

# SCHEDULE OF CONTRIBUTIONS

## AVX Limited Pension Scheme

### Status of this document

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

This document is the 6th Schedule of Contributions put in place for the Scheme. It supersedes all earlier versions.

After discussion, a pattern of contributions was agreed by the Trustees and the Employer, AVX Limited, at the Trustees' meeting on 9 November 2012.

The Trustees and the Employer 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 2013 to 31 December 2018

#### *Members' contributions*

Active members shall pay contributions monthly on the following basis:

Members who chose the default of 1/80 <sup>th</sup> accrual after 1 July 2007	8% of Pensionable Pay/Scheme Salary
Members who chose to retain 1/60 <sup>th</sup> accrual after 1 July 2007	13% of Pensionable Pay/Scheme Salary

These contributions will be deducted from salary by AVX Limited and paid towards the Scheme by the 19th of the following month.

This schedule does not cover the Employer'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 Limited will normally pay contributions as set out below but can, where agreed with the Trustees, pay contributions earlier than indicated.

The Employer shall pay contributions no less frequently than monthly, at least on the following basis:

Up to 31 January 2013	12.6% of Pensionable Pay/Scheme Salary
After 1 February 2013	15.9% of Pensionable Pay/Scheme Salary

Contributions shall fall due on the last day of each calendar month in respect of that month, and shall be paid by the 19th of the subsequent month.

***Employer's contributions in respect of the shortfall in funding as per the recovery plan of April 2013***

The Employer shall continue to pay a shortfall-correction contribution of at least £350K per month from 1 April 2013 to 31 December 2018 inclusive. This remaining recovery period allows for payments of £350K per month which AVX Limited has made to the Scheme in respect of the period from 5 April 2012 (the valuation date) up to 31 March 2013.

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 19th of the subsequent month. However, the Trustees and Employer can agree for payments to be made earlier than their due dates if appropriate and, if so, the date of payment will become the due date.

***Employer's contributions in respect of benefit augmentations***

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

***Employer's contributions in respect of administration and other costs***

The Recovery Plan contributions of £350K per month incorporate an allowance for the Scheme's administrative expenses, PPF premiums and other levies.

**Pensionable Pay/Scheme Salary**

For the purposes of this schedule, Pensionable Pay is defined as the basic annual shift salary and Scheme Salary as the annual rate of basic salary at 6 April each year, less 1.2 times the Basic State Pension.

**Arrangements for other parties to make payments to the Scheme**

Payments towards the Scheme may be paid by the parent company of AVX Limited, 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 the Employer 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 Ltd, and the Trustees of the AVX Limited Pension Scheme in November 2012.

**Signed on behalf of AVX Limited Ltd**

*R J Lawrence*

**Name**

BERT LAWRENCE

**Position**

Co-Sec

**Date of signing**

9th April 2013

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

*P Fenwick*

**Name**

PETER FENWICK

**Position**

TRUSTEE

**Date of signing**

9th April 2013

# 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 can be expected to be met at the valuation date of 5 April 2012, by the end of the period specified in the Recovery Plan dated April 2013.

## 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 April 2013.

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**

Paul McCarron

**Scheme Actuary**

Paul McCarron

**Qualification**

Fellow of the Institute and Faculty of Actuaries

**Date of signing**

9th April 2013

**Name of employer**

Mercer Limited

**Address**Bedford House  
Bedford Street  
Belfast BT2 7DX