary Shares	3,758
Baillie Gifford Overseas Limited	10/12/2015	Purchase	28,418		Ordinary Shares	4,225
Baillie Gifford Overseas Limited	11/12/2015	Purchase	5,876		Ordinary Shares	883
Baillie Gifford Overseas Limited	11/12/2015	Purchase	39,045		Ordinary Shares	5,867
Baillie Gifford Overseas Limited	11/12/2015	Purchase	49,606		Ordinary Shares	7,454
Baillie Gifford Overseas Limited	11/12/2015	Purchase	6,635		Ordinary Shares	997
Baillie Gifford Overseas Limited	11/12/2015	Purchase	8,738		Ordinary Shares	1,313
Baillie Gifford Overseas Limited	11/12/2015	Purchase	3,314		Ordinary Shares	498

This is annexure 3 of 12 pages referred to in Form 603 – Notice of initial substantial holder

Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration(9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	11/12/2015	Purchase	33,548		Ordinary Shares	5,041
Baillie Gifford Overseas Limited	11/12/2015	Purchase	5,271		Ordinary Shares	792
Baillie Gifford Overseas Limited	11/12/2015	Purchase	40,502		Ordinary Shares	6,086
Baillie Gifford Overseas Limited	11/12/2015	Purchase	7,760		Ordinary Shares	1,166
Baillie Gifford Overseas Limited	11/12/2015	Purchase	10,222		Ordinary Shares	1,536
Baillie Gifford Overseas Limited	11/12/2015	Purchase	21,476		Ordinary Shares	3,227
Baillie Gifford Overseas Limited	11/12/2015	Purchase	6,076		Ordinary Shares	913
Baillie Gifford Overseas Limited	11/12/2015	Purchase	105,807		Ordinary Shares	15,899
Baillie Gifford Overseas Limited	11/12/2015	Purchase	16,904		Ordinary Shares	2,540
Baillie Gifford Overseas Limited	11/12/2015	Purchase	11,713		Ordinary Shares	1,760
Baillie Gifford Overseas Limited	11/12/2015	Purchase	33,654		Ordinary Shares	5,057
Baillie Gifford Overseas Limited	11/12/2015	Purchase	20,936		Ordinary Shares	3,146
Baillie Gifford Overseas Limited	11/12/2015	Purchase	188,541		Ordinary Shares	28,331
Baillie Gifford Overseas Limited	11/12/2015	Purchase	15,766		Ordinary Shares	2,369
Baillie Gifford Overseas Limited	11/12/2015	Purchase	4,845		Ordinary Shares	728
Baillie Gifford Overseas Limited	11/12/2015	Purchase	37,301		Ordinary Shares	5,605
Baillie Gifford Overseas Limited	11/12/2015	Purchase	35,265		Ordinary Shares	5,299
Baillie Gifford Overseas Limited	11/12/2015	Purchase	5,151		Ordinary Shares	774
Baillie Gifford Overseas Limited	11/12/2015	Purchase	17,622		Ordinary Shares	2,648
Baillie Gifford Overseas Limited	11/12/2015	Purchase	6,695		Ordinary Shares	1,006
Baillie Gifford Overseas Limited	11/12/2015	Purchase	7,527		Ordinary Shares	1,131
Baillie Gifford Overseas Limited	14/12/2015	Purchase	9,448		Ordinary Shares	1,421
Baillie Gifford Overseas Limited	14/12/2015	Purchase	62,662		Ordinary Shares	9,424
Baillie Gifford Overseas Limited	14/12/2015	Purchase	79,604		Ordinary Shares	11,972
Baillie Gifford Overseas Limited	14/12/2015	Purchase	10,652		Ordinary Shares	1,602
Baillie Gifford Overseas Limited	14/12/2015	Purchase	14,016		Ordinary Shares	2,108
Baillie Gifford Overseas Limited	14/12/2015	Purchase	5,319		Ordinary Shares	800
Baillie Gifford Overseas Limited	14/12/2015	Purchase	53,838		Ordinary Shares	8,097
Baillie Gifford Overseas Limited	14/12/2015	Purchase	8,458		Ordinary Shares	1,272
Baillie Gifford Overseas Limited	14/12/2015	Purchase	64,996		Ordinary Shares	9,775
Baillie Gifford Overseas Limited	14/12/2015	Purchase	12,447		Ordinary Shares	1,872
Baillie Gifford Overseas Limited	14/12/2015	Purchase	16,410		Ordinary Shares	2,438
Baillie Gifford Overseas Limited	14/12/2015	Purchase	34,463		Ordinary Shares	5,183
Baillie Gifford Overseas Limited	14/12/2015	Purchase	9,748		Ordinary Shares	1,466
Baillie Gifford Overseas Limited	14/12/2015	Purchase	169,794		Ordinary Shares	25,536
Baillie Gifford Overseas Limited	14/12/2015	Purchase	27,122		Ordinary Shares	4,079
Baillie Gifford Overseas Limited	14/12/2015	Purchase	18,797		Ordinary Shares	2,827
Baillie Gifford Overseas Limited	14/12/2015	Purchase	54,005		Ordinary Shares	8,122
Baillie Gifford Overseas Limited	14/12/2015	Purchase	33,596		Ordinary Shares	5,053
Baillie Gifford Overseas Limited	14/12/2015	Purchase	302,571		Ordinary Shares	45,505
Baillie Gifford Overseas Limited	14/12/2015	Purchase	25,307		Ordinary Shares	3,806
Baillie Gifford Overseas Limited	14/12/2015	Purchase	7,773		Ordinary Shares	1,169
Baillie Gifford Overseas Limited	14/12/2015	Purchase	59,863		Ordinary Shares	9,003
Baillie Gifford Overseas Limited	14/12/2015	Purchase	56,598		Ordinary Shares	8,512
Baillie Gifford Overseas Limited	14/12/2015	Purchase	8,272		Ordinary Shares	1,244
Baillie Gifford Overseas Limited	14/12/2015	Purchase	28,279		Ordinary Shares	4,253

This is annexure 3 of 12 pages referred to in Form 603 – Notice of initial substantial holder

Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	No n-cash		
Baillie Gifford Overseas Limited	14/12/2015	Purchase	10,738		Ordinary Shares	1,615
Baillie Gifford Overseas Limited	14/12/2015	Purchase	12,075		Ordinary Shares	1,816
Baillie Gifford Overseas Limited	15/12/2015	Purchase	6,352		Ordinary Shares	948
Baillie Gifford Overseas Limited	15/12/2015	Purchase	42,098		Ordinary Shares	6,283
Baillie Gifford Overseas Limited	15/12/2015	Purchase	53,479		Ordinary Shares	7,982
Baillie Gifford Overseas Limited	15/12/2015	Purchase	7,156		Ordinary Shares	1,068
Baillie Gifford Overseas Limited	15/12/2015	Purchase	9,420		Ordinary Shares	1,406
Baillie Gifford Overseas Limited	15/12/2015	Purchase	3,578		Ordinary Shares	534
Baillie Gifford Overseas Limited	15/12/2015	Purchase	36,166		Ordinary Shares	5,398
Baillie Gifford Overseas Limited	15/12/2015	Purchase	5,682		Ordinary Shares	848
Baillie Gifford Overseas Limited	15/12/2015	Purchase	43,663		Ordinary Shares	6,517
Baillie Gifford Overseas Limited	15/12/2015	Purchase	8,361		Ordinary Shares	1,248
Baillie Gifford Overseas Limited	15/12/2015	Purchase	11,021		Ordinary Shares	1,645
Baillie Gifford Overseas Limited	15/12/2015	Purchase	23,148		Ordinary Shares	3,455
Baillie Gifford Overseas Limited	15/12/2015	Purchase	6,553		Ordinary Shares	978
Baillie Gifford Overseas Limited	15/12/2015	Purchase	114,059		Ordinary Shares	17,024
Baillie Gifford Overseas Limited	15/12/2015	Purchase	18,217		Ordinary Shares	2,719
Baillie Gifford Overseas Limited	15/12/2015	Purchase	12,623		Ordinary Shares	1,884
Baillie Gifford Overseas Limited	15/12/2015	Purchase	36,280		Ordinary Shares	5,415
Baillie Gifford Overseas Limited	15/12/2015	Purchase	22,572		Ordinary Shares	3,369
Baillie Gifford Overseas Limited	15/12/2015	Purchase	203,248		Ordinary Shares	30,336
Baillie Gifford Overseas Limited	15/12/2015	Purchase	16,998		Ordinary Shares	2,537
Baillie Gifford Overseas Limited	15/12/2015	Purchase	5,219		Ordinary Shares	779
Baillie Gifford Overseas Limited	15/12/2015	Purchase	40,213		Ordinary Shares	6,002
Baillie Gifford Overseas Limited	15/12/2015	Purchase	38,015		Ordinary Shares	5,674
Baillie Gifford Overseas Limited	15/12/2015	Purchase	5,554		Ordinary Shares	829
Baillie Gifford Overseas Limited	15/12/2015	Purchase	18,994		Ordinary Shares	2,835
Baillie Gifford Overseas Limited	15/12/2015	Purchase	7,216		Ordinary Shares	1,077
Baillie Gifford Overseas Limited	15/12/2015	Purchase	8,107		Ordinary Shares	1,210
Baillie Gifford Overseas Limited	16/12/2015	Purchase	15,079		Ordinary Shares	2,211
Baillie Gifford Overseas Limited	16/12/2015	Purchase	99,973		Ordinary Shares	14,659
Baillie Gifford Overseas Limited	16/12/2015	Purchase	127,014		Ordinary Shares	18,624
Baillie Gifford Overseas Limited	16/12/2015	Purchase	16,995		Ordinary Shares	2,492
Baillie Gifford Overseas Limited	16/12/2015	Purchase	22,369		Ordinary Shares	3,280
Baillie Gifford Overseas Limited	16/12/2015	Purchase	8,491		Ordinary Shares	1,245
Baillie Gifford Overseas Limited	16/12/2015	Purchase	85,890		Ordinary Shares	12,594
Baillie Gifford Overseas Limited	16/12/2015	Purchase	13,503		Ordinary Shares	1,980
Baillie Gifford Overseas Limited	16/12/2015	Purchase	103,697		Ordinary Shares	15,205
Baillie Gifford Overseas Limited	16/12/2015	Purchase	19,860		Ordinary Shares	2,912
Baillie Gifford Overseas Limited	16/12/2015	Purchase	26,182		Ordinary Shares	3,839
Baillie Gifford Overseas Limited	16/12/2015	Purchase	54,989		Ordinary Shares	8,063
Baillie Gifford Overseas Limited	16/12/2015	Purchase	15,556		Ordinary Shares	2,281
Baillie Gifford Overseas Limited	16/12/2015	Purchase	270,908		Ordinary Shares	39,723
Baillie Gifford Overseas Limited	16/12/2015	Purchase	43,272		Ordinary Shares	6,345
Baillie Gifford Overseas Limited	16/12/2015	Purchase	29,987		Ordinary Shares	4,397
Baillie Gifford Overseas Limited	16/12/2015	Purchase	86,163		Ordinary Shares	12,634
Baillie Gifford Overseas Limited	16/12/2015	Purchase	53,605		Ordinary Shares	7,860
Baillie Gifford Overseas Limited	16/12/2015	Purchase	482,748		Ordinary Shares	70,785

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration(9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	15/12/2015	Purchase	40,374		Ordinary Shares	5,920
Baillie Gifford Overseas Limited	15/12/2015	Purchase	12,405		Ordinary Shares	1,819
Baillie Gifford Overseas Limited	16/12/2015	Purchase	95,513		Ordinary Shares	14,005
Baillie Gifford Overseas Limited	16/12/2015	Purchase	90,296		Ordinary Shares	13,240
Baillie Gifford Overseas Limited	16/12/2015	Purchase	13,197		Ordinary Shares	1,935
Baillie Gifford Overseas Limited	16/12/2015	Purchase	45,114		Ordinary Shares	6,615
Baillie Gifford Overseas Limited	16/12/2015	Purchase	17,132		Ordinary Shares	2,512
Baillie Gifford Overseas Limited	16/12/2015	Purchase	19,266		Ordinary Shares	2,825
Baillie Gifford & Co	17/12/2015	Purchase	21,154		Ordinary Shares	2,986
Baillie Gifford & Co	17/12/2015	Purchase	87,931		Ordinary Shares	12,412
Baillie Gifford & Co	17/12/2015	Purchase	12,929		Ordinary Shares	1,825
Baillie Gifford Overseas Limited	17/12/2015	Purchase	305,874		Ordinary Shares	43,176
Baillie Gifford & Co	17/12/2015	Purchase	359,326		Ordinary Shares	50,721
Baillie Gifford & Co	17/12/2015	Purchase	64,574		Ordinary Shares	9,115
Baillie Gifford & Co	17/12/2015	Purchase	192,007		Ordinary Shares	27,103
Baillie Gifford & Co	17/12/2015	Purchase	223,278		Ordinary Shares	31,517
Baillie Gifford Overseas Limited	17/12/2015	Purchase	178,510		Ordinary Shares	25,221
Baillie Gifford & Co	17/12/2015	Purchase	109,035		Ordinary Shares	15,391
Baillie Gifford & Co	17/12/2015	Purchase	238,070		Ordinary Shares	33,605
Baillie Gifford Overseas Limited	17/12/2015	Sale	-42,628		Ordinary Shares	-6,025
Baillie Gifford & Co	17/12/2015	Purchase	90,786		Ordinary Shares	12,815
Baillie Gifford & Co	17/12/2015	Purchase	10,216		Ordinary Shares	1,442
Baillie Gifford & Co	18/12/2015	Purchase	4,171		Ordinary Shares	603
Baillie Gifford & Co	18/12/2015	Purchase	17,342		Ordinary Shares	2,507
Baillie Gifford & Co	18/12/2015	Purchase	2,552		Ordinary Shares	369
Baillie Gifford Overseas Limited	18/12/2015	Purchase	60,326		Ordinary Shares	8,721
Baillie Gifford & Co	18/12/2015	Purchase	70,861		Ordinary Shares	10,244
Baillie Gifford & Co	18/12/2015	Purchase	12,735		Ordinary Shares	1,841
Baillie Gifford & Co	18/12/2015	Purchase	37,855		Ordinary Shares	5,474
Baillie Gifford & Co	18/12/2015	Purchase	44,036		Ordinary Shares	6,366
Baillie Gifford & Co	18/12/2015	Purchase	21,506		Ordinary Shares	3,109
Baillie Gifford & Co	18/12/2015	Purchase	46,955		Ordinary Shares	6,788
Baillie Gifford & Co	18/12/2015	Purchase	17,902		Ordinary Shares	2,588
Baillie Gifford Overseas Limited	18/12/2015	Sale	-224,619		Ordinary Shares	-32,406
Baillie Gifford & Co	18/12/2015	Purchase	2,013		Ordinary Shares	291
Baillie Gifford & Co	21/12/2015	Purchase	5,417		Ordinary Shares	779
Baillie Gifford & Co	21/12/2015	Purchase	22,509		Ordinary Shares	3,237
Baillie Gifford & Co	21/12/2015	Purchase	3,310		Ordinary Shares	476
Baillie Gifford Overseas Limited	21/12/2015	Purchase	79,184		Ordinary Shares	11,259
Baillie Gifford & Co	21/12/2015	Purchase	91,963		Ordinary Shares	13,225
Baillie Gifford & Co	21/12/2015	Purchase	16,529		Ordinary Shares	2,377
Baillie Gifford & Co	21/12/2015	Purchase	49,149		Ordinary Shares	7,068
Baillie Gifford & Co	21/12/2015	Purchase	57,153		Ordinary Shares	8,219
Baillie Gifford & Co	21/12/2015	Purchase	27,805		Ordinary Shares	4,013
Baillie Gifford & Co	21/12/2015	Purchase	60,936		Ordinary Shares	8,763
Baillie Gifford & Co	21/12/2015	Purchase	23,239		Ordinary Shares	3,342
Baillie Gifford & Co	21/12/2015	Purchase	2,615		Ordinary Shares	376

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration(9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford & Co	22/12/2015	Purchase	26,477		Ordinary Shares	3,700
Baillie Gifford & Co	22/12/2015	Purchase	110,051		Ordinary Shares	15,379
Baillie Gifford & Co	22/12/2015	Purchase	16,172		Ordinary Shares	2,260
Baillie Gifford Overseas Limited	22/12/2015	Purchase	382,842		Ordinary Shares	53,500
Baillie Gifford & Co	22/12/2015	Purchase	449,758		Ordinary Shares	62,851
Baillie Gifford & Co	22/12/2015	Purchase	80,826		Ordinary Shares	11,295
Baillie Gifford & Co	22/12/2015	Purchase	240,325		Ordinary Shares	33,584
Baillie Gifford & Co	22/12/2015	Purchase	279,461		Ordinary Shares	39,053
Baillie Gifford & Co	22/12/2015	Purchase	136,471		Ordinary Shares	19,071
Baillie Gifford & Co	22/12/2015	Purchase	297,980		Ordinary Shares	41,641
Baillie Gifford & Co	22/12/2015	Purchase	113,622		Ordinary Shares	15,878
Baillie Gifford & Co	22/12/2015	Purchase	12,795		Ordinary Shares	1,788
Baillie Gifford & Co	23/12/2015	Purchase	25,508		Ordinary Shares	3,551
Baillie Gifford & Co	23/12/2015	Purchase	106,039		Ordinary Shares	14,762
Baillie Gifford & Co	23/12/2015	Purchase	15,588		Ordinary Shares	2,170
Baillie Gifford Overseas Limited	23/12/2015	Purchase	368,880		Ordinary Shares	51,353
Baillie Gifford & Co	23/12/2015	Purchase	433,371		Ordinary Shares	60,331
Baillie Gifford & Co	23/12/2015	Purchase	77,881		Ordinary Shares	10,842
Baillie Gifford & Co	23/12/2015	Purchase	231,558		Ordinary Shares	32,236
Baillie Gifford & Co	23/12/2015	Purchase	269,277		Ordinary Shares	37,487
Baillie Gifford & Co	23/12/2015	Purchase	131,489		Ordinary Shares	18,305
Baillie Gifford & Co	23/12/2015	Purchase	287,113		Ordinary Shares	39,970
Baillie Gifford & Co	23/12/2015	Purchase	109,487		Ordinary Shares	15,242
Baillie Gifford & Co	23/12/2015	Purchase	12,326		Ordinary Shares	1,716
Baillie Gifford Overseas Limited	06/01/2016	Purchase	37,323		Ordinary Shares	5,293
Baillie Gifford Overseas Limited	11/01/2016	Purchase	52,591		Ordinary Shares	7,922
Baillie Gifford Overseas Limited	11/01/2016	Purchase	5,065		Ordinary Shares	763
Baillie Gifford Overseas Limited	11/01/2016	Purchase	20,427		Ordinary Shares	3,077
Baillie Gifford Overseas Limited	11/01/2016	Purchase	5,703		Ordinary Shares	859
Baillie Gifford Overseas Limited	11/01/2016	Purchase	7,648		Ordinary Shares	1,152
Baillie Gifford Overseas Limited	11/01/2016	Purchase	206,913		Ordinary Shares	31,168
Baillie Gifford Overseas Limited	11/01/2016	Purchase	2,257		Ordinary Shares	340
Baillie Gifford Overseas Limited	11/01/2016	Purchase	34,640		Ordinary Shares	5,218
Baillie Gifford Overseas Limited	11/01/2016	Purchase	10,509		Ordinary Shares	1,583
Baillie Gifford Overseas Limited	11/01/2016	Purchase	13,536		Ordinary Shares	2,039
Baillie Gifford Overseas Limited	11/01/2016	Purchase	49,159		Ordinary Shares	7,405
Baillie Gifford Overseas Limited	11/01/2016	Purchase	19,996		Ordinary Shares	3,012
Baillie Gifford Overseas Limited	11/01/2016	Purchase	45,561		Ordinary Shares	6,863
Baillie Gifford Overseas Limited	11/01/2016	Purchase	45,123		Ordinary Shares	6,797
Baillie Gifford Overseas Limited	11/01/2016	Purchase	21,025		Ordinary Shares	3,167
Baillie Gifford Overseas Limited	11/01/2016	Purchase	8,989		Ordinary Shares	1,354
Baillie Gifford Overseas Limited	11/01/2016	Purchase	33,744		Ordinary Shares	5,083
Baillie Gifford Overseas Limited	11/01/2016	Purchase	152,934		Ordinary Shares	23,037
Baillie Gifford Overseas Limited	11/01/2016	Purchase	146,906		Ordinary Shares	22,129
Baillie Gifford Overseas Limited	11/01/2016	Purchase	24,191		Ordinary Shares	3,644
Baillie Gifford Overseas Limited	11/01/2016	Purchase	49,225		Ordinary Shares	7,415
Baillie Gifford Overseas Limited	11/01/2016	Purchase	21,250		Ordinary Shares	3,201
Baillie Gifford Overseas Limited	11/01/2016	Purchase	74,831		Ordinary Shares	11,272
Baillie Gifford Overseas Limited	11/01/2016	Purchase	1,885		Ordinary Shares	284

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	11/01/2016	Purchase	105,667		Ordinary Shares	15,917
Baillie Gifford Overseas Limited	11/01/2016	Purchase	10,701		Ordinary Shares	1,612
Baillie Gifford Overseas Limited	11/01/2016	Purchase	7,322		Ordinary Shares	1,103
Baillie Gifford Overseas Limited	11/01/2016	Purchase	3,133		Ordinary Shares	472
Baillie Gifford & Co	11/01/2016	Purchase	243,771		Ordinary Shares	36,720
Baillie Gifford Overseas Limited	11/01/2016	Purchase	6,838		Ordinary Shares	1,030
Baillie Gifford Overseas Limited	11/01/2016	Purchase	29,867		Ordinary Shares	4,499
Baillie Gifford Overseas Limited	11/01/2016	Purchase	8,497		Ordinary Shares	1,280
Baillie Gifford Overseas Limited	11/01/2016	Purchase	10,164		Ordinary Shares	1,531
Baillie Gifford Overseas Limited	11/01/2016	Purchase	8,863		Ordinary Shares	1,335
Baillie Gifford Overseas Limited	11/01/2016	Purchase	11,943		Ordinary Shares	1,799
Baillie Gifford Overseas Limited	11/01/2016	Purchase	5,862		Ordinary Shares	883
Baillie Gifford Overseas Limited	11/01/2016	Purchase	7,721		Ordinary Shares	1,163
Baillie Gifford Overseas Limited	12/01/2016	Purchase	92,488		Ordinary Shares	13,796
Baillie Gifford Overseas Limited	12/01/2016	Purchase	8,910		Ordinary Shares	1,329
Baillie Gifford Overseas Limited	12/01/2016	Purchase	35,913		Ordinary Shares	5,357
Baillie Gifford Overseas Limited	12/01/2016	Purchase	10,029		Ordinary Shares	1,496
Baillie Gifford Overseas Limited	12/01/2016	Purchase	13,442		Ordinary Shares	2,005
Baillie Gifford Overseas Limited	12/01/2016	Purchase	363,853		Ordinary Shares	54,274
Baillie Gifford Overseas Limited	12/01/2016	Purchase	3,962		Ordinary Shares	591
Baillie Gifford Overseas Limited	12/01/2016	Purchase	60,919		Ordinary Shares	9,087
Baillie Gifford Overseas Limited	12/01/2016	Purchase	18,476		Ordinary Shares	2,756
Baillie Gifford Overseas Limited	12/01/2016	Purchase	23,799		Ordinary Shares	3,550
Baillie Gifford Overseas Limited	12/01/2016	Purchase	86,455		Ordinary Shares	12,896
Baillie Gifford Overseas Limited	12/01/2016	Purchase	35,162		Ordinary Shares	5,245
Baillie Gifford Overseas Limited	12/01/2016	Purchase	80,113		Ordinary Shares	11,950
Baillie Gifford Overseas Limited	12/01/2016	Purchase	79,342		Ordinary Shares	11,835
Baillie Gifford Overseas Limited	12/01/2016	Purchase	36,973		Ordinary Shares	5,515
Baillie Gifford Overseas Limited	12/01/2016	Purchase	15,801		Ordinary Shares	2,357
Baillie Gifford Overseas Limited	12/01/2016	Purchase	59,337		Ordinary Shares	8,851
Baillie Gifford Overseas Limited	12/01/2016	Purchase	268,931		Ordinary Shares	40,115
Baillie Gifford Overseas Limited	12/01/2016	Purchase	258,339		Ordinary Shares	38,535
Baillie Gifford Overseas Limited	12/01/2016	Purchase	42,544		Ordinary Shares	6,346
Baillie Gifford Overseas Limited	12/01/2016	Purchase	86,569		Ordinary Shares	12,913
Baillie Gifford Overseas Limited	12/01/2016	Purchase	37,375		Ordinary Shares	5,575
Baillie Gifford Overseas Limited	12/01/2016	Purchase	131,586		Ordinary Shares	19,628
Baillie Gifford Overseas Limited	12/01/2016	Purchase	3,318		Ordinary Shares	495
Baillie Gifford Overseas Limited	12/01/2016	Purchase	185,821		Ordinary Shares	27,718
Baillie Gifford Overseas Limited	12/01/2016	Purchase	18,818		Ordinary Shares	2,807
Baillie Gifford Overseas Limited	12/01/2016	Purchase	12,878		Ordinary Shares	1,921
Baillie Gifford Overseas Limited	12/01/2016	Purchase	5,511		Ordinary Shares	822
Baillie Gifford & Co	12/01/2016	Purchase	428,694		Ordinary Shares	63,946
Baillie Gifford Overseas Limited	12/01/2016	Purchase	12,027		Ordinary Shares	1,794
Baillie Gifford Overseas Limited	12/01/2016	Purchase	52,526		Ordinary Shares	7,835
Baillie Gifford Overseas Limited	12/01/2016	Purchase	14,950		Ordinary Shares	2,230
Baillie Gifford Overseas Limited	12/01/2016	Purchase	17,673		Ordinary Shares	2,665

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	12/01/2016	Purchase	15,587		Ordinary Shares	2,325
Baillie Gifford Overseas Limited	12/01/2016	Purchase	20,997		Ordinary Shares	3,132
Baillie Gifford Overseas Limited	12/01/2016	Purchase	10,311		Ordinary Shares	1,538
Baillie Gifford Overseas Limited	12/01/2016	Purchase	13,576		Ordinary Shares	2,025
Baillie Gifford Overseas Limited	13/01/2016	Purchase	117,970		Ordinary Shares	17,364
Baillie Gifford Overseas Limited	13/01/2016	Purchase	11,366		Ordinary Shares	1,673
Baillie Gifford Overseas Limited	13/01/2016	Purchase	45,811		Ordinary Shares	6,743
Baillie Gifford Overseas Limited	13/01/2016	Purchase	12,793		Ordinary Shares	1,883
Baillie Gifford Overseas Limited	13/01/2016	Purchase	17,148		Ordinary Shares	2,524
Baillie Gifford Overseas Limited	13/01/2016	Purchase	464,106		Ordinary Shares	68,312
Baillie Gifford Overseas Limited	13/01/2016	Purchase	5,055		Ordinary Shares	744
Baillie Gifford Overseas Limited	13/01/2016	Purchase	77,702		Ordinary Shares	11,437
Baillie Gifford Overseas Limited	13/01/2016	Purchase	23,568		Ordinary Shares	3,469
Baillie Gifford Overseas Limited	13/01/2016	Purchase	30,355		Ordinary Shares	4,468
Baillie Gifford Overseas Limited	13/01/2016	Purchase	110,272		Ordinary Shares	16,231
Baillie Gifford Overseas Limited	13/01/2016	Purchase	44,847		Ordinary Shares	6,601
Baillie Gifford Overseas Limited	13/01/2016	Purchase	102,187		Ordinary Shares	15,041
Baillie Gifford Overseas Limited	13/01/2016	Purchase	101,209		Ordinary Shares	14,897
Baillie Gifford Overseas Limited	13/01/2016	Purchase	47,157		Ordinary Shares	6,941
Baillie Gifford Overseas Limited	13/01/2016	Purchase	20,158		Ordinary Shares	2,967
Baillie Gifford Overseas Limited	13/01/2016	Purchase	75,691		Ordinary Shares	11,141
Baillie Gifford Overseas Limited	13/01/2016	Purchase	343,025		Ordinary Shares	50,490
Baillie Gifford Overseas Limited	13/01/2016	Purchase	329,518		Ordinary Shares	48,502
Baillie Gifford Overseas Limited	13/01/2016	Purchase	54,263		Ordinary Shares	7,987
Baillie Gifford Overseas Limited	13/01/2016	Purchase	110,415		Ordinary Shares	16,252
Baillie Gifford Overseas Limited	13/01/2016	Purchase	47,673		Ordinary Shares	7,017
Baillie Gifford Overseas Limited	13/01/2016	Purchase	167,844		Ordinary Shares	24,705
Baillie Gifford Overseas Limited	13/01/2016	Purchase	4,233		Ordinary Shares	623
Baillie Gifford Overseas Limited	13/01/2016	Purchase	237,013		Ordinary Shares	34,886
Baillie Gifford Overseas Limited	13/01/2016	Purchase	24,003		Ordinary Shares	3,533
Baillie Gifford Overseas Limited	13/01/2016	Purchase	16,428		Ordinary Shares	2,418
Baillie Gifford Overseas Limited	13/01/2016	Purchase	7,025		Ordinary Shares	1,034
Baillie Gifford & Co	13/01/2016	Purchase	546,801		Ordinary Shares	80,484
Baillie Gifford Overseas Limited	13/01/2016	Purchase	15,334		Ordinary Shares	2,257
Baillie Gifford Overseas Limited	13/01/2016	Purchase	66,995		Ordinary Shares	9,861
Baillie Gifford Overseas Limited	13/01/2016	Purchase	19,064		Ordinary Shares	2,806
Baillie Gifford Overseas Limited	13/01/2016	Purchase	22,800		Ordinary Shares	3,356
Baillie Gifford Overseas Limited	13/01/2016	Purchase	19,879		Ordinary Shares	2,926
Baillie Gifford Overseas Limited	13/01/2016	Purchase	26,788		Ordinary Shares	3,943
Baillie Gifford Overseas Limited	13/01/2016	Purchase	13,153		Ordinary Shares	1,936
Baillie Gifford Overseas Limited	13/01/2016	Purchase	17,311		Ordinary Shares	2,548
Baillie Gifford Overseas Limited	14/01/2016	Purchase	77,213		Ordinary Shares	11,687
Baillie Gifford Overseas Limited	14/01/2016	Purchase	7,439		Ordinary Shares	1,126
Baillie Gifford Overseas Limited	14/01/2016	Purchase	29,981		Ordinary Shares	4,538
Baillie Gifford Overseas Limited	14/01/2016	Purchase	8,377		Ordinary Shares	1,268
Baillie Gifford Overseas Limited	14/01/2016	Purchase	11,225		Ordinary Shares	1,699
Baillie Gifford Overseas Limited	14/01/2016	Purchase	303,765		Ordinary Shares	45,978

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	14/01/2016	Purchase	3,310		Ordinary Shares	501
Baillie Gifford Overseas Limited	14/01/2016	Purchase	50,859		Ordinary Shares	7,698
Baillie Gifford Overseas Limited	14/01/2016	Purchase	15,427		Ordinary Shares	2,335
Baillie Gifford Overseas Limited	14/01/2016	Purchase	19,866		Ordinary Shares	3,007
Baillie Gifford Overseas Limited	14/01/2016	Purchase	72,172		Ordinary Shares	10,924
Baillie Gifford Overseas Limited	14/01/2016	Purchase	29,354		Ordinary Shares	4,443
Baillie Gifford Overseas Limited	14/01/2016	Purchase	66,887		Ordinary Shares	10,124
Baillie Gifford Overseas Limited	14/01/2016	Purchase	66,239		Ordinary Shares	10,026
Baillie Gifford Overseas Limited	14/01/2016	Purchase	30,867		Ordinary Shares	4,672
Baillie Gifford Overseas Limited	14/01/2016	Purchase	13,194		Ordinary Shares	1,997
Baillie Gifford Overseas Limited	14/01/2016	Purchase	49,537		Ordinary Shares	7,498
Baillie Gifford Overseas Limited	14/01/2016	Purchase	224,517		Ordinary Shares	33,983
Baillie Gifford Overseas Limited	14/01/2016	Purchase	215,670		Ordinary Shares	32,644
Baillie Gifford Overseas Limited	14/01/2016	Purchase	35,511		Ordinary Shares	5,375
Baillie Gifford Overseas Limited	14/01/2016	Purchase	72,271		Ordinary Shares	10,939
Baillie Gifford Overseas Limited	14/01/2016	Purchase	31,204		Ordinary Shares	4,723
Baillie Gifford Overseas Limited	14/01/2016	Purchase	109,857		Ordinary Shares	16,628
Baillie Gifford Overseas Limited	14/01/2016	Purchase	2,768		Ordinary Shares	419
Baillie Gifford Overseas Limited	14/01/2016	Purchase	155,126		Ordinary Shares	23,480
Baillie Gifford Overseas Limited	14/01/2016	Purchase	15,711		Ordinary Shares	2,378
Baillie Gifford Overseas Limited	14/01/2016	Purchase	10,749		Ordinary Shares	1,627
Baillie Gifford Overseas Limited	14/01/2016	Purchase	4,598		Ordinary Shares	696
Baillie Gifford & Co	14/01/2016	Purchase	357,894		Ordinary Shares	54,171
Baillie Gifford Overseas Limited	14/01/2016	Purchase	10,036		Ordinary Shares	1,519
Baillie Gifford Overseas Limited	14/01/2016	Purchase	43,849		Ordinary Shares	6,637
Baillie Gifford Overseas Limited	14/01/2016	Purchase	12,480		Ordinary Shares	1,889
Baillie Gifford Overseas Limited	14/01/2016	Purchase	14,918		Ordinary Shares	2,258
Baillie Gifford Overseas Limited	14/01/2016	Purchase	13,009		Ordinary Shares	1,969
Baillie Gifford Overseas Limited	14/01/2016	Purchase	17,534		Ordinary Shares	2,654
Baillie Gifford Overseas Limited	14/01/2016	Purchase	8,609		Ordinary Shares	1,303
Baillie Gifford Overseas Limited	14/01/2016	Purchase	11,331		Ordinary Shares	1,715
Baillie Gifford Overseas Limited	15/01/2016	Purchase	94,060		Ordinary Shares	13,891
Baillie Gifford Overseas Limited	15/01/2016	Purchase	9,060		Ordinary Shares	1,338
Baillie Gifford Overseas Limited	15/01/2016	Purchase	36,531		Ordinary Shares	5,395
Baillie Gifford Overseas Limited	15/01/2016	Purchase	10,204		Ordinary Shares	1,507
Baillie Gifford Overseas Limited	15/01/2016	Purchase	13,671		Ordinary Shares	2,019
Baillie Gifford Overseas Limited	15/01/2016	Purchase	370,045		Ordinary Shares	54,649
Baillie Gifford Overseas Limited	15/01/2016	Purchase	4,029		Ordinary Shares	595
Baillie Gifford Overseas Limited	15/01/2016	Purchase	61,957		Ordinary Shares	9,150
Baillie Gifford Overseas Limited	15/01/2016	Purchase	18,790		Ordinary Shares	2,775
Baillie Gifford Overseas Limited	15/01/2016	Purchase	24,207		Ordinary Shares	3,575
Baillie Gifford Overseas Limited	15/01/2016	Purchase	87,925		Ordinary Shares	12,985
Baillie Gifford Overseas Limited	15/01/2016	Purchase	35,759		Ordinary Shares	5,281
Baillie Gifford Overseas Limited	15/01/2016	Purchase	81,479		Ordinary Shares	12,033
Baillie Gifford Overseas Limited	15/01/2016	Purchase	80,694		Ordinary Shares	11,917
Baillie Gifford Overseas Limited	15/01/2016	Purchase	37,601		Ordinary Shares	5,553
Baillie Gifford Overseas Limited	15/01/2016	Purchase	16,068		Ordinary Shares	2,373
Baillie Gifford Overseas Limited	15/01/2016	Purchase	60,346		Ordinary Shares	8,912

This is annexure 3 of 12 pages referred to in Form 603 – Notice of initial substantial holder

Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	15/01/2016	Purchase	273,507		Ordinary Shares	40,392
Baillie Gifford Overseas Limited	15/01/2016	Purchase	262,734		Ordinary Shares	38,801
Baillie Gifford Overseas Limited	15/01/2016	Purchase	43,262		Ordinary Shares	6,389
Baillie Gifford Overseas Limited	15/01/2016	Purchase	88,041		Ordinary Shares	13,002
Baillie Gifford Overseas Limited	15/01/2016	Purchase	38,007		Ordinary Shares	5,613
Baillie Gifford Overseas Limited	15/01/2016	Purchase	133,828		Ordinary Shares	19,764
Baillie Gifford Overseas Limited	15/01/2016	Purchase	3,379		Ordinary Shares	499
Baillie Gifford Overseas Limited	15/01/2016	Purchase	188,981		Ordinary Shares	27,909
Baillie Gifford Overseas Limited	15/01/2016	Purchase	19,136		Ordinary Shares	2,826
Baillie Gifford Overseas Limited	15/01/2016	Purchase	13,096		Ordinary Shares	1,934
Baillie Gifford Overseas Limited	15/01/2016	Purchase	5,600		Ordinary Shares	827
Baillie Gifford & Co	15/01/2016	Purchase	435,991		Ordinary Shares	64,388
Baillie Gifford Overseas Limited	15/01/2016	Purchase	12,229		Ordinary Shares	1,806
Baillie Gifford Overseas Limited	15/01/2016	Purchase	53,419		Ordinary Shares	7,889
Baillie Gifford Overseas Limited	15/01/2016	Purchase	15,208		Ordinary Shares	2,246
Baillie Gifford Overseas Limited	15/01/2016	Purchase	18,174		Ordinary Shares	2,684
Baillie Gifford Overseas Limited	15/01/2016	Purchase	15,852		Ordinary Shares	2,341
Baillie Gifford Overseas Limited	15/01/2016	Purchase	21,357		Ordinary Shares	3,154
Baillie Gifford Overseas Limited	15/01/2016	Purchase	10,489		Ordinary Shares	1,549
Baillie Gifford Overseas Limited	15/01/2016	Purchase	13,807		Ordinary Shares	2,039
Baillie Gifford Overseas Limited	18/01/2016	Purchase	68,921		Ordinary Shares	10,418
Baillie Gifford Overseas Limited	18/01/2016	Purchase	6,635		Ordinary Shares	1,003
Baillie Gifford Overseas Limited	18/01/2016	Purchase	20,700		Ordinary Shares	4,046
Baillie Gifford Overseas Limited	18/01/2016	Purchase	7,476		Ordinary Shares	1,130
Baillie Gifford Overseas Limited	18/01/2016	Purchase	10,016		Ordinary Shares	1,514
Baillie Gifford Overseas Limited	18/01/2016	Purchase	271,151		Ordinary Shares	40,887
Baillie Gifford Overseas Limited	18/01/2016	Purchase	2,951		Ordinary Shares	446
Baillie Gifford Overseas Limited	18/01/2016	Purchase	45,396		Ordinary Shares	6,862
Baillie Gifford Overseas Limited	18/01/2016	Purchase	13,767		Ordinary Shares	2,081
Baillie Gifford Overseas Limited	18/01/2016	Purchase	17,736		Ordinary Shares	2,681
Baillie Gifford Overseas Limited	18/01/2016	Purchase	64,422		Ordinary Shares	9,738
Baillie Gifford Overseas Limited	18/01/2016	Purchase	26,204		Ordinary Shares	3,961
Baillie Gifford Overseas Limited	18/01/2016	Purchase	59,705		Ordinary Shares	9,025
Baillie Gifford Overseas Limited	18/01/2016	Purchase	59,130		Ordinary Shares	8,938
Baillie Gifford Overseas Limited	18/01/2016	Purchase	27,554		Ordinary Shares	4,165
Baillie Gifford Overseas Limited	18/01/2016	Purchase	11,776		Ordinary Shares	1,780
Baillie Gifford Overseas Limited	18/01/2016	Purchase	44,218		Ordinary Shares	6,684
Baillie Gifford Overseas Limited	18/01/2016	Purchase	200,411		Ordinary Shares	30,294
Baillie Gifford Overseas Limited	18/01/2016	Purchase	192,519		Ordinary Shares	29,101
Baillie Gifford Overseas Limited	18/01/2016	Purchase	31,702		Ordinary Shares	4,792
Baillie Gifford Overseas Limited	18/01/2016	Purchase	64,508		Ordinary Shares	9,751
Baillie Gifford Overseas Limited	18/01/2016	Purchase	27,851		Ordinary Shares	4,210
Baillie Gifford Overseas Limited	18/01/2016	Purchase	98,062		Ordinary Shares	14,823
Baillie Gifford Overseas Limited	18/01/2016	Purchase	2,474		Ordinary Shares	374
Baillie Gifford Overseas Limited	18/01/2016	Purchase	138,476		Ordinary Shares	20,932
Baillie Gifford Overseas Limited	18/01/2016	Purchase	14,025		Ordinary Shares	2,120

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	18/01/2016	Purchase	9,599		Ordinary Shares	1,451
Baillie Gifford Overseas Limited	18/01/2016	Purchase	4,102		Ordinary Shares	620
Baillie Gifford & Co	18/01/2016	Purchase	319,471		Ordinary Shares	48,291
Baillie Gifford Overseas Limited	18/01/2016	Purchase	8,957		Ordinary Shares	1,354
Baillie Gifford Overseas Limited	18/01/2016	Purchase	39,144		Ordinary Shares	5,917
Baillie Gifford Overseas Limited	18/01/2016	Purchase	11,141		Ordinary Shares	1,684
Baillie Gifford Overseas Limited	18/01/2016	Purchase	13,330		Ordinary Shares	2,015
Baillie Gifford Overseas Limited	18/01/2016	Purchase	11,610		Ordinary Shares	1,755
Baillie Gifford Overseas Limited	18/01/2016	Purchase	15,652		Ordinary Shares	2,366
Baillie Gifford Overseas Limited	18/01/2016	Purchase	7,687		Ordinary Shares	1,162
Baillie Gifford Overseas Limited	18/01/2016	Purchase	10,115		Ordinary Shares	1,529
Baillie Gifford Overseas Limited	19/01/2016	Purchase	33,584		Ordinary Shares	4,980
Baillie Gifford Overseas Limited	19/01/2016	Purchase	3,237		Ordinary Shares	480
Baillie Gifford Overseas Limited	19/01/2016	Purchase	13,042		Ordinary Shares	1,934
Baillie Gifford Overseas Limited	19/01/2016	Purchase	3,642		Ordinary Shares	540
Baillie Gifford Overseas Limited	19/01/2016	Purchase	4,882		Ordinary Shares	724
Baillie Gifford Overseas Limited	19/01/2016	Purchase	132,110		Ordinary Shares	19,590
Baillie Gifford Overseas Limited	19/01/2016	Purchase	1,436		Ordinary Shares	213
Baillie Gifford Overseas Limited	19/01/2016	Purchase	22,119		Ordinary Shares	3,280
Baillie Gifford Overseas Limited	19/01/2016	Purchase	6,710		Ordinary Shares	995
Baillie Gifford Overseas Limited	19/01/2016	Purchase	8,639		Ordinary Shares	1,281
Baillie Gifford Overseas Limited	19/01/2016	Purchase	31,392		Ordinary Shares	4,855
Baillie Gifford Overseas Limited	19/01/2016	Purchase	12,766		Ordinary Shares	1,893
Baillie Gifford Overseas Limited	19/01/2016	Purchase	29,086		Ordinary Shares	4,313
Baillie Gifford Overseas Limited	19/01/2016	Purchase	28,809		Ordinary Shares	4,272
Baillie Gifford Overseas Limited	19/01/2016	Purchase	13,427		Ordinary Shares	1,991
Baillie Gifford Overseas Limited	19/01/2016	Purchase	5,739		Ordinary Shares	851
Baillie Gifford Overseas Limited	19/01/2016	Purchase	21,546		Ordinary Shares	3,195
Baillie Gifford Overseas Limited	19/01/2016	Purchase	97,643		Ordinary Shares	14,479
Baillie Gifford Overseas Limited	19/01/2016	Purchase	93,799		Ordinary Shares	13,909
Baillie Gifford Overseas Limited	19/01/2016	Purchase	15,443		Ordinary Shares	2,290
Baillie Gifford Overseas Limited	19/01/2016	Purchase	31,433		Ordinary Shares	4,661
Baillie Gifford Overseas Limited	19/01/2016	Purchase	13,568		Ordinary Shares	2,012
Baillie Gifford Overseas Limited	19/01/2016	Purchase	47,779		Ordinary Shares	7,005
Baillie Gifford Overseas Limited	19/01/2016	Purchase	1,207		Ordinary Shares	170
Baillie Gifford Overseas Limited	19/01/2016	Purchase	67,471		Ordinary Shares	10,005
Baillie Gifford Overseas Limited	19/01/2016	Purchase	6,831		Ordinary Shares	1,013
Baillie Gifford Overseas Limited	19/01/2016	Purchase	4,673		Ordinary Shares	693
Baillie Gifford Overseas Limited	19/01/2016	Purchase	2,003		Ordinary Shares	297
Baillie Gifford & Co	19/01/2016	Purchase	155,652		Ordinary Shares	23,081
Baillie Gifford Overseas Limited	19/01/2016	Purchase	4,363		Ordinary Shares	647
Baillie Gifford Overseas Limited	19/01/2016	Purchase	19,071		Ordinary Shares	2,828
Baillie Gifford Overseas Limited	19/01/2016	Purchase	5,429		Ordinary Shares	805
Baillie Gifford Overseas Limited	19/01/2016	Purchase	6,487		Ordinary Shares	962
Baillie Gifford Overseas Limited	19/01/2016	Purchase	5,651		Ordinary Shares	838
Baillie Gifford Overseas Limited	19/01/2016	Purchase	7,627		Ordinary Shares	1,131
Baillie Gifford Overseas Limited	19/01/2016	Purchase	3,743		Ordinary Shares	555
Baillie Gifford Overseas Limited	19/01/2016	Purchase	4,930		Ordinary Shares	731

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Person whose relevant interest changed	Date of acquisition	Nature of change	Consideration (9)		Class and number of securities affected	
			Cash (GBP)	Non-cash		
Baillie Gifford Overseas Limited	20/01/2016	Purchase	67,896		Ordinary Shares	10,000
Baillie Gifford Overseas Limited	21/01/2016	Purchase	89,602		Ordinary Shares	13,278
Baillie Gifford Overseas Limited	21/01/2016	Purchase	8,631		Ordinary Shares	1,279
Baillie Gifford Overseas Limited	21/01/2016	Purchase	34,794		Ordinary Shares	5,156
Baillie Gifford Overseas Limited	21/01/2016	Purchase	9,717		Ordinary Shares	1,440
Baillie Gifford Overseas Limited	21/01/2016	Purchase	13,024		Ordinary Shares	1,930
Baillie Gifford Overseas Limited	21/01/2016	Purchase	352,498		Ordinary Shares	52,236
Baillie Gifford Overseas Limited	21/01/2016	Purchase	3,840		Ordinary Shares	569
Baillie Gifford Overseas Limited	21/01/2016	Purchase	59,020		Ordinary Shares	8,746
Baillie Gifford Overseas Limited	21/01/2016	Purchase	17,903		Ordinary Shares	2,653
Baillie Gifford Overseas Limited	21/01/2016	Purchase	23,059		Ordinary Shares	3,417
Baillie Gifford Overseas Limited	21/01/2016	Purchase	83,752		Ordinary Shares	12,411
Baillie Gifford Overseas Limited	21/01/2016	Purchase	34,065		Ordinary Shares	5,048
Baillie Gifford Overseas Limited	21/01/2016	Purchase	77,618		Ordinary Shares	11,502
Baillie Gifford Overseas Limited	21/01/2016	Purchase	76,869		Ordinary Shares	11,391
Baillie Gifford Overseas Limited	21/01/2016	Purchase	35,819		Ordinary Shares	5,308
Baillie Gifford Overseas Limited	21/01/2016	Purchase	15,312		Ordinary Shares	2,269
Baillie Gifford Overseas Limited	21/01/2016	Purchase	57,488		Ordinary Shares	8,519
Baillie Gifford Overseas Limited	21/01/2016	Purchase	260,541		Ordinary Shares	38,609
Baillie Gifford Overseas Limited	21/01/2016	Purchase	245,715		Ordinary Shares	36,412
Baillie Gifford Overseas Limited	21/01/2016	Purchase	41,211		Ordinary Shares	6,107
Baillie Gifford Overseas Limited	21/01/2016	Purchase	83,866		Ordinary Shares	12,428
Baillie Gifford Overseas Limited	21/01/2016	Purchase	36,211		Ordinary Shares	5,366
Baillie Gifford Overseas Limited	21/01/2016	Purchase	127,480		Ordinary Shares	18,891
Baillie Gifford Overseas Limited	21/01/2016	Purchase	3,219		Ordinary Shares	477
Baillie Gifford Overseas Limited	21/01/2016	Purchase	180,021		Ordinary Shares	26,677
Baillie Gifford Overseas Limited	21/01/2016	Purchase	18,227		Ordinary Shares	2,701
Baillie Gifford Overseas Limited	21/01/2016	Purchase	12,477		Ordinary Shares	1,849
Baillie Gifford Overseas Limited	21/01/2016	Purchase	5,338		Ordinary Shares	791
Baillie Gifford & Co	21/01/2016	Purchase	415,297		Ordinary Shares	61,542
Baillie Gifford Overseas Limited	21/01/2016	Purchase	11,647		Ordinary Shares	1,726
Baillie Gifford Overseas Limited	21/01/2016	Purchase	50,888		Ordinary Shares	7,541
Baillie Gifford Overseas Limited	21/01/2016	Purchase	14,482		Ordinary Shares	2,146
Baillie Gifford Overseas Limited	21/01/2016	Purchase	17,316		Ordinary Shares	2,566
Baillie Gifford Overseas Limited	21/01/2016	Purchase	15,096		Ordinary Shares	2,237
Baillie Gifford Overseas Limited	21/01/2016	Purchase	20,346		Ordinary Shares	3,015
Baillie Gifford Overseas Limited	21/01/2016	Purchase	17,147		Ordinary Shares	2,541
Baillie Gifford Overseas Limited	21/01/2016	Purchase	9,987		Ordinary Shares	1,480
Baillie Gifford Overseas Limited	21/01/2016	Purchase	13,152		Ordinary Shares	1,949

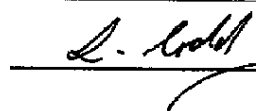
This is annexure 3 of 12 pages referred to in Form 603 – Notice of initial substantial holder

Signature

print name Lindsay Gold

Capacity Head of Compliance

sign here



Date 22/01/2016