

Annual newsletter

AVX Limited Pension Scheme ("the scheme")



Introduction

Welcome to the latest version of newsletter for the AVX Limited Pension Scheme (“the Scheme”). This newsletter is prepared by the Trustees of the Scheme and the aim is to provide you with relevant information about how the Scheme is run and to keep you updated on matters relating to it.

Please let us know what you think and if there are any items you would like to see in future newsletters (see the last page for our contact details).

Scheme membership at 5 April 2021 and 5 April 2022

	2021	2022
Pensioners:	535	546
Ex-employees who have retained their pension rights in the Scheme:	431	406
Total Membership:	966	952

The reduction in ex-employees who have retained their pension rights in the Scheme between 2021 and 2022 was mainly due to retirements (20 members).



Who looks after the Scheme?

The Trustees’ role involves working to ensure that the Scheme delivers the benefits promised to the members. This involves reviewing how the Scheme is administered, managing how the funds are invested, what contributions Kyocera AVX Components Limited make, and any discretionary decisions such as beneficiaries in the event of a death.

Some of our Trustees are employees appointed by the Company (“Company Trustees”) and some are voted for by the members of the Scheme (“Member Trustees”). We wrote to you recently regarding two Member Nominated Trustee (MNT) vacancies as Simon Cunday and Peter Fenwick’s current terms were coming to an end. Following a nomination exercise which ended on 22 February 2022, no further nominations were received and as such we are pleased to confirm that Simon and Peter have been reappointed. Their new term will run until February 2027. Wilbert’s term off office will come to an end in January 2023 and as such, we enclose a notice with this newsletter regarding this MNT position.

All our Trustees are required to act in the interests of the Scheme members. Your Trustees’ names are included below and you can learn more about a couple of them on the next page.

Company Trustees

Bert Lawrence

Helen McCann

Nick Birkett

Dalriada Trustees (represented by Vassos Vassou)

Member Trustees

Simon Cunday

Peter Fenwick

Wilbert McIlmoyle

Getting to know your Trustees

Peter Fenwick

I retired in 2008 after 37 years' service accumulated with companies involved in a chain of acquisitions (Union Carbide Tantalum (Aycliffe) and STC Tantalum (Paignton) finally AVX. My career path encompassed engineering, manufacturing management, marketing, and sales management with my final role being European Distribution Director managing the AVX network of distributors across Europe for all AVX passive and interconnect product. My sales' roles involved significant travel so it was something of a relief to retire to the Paignton area and be able to spend time with my wife and growing family. In retirement, I've carried out voluntary work as a business mentor, trustee of a leisure group, and Parish Councillor.

Socially my wife and I enjoy walking and our extended family of four grandchildren who are all relatively local. Broader travel aspirations have of course been curtailed in the short term. Retirement has allowed me to spend more time on the golf course where the excellent company of a group of friends more than compensates for my ever increasing handicap.

I became a member nominated trustee in 2011 and have enjoyed the involvement in the intricacies of pension scheme management which has introduced me to new challenges. It is rewarding to continue to contribute in this role when the business was such a big part of my life in the past.

Wilbert McIlmoyle

I joined AVX Ltd. in May 1982 as a Process Engineer in MLCC fabrication and was involved as the Coleraine facility expanded rapidly through the eighties and early nineties. After a brief spell in Marketing in the late nineties, I returned to a technical role in manufacturing, taking on a wider remit with other AVX group plants and travelling regularly in Europe, Asia and the Americas as Technical Support Manager as the company continued to grow and diversify. I find it very satisfying to work with engineers from the many different cultures across the world.

I became a Member Nominated Trustee in February 2019 which gave me a whole new insight into all that is required to successfully manage a Pension Scheme in the 21st century.

Away from work, my main interests are Motorsport, Photography and Nature. I am lucky to live on the North Coast of Northern Ireland where I can regularly walk along the Bann Estuary and at Portstewart Strand and can combine the latter pairing by photographing the wildlife on my doorstep. I occasionally volunteer for the National Trust during the summer months introducing groups of children, parents and grandparents to the abundant wildflowers, butterflies, and birds to be found in the dune system. I must give some consideration to retiring soon so that I have more time available for these and other outdoor activities!!

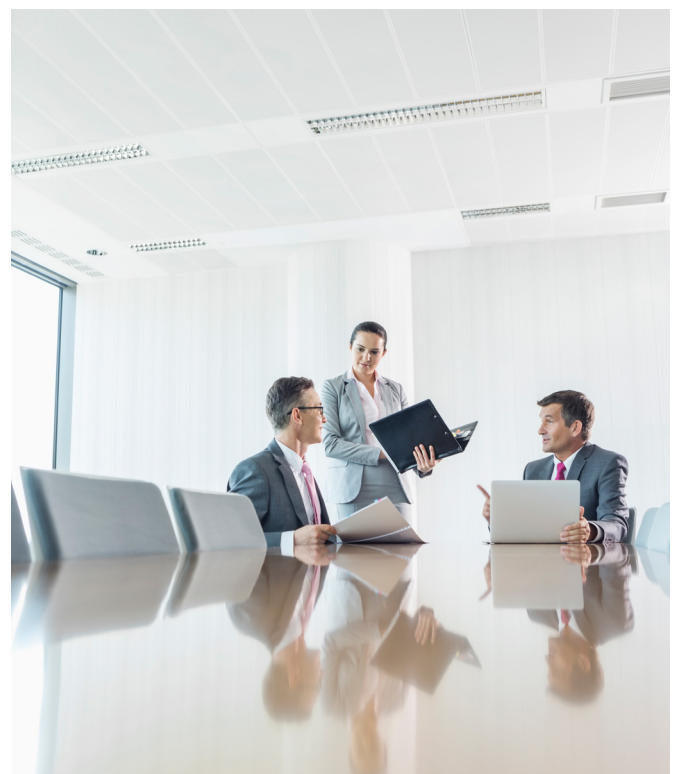
Financial Update

Actuarial Valuation

The latest triennial actuarial valuation of the Scheme as at 5 April 2021 is now complete. As at that date the scheme had assets of £145m and liabilities of £128.4m, resulting in a funding position of 133%. Further information is included in the enclosed Summary Funding Statement.

Accounts

The accounts shown below illustrate how the Scheme's assets decreased from £145.1m on 5 April 2021 to £142.5 m on 5 April 2022 – the date of the most recently signed Trustee Report and Accounts.



Income and expenditure account for the Scheme years ended 5 April 2021 and 5 April 2022

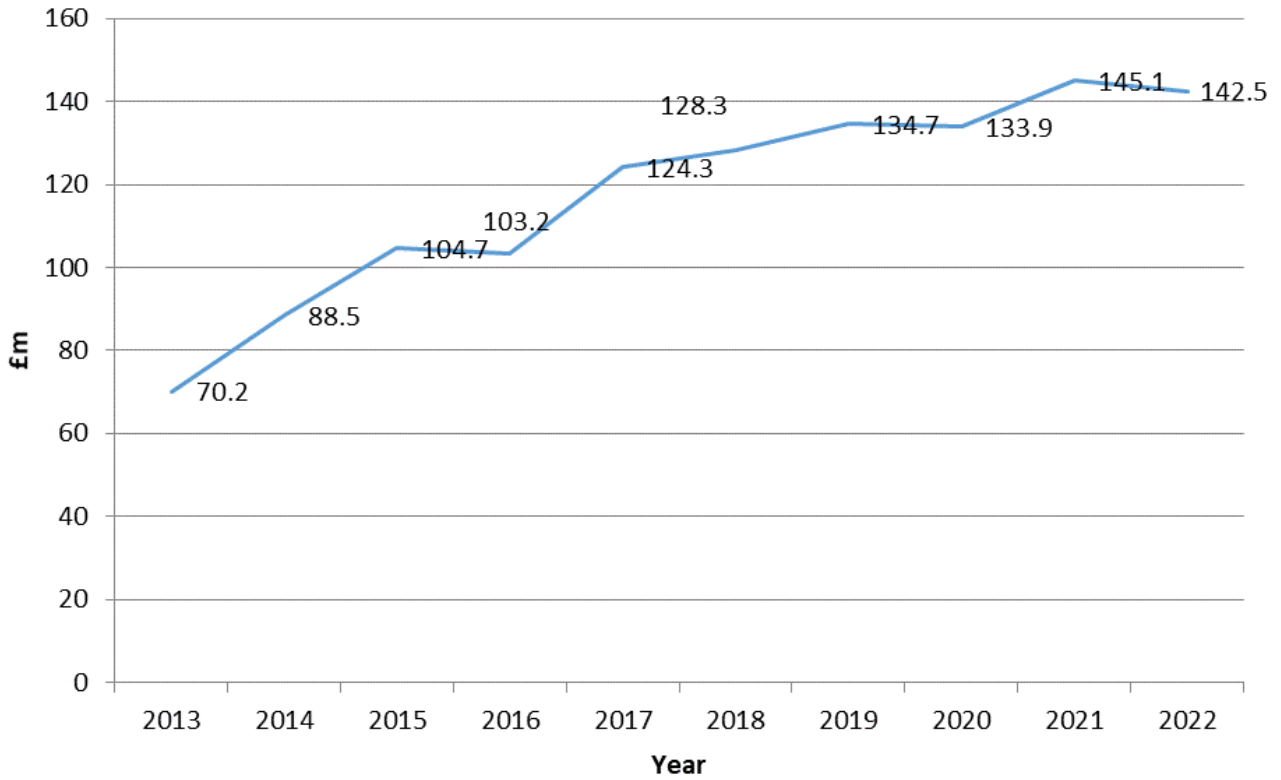
	2022 £000s	2021 £000s
Income		
Contributions	230	233
Total Income	230	233
Expenditure		
Benefits Paid (see below for details)	(3,745)	(3,655)
Payments to and on account of leavers	(289)	(861)
Group Life Assurance Premiums	-	-
Fees and Expenses	(274)	(225)
Total Expenditure	(4,308)	(4,741)
Excess of Income over Expenditure	(4,078)	(4,508)
Plus		
Investment Return on Scheme Assets	1,485	15,725
Plus		
Balance of Fund at Start of Year	145,104	133,888
Equals		
Balance of Fund at End of Year	142,511	145,104

Benefits paid during the year were as follows:

	2022 £'000	2021 £'000
Pensions	3,301	3,283
Lump sums on retirement	421	354
Lump sums on death in retirement	23	18
	3,745	3,655

Asset Values

The following chart shows how the market value of the Scheme's assets has changed over the last ten years. In each year, the market value of the assets is shown as at 5 April. For the period from 2014, the assets include the former Retirement Plan assets which were merged into the Scheme in late 2013.



Scheme Advisers

The advisers to the Scheme are:

Scheme Actuary:

Simon Hall, F.I.A. Mercer Limited

Pension Administrators/Consultants:

Mercer Limited

Auditors:

Cooper Parry Group Limited

Investment Managers:

Mercer Investment Management Limited

Scheme news and updates

Kyocera Merger

AVX Corporation has recently completed a merger with Kyocera. From 1 October 2021, AVX Limited has changed its name in the UK to Kyocera AVX Components Limited. There are no plans to change the Scheme's name and there is no change to the Scheme or benefits as a result of the merger.

GMP Equalisation Update

In last year's newsletter we advised that following a High Court ruling on 26 October 2018, pension schemes will now be required to equalise male and female member benefits for the effect of guaranteed minimum pension (GMP). The Trustees and Company are continuing to work with their advisers to determine the impact. The project is extremely complicated and time consuming and a sub-committee has been established to work on it. An update will be provided to members in due course. While some members will get an increase to their pension, any increases are expected to be small.



Don't let a scammer steal your retirement

By following four simple steps you could protect your pension from scammers:

1. Reject unexpected offers

If you're contacted out of the blue about your pension, it could be a scam. Be wary if someone contacts you online, on social media, over the phone or in person. Remember that talk of guaranteed high returns, 'once in a lifetime' opportunities and 'creative' investments are all red flags that could indicate a potential scam.

2. Check who you are dealing with

Check the Financial Services Register (register.fca.org.uk) to make sure that anyone offering you advice or other financial services is FCA authorised. If the firm is on the FCA Register, you should call the Consumer Helpline on **0800 111 6768** to check the firm is permitted to give pension advice.

3. Don't be rushed or pressured

Take your time to make all the checks you need – even if this means turning down an 'amazing deal'. Be wary of promised returns that sound too good to be true and don't be rushed or pressured into making a decision. No legitimate firm will apply undue pressure (for example using a courier with forms for you to sign). Making a decision about your pension should never be rushed.

4. Get impartial information and advice

MoneyHelper (www.moneyhelper.org.uk) provides free independent and impartial information and guidance.

Financial advisers - It's important you make the best decision for your own personal circumstances, so you should seriously consider using the services of a financial adviser. If you do opt for an adviser, be sure to use one that is regulated by the FCA and never take investment advice from the company that contacted you or an adviser they suggest, as this may be part of the scam.

Over £30 million has been lost through pension scams in just three years. Don't let your pension add to this amount!

If you think you have been a victim of fraud (or you have been targeted) report it immediately

Action Fraud will give you advice on what to do next. You can reach them on **0300 123 2040**.

Find out more about Action Fraud at www.actionfraud.police.uk

The ScamSmart website (fca.org.uk/scamsmart) has some useful quizzes and resources to help you spot a scam.

New legislation regarding pension scams was passed last year aimed at providing further protection for members against scam activity. With effect from 30 November 2021, any transfer request that includes an "amber" flag will not be progressed until further information has been provided and the member has taken appropriate guidance. If a "red" flag is present, the transfer will not be paid. Further information on the changes from 30 November 2021 is available at www.thepensionsregulator.gov.uk/en/media-hub/press-releases/2021-press-releases/new-regulations-empower-trustees-to-halt-suspicious-transfers. If further information/steps are required for a transfer you request, this will be explained to you.

Planning for after your death

The Trustees are keen to get an updated expression of wish form from members. The Expression of Wish form guides the Trustees on who to make a payment to in the event of your death. The Trustees are not bound by your wishes, but the more up to date the Expression of Wish form is, the more reliance they can place on it. Therefore, you should regularly keep the form up to date (even if your circumstances haven't changed). A blank form is included.

Scheme webpage

As you may recall, members of the Scheme can access information about their pension online via the Scheme's website. This website address is www.avxlimitedpensionscheme.com.

More information on your pension

The Government website (gov.uk)

Easy-to-understand information about pensions, tax (including pensions tax limits and rules) and National Insurance. You can also obtain a forecast of your State pension benefits. gov.uk/check-state-pension

The Ombudsman

Investigates complaints and disputes between members and Trustees. pensions-ombudsman.org.uk

The Pensions Regulator

The regulator of work-based pension Schemes in the UK. pensionsregulator.gov.uk

Age UK

Useful for those who have retired containing all sorts of information and opportunities, plus guidance on finances, healthcare, age discrimination issues. ageuk.org.uk

Retirement Living Standards

The Retirement Living Standards have been developed to help you picture what kind of lifestyle you could have in retirement and how much you need to save to have the retirement you deserve. retirementlivingstandards.org.uk

Staying in Touch

The Trustees will continue to meet regularly to monitor the progress of the Scheme.

The member-nominated trustees are Simon Cunday, Peter Fenwick and Wilbert McIlmoyle. They are keen to ensure that you remain in touch with them and their contact details are:

Simon Cunday:

Telephone: 01803 401766

E-mail: simon-cunday@blueyonder.co.uk

Peter Fenwick:

Telephone: 01803 782723

E-mail: peterfenwick68@yahoo.co.uk

Wilbert McIlmoyle

Telephone: 02870 340447

E-mail: wilbert.mcilmoyle@kyocera-avx.com

If you have any questions or concerns which you would like to be addressed via the Company, your contact is:

Ms Helen McCann

HR Manager
Kyocera AVX Components Limited
Hillmans Way
Coleraine
BT52 2DA

Telephone: 02870 340661

E-mail: helen.mccann@kyocera-avx.com

If you have any questions regarding your pension or if you would like to request a transfer value or retirement quote, please visit Mercer's secure website "Contact Mercer Admin" (CMA) at contact.mercer.com to log your request.

Please note for retirement queries, the current minimum normal retirement age is 55, and this is planned to increase to 57 from 2028.

