

AVX Limited Pension Scheme (“the Scheme”)

Annual newsletter



Introduction

Welcome to the latest version of the annual 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 6 April 2023 and 5 April 2024

	2023	2024
Pensioners:	555	563
Ex-employees who have retained their pension rights in the Scheme:	383	359
Total Membership:	938	922

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’).

All our Trustees are required to act in the interests of the Scheme members.

Company Trustees

Bert Lawrence

Helen McCann

Nick Birkett

Dalriada Trustees (represented by Vassos Vassou)

Member Trustees

Simon Cunday

Peter Fenwick

Wilbert McIlmoyle

Financial Update

Actuarial Report

Last year we provided you with an update following the Actuarial Report for the Scheme as at 5 April 2023 (which showed a funding level of 116%). The Trustees are currently working with their advisers on the 5 April 2024 Actuarial Valuation which is a more detailed assessment carried out every three years. We will provide you with an overview of the results of the valuation once complete. The provisional valuation results indicate a positive outlook, confirming that the funding level is expected to remain strong.

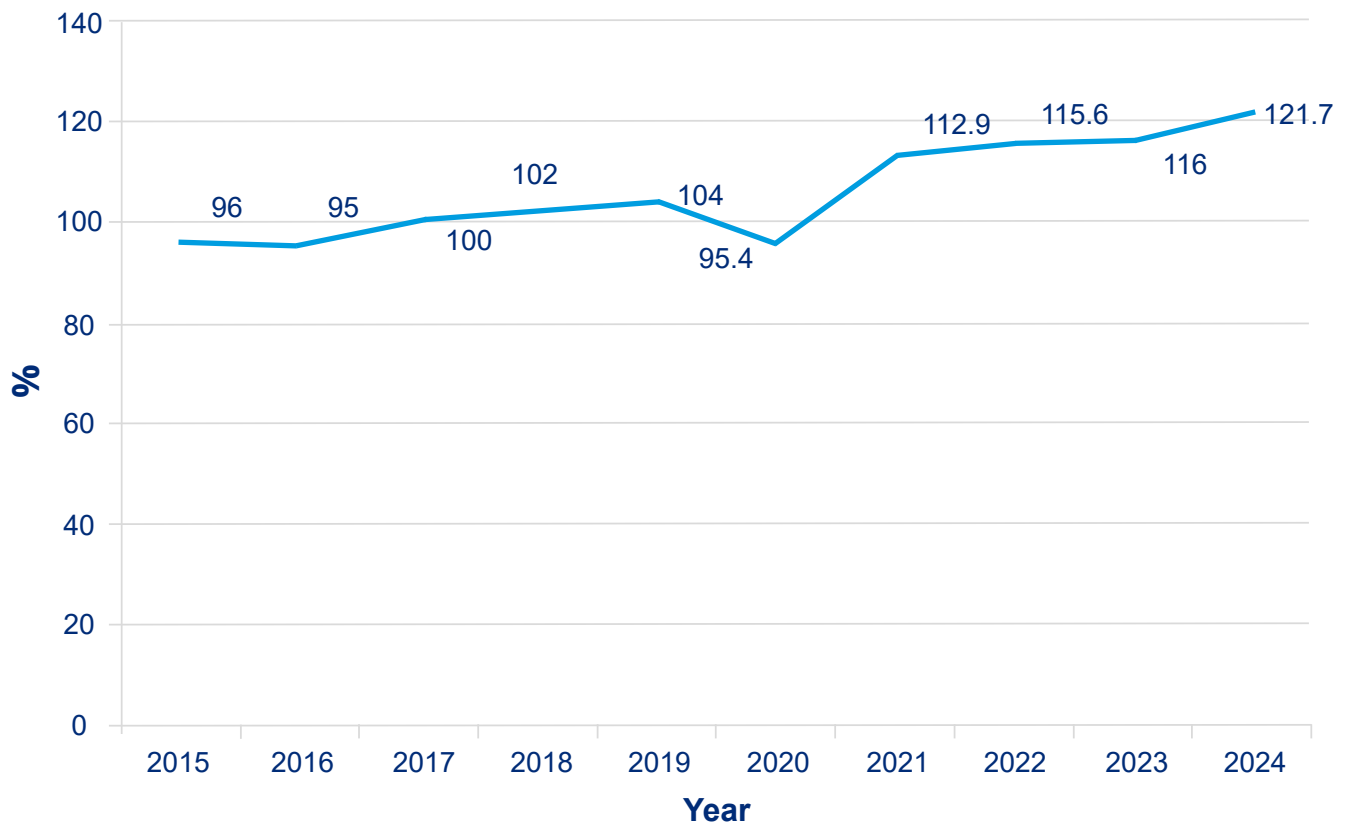
Accounts

The income and expenditure of the Scheme are set out in the Trustee Report and Accounts. The latest set of accounts is available on the member website at: <https://www.avxlimitedpensionscheme.com/>



Funding Level

The following chart shows how the funding level of the Scheme has changed over the last ten years. In each year, the funding level is shown as at 5 April.



Scheme Advisers

The advisers to the Scheme are:

Scheme Actuary: Simon Hall, F.I.A. Mercer Limited

Pension Consultants: Mercer Limited

Administrators: Aptia Limited

Auditors: Cooper Parry Group Limited

Investment Managers: Mercer Investment Management Limited

Mercer to Aptia transition

On 1 January 2024 Aptia UK Limited ("Aptia"), a dedicated pension and benefits administration provider, acquired Mercer's UK pension administration business, including the administration services Mercer previously provided. Your pension benefits are now administered by Aptia. Contact details for Aptia are available below.

Getting in touch

By telephone:

The Aptia Helpline number is 0141 222 8460. It is open from 9am to 5pm, Monday to Friday business days. A confidential voicemail service operates at other times.

Online:

By visiting Contact Aptia Pensions (CAP) at <https://pensionuk.aptia-group.com/>

By post:

All completed forms and written correspondence should be sent to:

Aptia, Maclaren House
Talbot Road, Stretford
Manchester, M32 0FP

Please quote the Scheme name and your National Insurance number in all correspondence.

We would ask all members to keep their contact details up to date so that we can continue to let you know valuable information regarding your pension. This should include your email address, home address and phone number, and you can do this by contacting Aptia using the contact details above.



Scheme news and updates

October Budget 2024

The Chancellor of the Exchequer, Rachel Reeves, delivered the Labour Government's first Budget on 30 October 2024. The main change impacting pension savers is the Government's plan to bring inherited pensions within the scope of inheritance tax. The new measures will cover payments from registered pension schemes following the death of a member where the recipient is not the spouse or civil partner. A consultation on how these changes will be implemented is ongoing, and more detail will follow. The proposed changes are set to be implemented from 6 April 2027.

Considering retirement?

When considering your retirement plans, please note that you should proactively approach Aptia 3-4 months before your planned retirement date to allow time for a quote to be prepared and for all necessary checks to be completed.

You should consider how you wish to draw your benefits from the Scheme which can either be as a **pension** or an **alternative form of benefits**.

1. You can request a pension quote from Aptia (which will include illustrations of taking a full pension with no cash element at retirement, through to the maximum tax-free cash amount available to you and what your residual pension would then look like). You can retire at, before or after normal retirement age (noting that consent may be required if retiring early or late). If you retire early or late, factors are applied to calculate your pension and these are reviewed regularly and so are subject to change.
2. Alternative benefits include the option to transfer your benefits. This provides access to flexible benefit options including income drawdown. Please note the transfer process can take 6 months to complete, and if your transfer value is more than £30k, you will also need to engage an Independent Financial Advisor. Again, you can request a transfer value quote from Aptia.

The Government has confirmed plans to increase the minimum age from which members can access their benefits from pension schemes (other than in ill health) from 55 to 57. The change will take effect from 6 April 2028, alongside planned increases in the State Pension Age to 67 by 2028. If you had

considered taking early retirement after 5 April 2028, you will generally not be able to draw benefits from the Scheme until you are at least 57. Therefore, if you are considering early retirement, now is a good time to work out if you will be affected but the change in the minimum retirement age.

MoneyHelper is a government service available at www.moneyhelper.org.uk which provides free, independent and impartial information and guidance. We recommend that you arrange a call with Moneyhelper to assist in your retirement planning.

Estate Planning

Estate planning is the process of putting your affairs in order in the event that you pass away, or are unable to act.

The first step is to ensure that you are clear in your intentions, and document what you own such as house, insurances accounts and money, and things you owe such as loans and mortgages (including account/policy numbers and contact details). Once prepared this list should be kept safe.

Arguably the most important step is to ensure that you have a valid will in place. Citizens Advice offer support and explanation online, and while there are professional parties that can provide these services, you can also undertake this yourself if you are confident in your knowledge and your affairs are likely to be straight forward. Further details available at: <https://www.citizensadvice.org.uk/family/death-and-wills/>

We recommend that all members have completed an 'Expression of Wish' form. This form will inform the Trustee of how you would like your pension to be treated following death and will inform their decision. If it has been more than 5 years since you last completed a form, we would encourage you to request a new one from the administrators. We have included a blank copy of the Expression of Wish form on the final pages of this newsletter.

Establishing a 'Power of Attorney' will allow the nominated person to make decisions on your behalf, in the event that you are not able to act or make decisions for yourself and will act with your best intentions in mind. Professional services are again available in this area, and we do recommend seeking advice.

Your ongoing financial affairs (bank accounts, insurers) can often be delegated to someone else on a temporary or longer-term basis to operate for you. Many providers are comfortable that you write to the party direct, and they will likely have their own form, referred to as a third-party mandate. As with all financial matters the individual you are delegated to must be trusted to always act in your best interests.

Age UK also provide additional information on planning and have a particularly useful guide that describes many of the areas above and more and can be viewed online at: <https://www.ageuk.org.uk/information-advice/money-legal/legal-issues/wills-and-estate-planning-information-guide/>

Inheritance tax is covered in the Age Concern documents and more details is available on the government site which can be accessed via the following link: <https://www.gov.uk/inheritance-tax>

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.

<https://www.gov.uk/check-state-pension>

The Ombudsman

Investigates complaints and disputes between members and Trustees.

<https://www.pensions-ombudsman.org.uk/>

The Pensions Regulator

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

<https://www.thepensionsregulator.gov.uk/>

Age UK

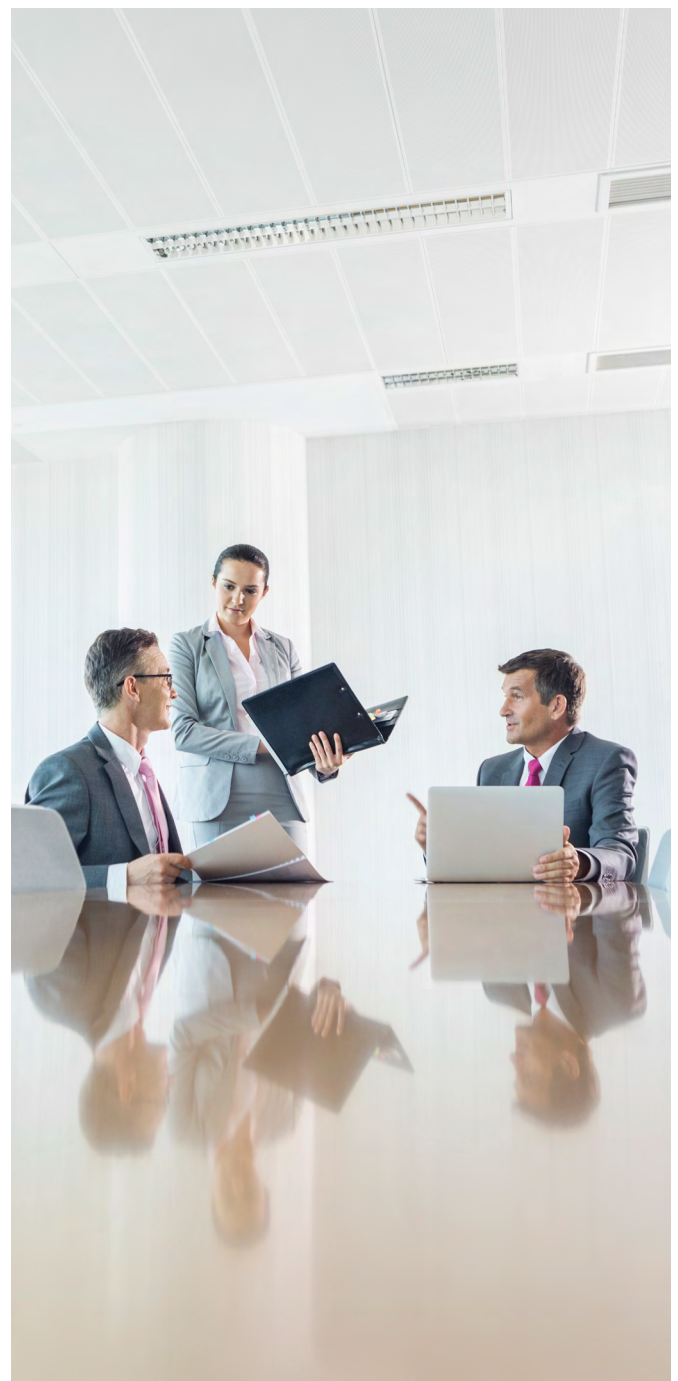
Useful for those who have retired containing all sorts of information and opportunities, plus guidance on finances, healthcare, age discrimination issues.

<https://www.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.

<https://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: simonmnt_avx@yahoo.com

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



AVX Limited Pension Scheme Expression of Wish Form

Please read the notes on page 2 and then complete this form using CAPITAL LETTERS.
The form should be returned to: AVX Limited Pension Scheme, Mercer Limited, PO Box 434, Westgate House, Chichester, PO19 3ZU.

Your details

Surname:	<input type="text"/>	Date of birth:	<input type="text"/>
First name(s):	<input type="text"/>	National Insurance number:	<input type="text"/>
Address:	<input type="text"/>		Payroll number (if applicable):
<input type="text"/>	<input type="text"/>		<input type="text"/>
Postcode:	<input type="text"/>		

I request that any death benefits payable from the Scheme on my death be paid by the Trustees in accordance with the Scheme Rules, or other official documentation governing the Scheme. Where the Trustees have discretion to whom to pay the death benefits, I wish the Trustees to consider the people and/or organisations I have nominated below as beneficiaries and to pay the benefits in the proportions shown. I understand that the nomination is only an expression of my wishes and is not legally binding on the Trustees. I also understand that, although I may change my nomination at any time in the future, I cannot direct the Trustees to pay the benefit in any way other than at their complete discretion. This form supersedes any earlier nomination made by me.

Name	Address	Relationship to me (if any):	Proportion of Benefit Due (%)*:
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

*Please make sure the proportions add up to 100%.

I authorise the Trustees and their advisors to hold and, in the event of my death, to use this information in accordance with the requirements of the Data Protection Act 1998.

Signed:

Date:

Notes

1. Your beneficiaries are defined in the Scheme Rules or other official documentation governing the Scheme and may include your family, civil partners, other relatives, dependants and any person or organisation (e.g. charity) that you nominate in writing to the Trustees.
2. You should tell the Trustees who you wish to be treated as your beneficiary(ies) by filling in the form. If you do not complete the form, the Trustees will allocate benefits in their absolute discretion and those people you wish to benefit may not receive any benefits.
3. You should always keep your nominations up to date following any change(s) in your personal circumstances. You can change any of your nominations whenever you want. To do this you should complete a new Expression of Wish Form.
4. Although the form allows space for up to 4 nominations, there is no restriction on the number of people and/or organisations you can nominate. Please specify your nominations in a letter to the Trustees if the form does not meet your needs. It is important to state for each nominated beneficiary what proportion of the death benefits you wish them to receive. Please ensure the proportions add up to 100%.
5. The Trustees will give every consideration to your wishes before paying any death benefits payable, however to ensure that the payment can be made without any UK inheritance tax liability arising, your nomination is not legally binding on them.
6. The information you provide will be used for the purpose of administering benefits under the Scheme. It will be held, in strict confidence, by the Trustees of the Scheme or by the Scheme administrators, Mercer Limited.

