

ACTUARIAL VALUATION AS AT 5 APRIL 2015 SCHEDULE OF CONTRIBUTIONS

AVX Limited Pension Scheme

March 2016

Status of this document

This schedule has been prepared by the Trustees of the AVX Limited Pension Scheme (“the Scheme”) to satisfy the requirements of section 227 of the Pensions Act 2004, after obtaining the advice of Simon Hall, the actuary to the Scheme appointed by the Trustees.

This document is the 8th Schedule of Contributions put in place for the Scheme. It supersedes all earlier versions.

After discussions, a pattern of contributions was agreed by the Trustees and the employer, AVX Limited (“AVX”).

The Trustees and AVX have signed this schedule on page 3 to indicate that it represents an accurate record of the agreed pattern of contributions.

The schedule is effective from the date it is certified by the Scheme Actuary on page 4.

Contributions to be paid to the Scheme from 1 April 2016 to 31 March 2021

Members’ contributions

There is only one remaining active member in the Scheme, and this member shall pay contributions monthly at the rate of 13% pa of Pensionable Pay.

These contributions will be deducted from salary by AVX and paid towards the Scheme by the 22nd of the following month if the contributions are paid electronically or 19th of the following month for all other payment methods.

This schedule does not cover the AVX’s commitment to pay across to the Trustees additional voluntary contributions made by members.

Employer’s contributions in respect of future accrual of benefits

AVX will normally pay contributions as set out below but can, where agreed with the Trustees, pay contributions earlier than indicated.

AVX shall pay contributions no less frequently than monthly, at least at a rate of 26.8% pa of Pensionable Pay until the remaining member ceases to accrue benefits which is expected to be on or before 23rd December 2019.

Contributions shall fall due on the last day of each calendar month in respect of that month, and shall be paid by the 22nd of the subsequent month if the payments are made electronically or the 19th of the subsequent month for all other payment methods. However, the Trustees and AVX

can agree for payments to be made earlier if appropriate and, if so, the date of payment will become the due date.

Employer's contributions in respect of the shortfall in funding as per the Recovery Plan dated March 2016

AVX shall pay a shortfall-correction contribution of £375k in respect of the period 1 April 2016 to 30 April 2016 inclusive.

As above, this contribution shall fall due on the 30th April and shall be paid by the 22nd of May if the payment is made electronically or the 19th of May for all other payment methods. However, the Trustees and AVX can agree for the payment to be made earlier than the due date if appropriate and, if so, the date of payment will become the due date.

Employer's discretionary contributions

Under the previous Recovery Plan dated 6 August 2013, the Trustees and AVX agreed to pay contributions of £4.5m pa until 31 May 2018. Whilst the Recovery Plan dated March 2016 supersedes the 2013 Recovery Plan and ceases at an earlier date, the Trustees and AVX can agree on a discretionary basis for the balance of the contributions of £4.5m pa to be payable from 1 May 2016 to 31 May 2018 or cease at any earlier date.

Employer's contributions in respect of benefit augmentations

In addition AVX shall pay the cost, as determined by the Scheme Actuary, of any benefit augmentations requested by the AVX and approved by the Trustees.

Employer's contributions in respect of administration and other costs

AVX will pay an allowance of £230k pa to cover the administrative, premiums for lump sum death in service benefits and any other expenses incurred by the Trustees. The contributions shall be paid no less frequently than monthly from 1 April 2016. As above, these contributions shall normally fall due on the last day of each calendar month in respect of that month, and shall be paid by the 22nd of the subsequent month if the payments are made electronically or the 19th of the subsequent month for all other payment methods.

Pensionable Salaries

For the purposes of this schedule, Pensionable Pay is defined as the basic annual shift salary, or as subsequently amended by the Scheme's Trust Deed and Rules.

The monthly contributions are calculated using monthly Pensionable Pay determined from monthly earnings.

For the purpose of calculating employer contributions, basic annual shift salary is deemed to be paid at the rate applicable at the commencement of maternity, paternity or sick leave during such leave (but increased in line with any salary increases awarded to the member during such leave), irrespective of actual amounts paid to the member.

Arrangements for other parties to make payments to the Scheme

Payments towards the Scheme may be paid by AVX Corporation, or any subsidiary company thereof, in lieu of contributions otherwise due from AVX Limited.

Dates of review of this schedule

This Schedule of Contributions will be reviewed by the Trustees and AVX no later than 15 months after the effective date of each actuarial valuation, due every three years.

Employer and Trustee agreement

This Schedule of Contributions has been agreed by the employer, AVX Limited, and the Trustees of the AVX Limited Pension Scheme.

Signed on behalf of AVX Limited

Name

Position

Date of signing

Signed on behalf of the Trustees of the AVX Limited Pension Scheme

Name

Position

Date of signing

CERTIFICATION OF SCHEDULE OF CONTRIBUTIONS

Name of Scheme

AVX Limited Pension Scheme

Adequacy of rates of contributions

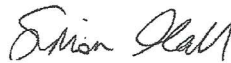
1. I certify that, in my opinion, the rates of contributions shown in this Schedule of Contributions are such that the Statutory Funding Objective could have been expected on 5 April 2015 to be met by the end of the period specified in the Recovery Plan dated March 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated March 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the Statutory Funding Objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Scheme's liabilities by the purchase of annuities, if the Scheme were to be wound up.

Signature



Scheme Actuary

Simon Hall

Qualification

Fellow of the Institute and Faculty of Actuaries

Date of signing

1 April 2016

Name of employer

Mercer Limited

Address

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Bedford Street
Belfast BT2 7DX