

AVX Limited Pension Scheme (“the Scheme”)

Annual newsletter



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 6 April 2022 and 5 April 2023

	2022	2023
Pensioners:	546	555
Ex-employees who have retained their pension rights in the Scheme:	406	383
Total Membership:	952	938

The reduction in ex-employees who have retained their pension rights in the Scheme between 2022 and 2023 was mainly due to retirements (16 members) and members transferring their benefits to another Scheme (3 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’). This year, Wilbert McIlmoyle was reappointed as a Member Trustee and his new term will run until February 2028.

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



Simon Cunday

I worked at the Paignton site from 1984, until production ceased in 2010. I was taken on as an operator initially and moved into the technical side in 1987, as a technical assistant. The

company sponsored me through further education as a day release student, for four years, two at Exeter College followed by two at the University of Plymouth. I gained an ONC from Exeter and HNC from Plymouth, in chemistry. After finishing my studies in 1992, I was promoted to a senior staff post, as a process engineer, a post I held until the final closure. 1992 was also the year I got married, I have two grown up children and one granddaughter.

Back in 1997, I, along with Paul Curtis, was elected as one of the first member nominated trustees. Prior to being elected I sat on the Paignton pensions consultative committee. Having an interest in pensions that was far too unhealthy for someone who was not long in his 30's at the time! So, I have been a trustee longer than the 25 years I was an employee. Being a trustee is a role I enjoy and am happy to continue with. It is always nice to have contact with old friends and colleagues through my work as a trustee.

Outside work I run a weekly fun pub quiz, enjoy competitive rifle shooting and am a member of Preston Baptist Church. I am currently working locally in Torquay, still as a process engineer, now in photonics, alongside many other former Paignton Tantalum staff.

Financial Update

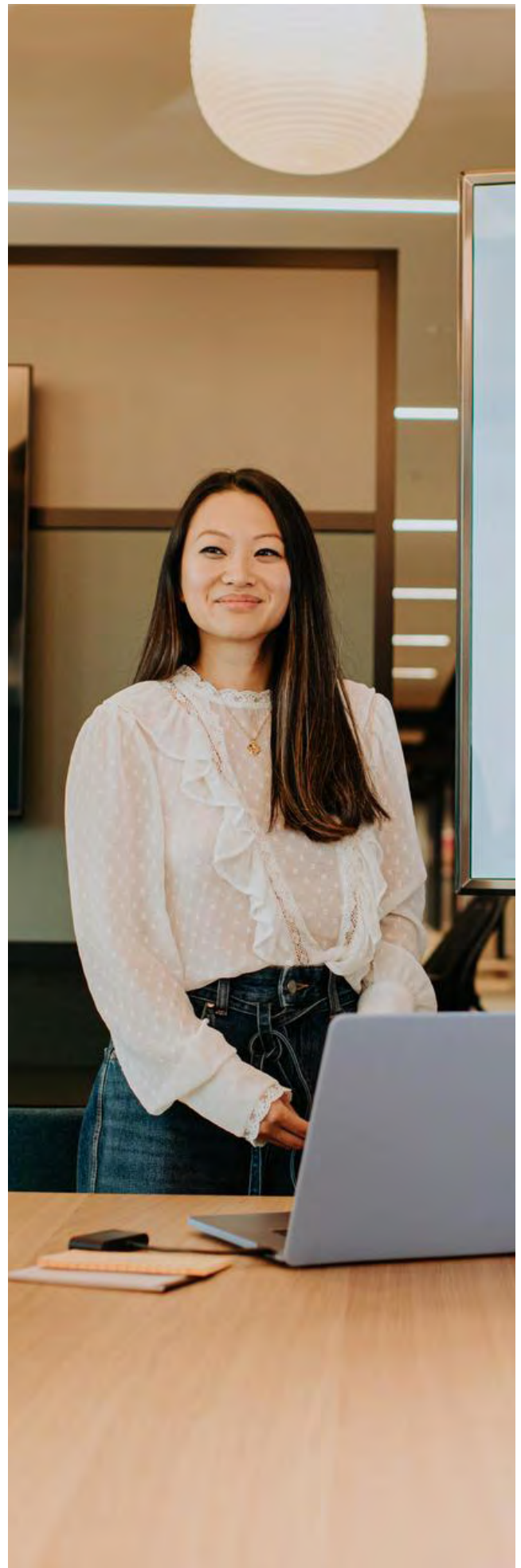
Actuarial Report

The latest Actuarial Report for the Scheme as at 5 April 2023 is now complete. As at that date the Scheme had assets of £102m and liabilities of £88.1m, resulting in a funding position of 116%. Further information is included in the enclosed Summary Funding Statement.

Accounts

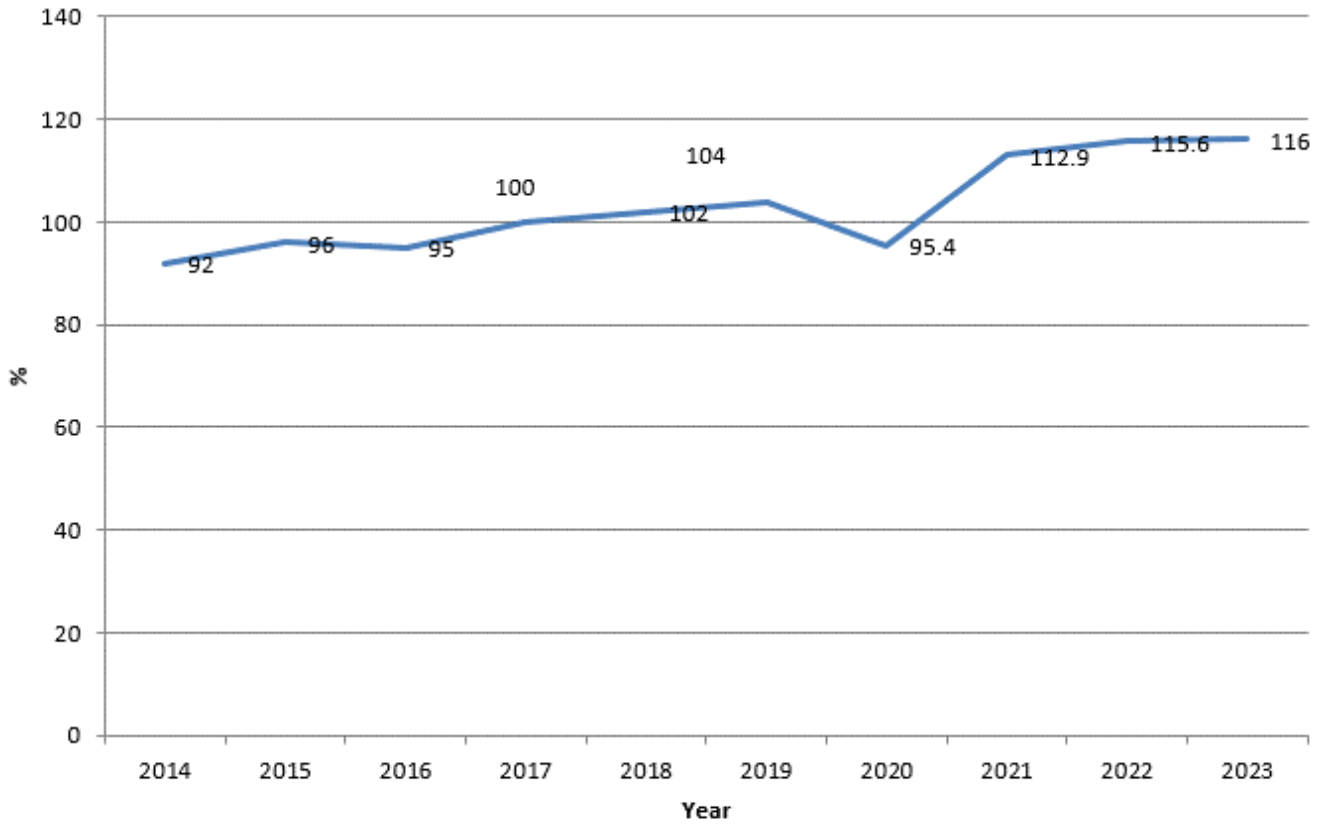
The income and expenditure of the Scheme are set out in the Trustee Report and Accounts. The latest set of accounts is available on the member website at:

<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 Administrators/Consultants: Mercer Limited

Auditors: Cooper Parry Group Limited

Investment Managers: Mercer Investment Management Limited

Scheme news and updates

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.

Pensions dashboard

Work is underway by the Pensions Dashboard Program to create an online dashboard which will allow you to access information about all of your pension schemes, including your State Pension in one place. Creating the dashboard is a very complex project involving many factors, most importantly building in a secure identity verification architecture to protect dashboard users and pension providers and work is ongoing to build the necessary infrastructure to allow the dashboard to be operational. Pension schemes are expected to connect to the dashboard by late 2026. Find out more by visiting pensionsdashboardsprogramme.org.uk.

Change to minimum pension age

The Government has confirmed plans to increase the minimum age from which members can access their benefits from the scheme (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 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.

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.

The Trustees work closely with the Scheme administrators who continually review and improve their processes to combat scams as industry best practice and guidance develops.

2023 Spring Budget

The Chancellor's Spring Budget delivered on 15 March 2023 brought with it some significant changes to the tax limits that apply on pension savings from 6 April 2023. If you are affected by these changes we recommend you seek professional advice prior to taking any action.

A quick summary of the changes is provided below.

Increase to the standard Annual Allowance: The standard Annual Allowance increased from £40,000 a year to £60,000 a year from 6 April 2023, which will give individuals the opportunity to save more tax-efficiently into their pension if they wish.

Changes to the Tapered Annual Allowance for higher earners: The earnings threshold at which the taper starts to reduce the Standard Annual Allowance increased to an Adjusted Income of £260,000. Combined with the higher Standard Annual Allowance, members should be able to contribute more from 6 April 2023 if they wish to do so. In addition, the minimum Tapered Annual Allowance increased from £4,000 to £10,000. Higher earners affected by these limits should review the new thresholds to understand the likely impact on their pension savings going forwards.

Increase to the Money Purchase Annual Allowance: The Money Purchase Annual Allowance applies to individuals who have already accessed their pension savings flexibly. This increased from £4,000 to £10,000 allowing impacted individuals to save more tax efficiently.

Removal of the Lifetime Allowance Charge: The additional tax charge on any lifetime pension savings above the Lifetime Allowance no longer applies from 6 April 2023. Depending on their circumstances, employees who have previously opted-out of retirement saving because of the Lifetime Allowance may now be considering re-commencing pension saving, while other employees may be considering changing their future pension contributions.

Employees who have previously been granted HMRC protection for a higher level of Lifetime Allowance are recommended to seek financial advice before deciding whether to opt back into pension saving.

If you have any questions regarding the information above, please contact Mercer Admin. Contact details are given below.

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. The site is easy to navigate and includes helpful prompts to guide your request. An example of the navigation page is shown below.

