



Law 31/2022, of 23 December, of the General State Budget for the year 2023

Modifications and practical application of the limit on contributions to social security systems.

Article 62. Limits of reduction in the taxable base of contributions to social welfare systems.

The novelty lies in the division between the company and the employee of the **limit of 8,500 additional euros, which as of January 1, 2023** is governed by a **scale depending on the amount of the company's contribution**:

- a) Individual limit of 1,500 euros per year.
- b) Possibility of **increasing this limit by 8,500 euros**, provided that such increase comes from **employer contributions, or from contributions of the Employee to the same social welfare scheme for an amount equal to or less than the amounts resulting from the following table depending on the annual amount of the employer contribution:**

Employer's annual contribution	Maximum contribution from the Employee
Equal or less than € 500	The result of multiplying employer's contribution by 2.5
Between € 500.01 and € 1,500	1,250 euros, plus the result of multiplying by 0.25 the difference between employer's contribution and 500
More than € 1,500	The result of multiplying employer's contribution by 1

However, the rule indicates that this escalation will only apply to those employees whose full income from the Company in the year is less than 60,000 euros, and **for those employees with higher income the coefficient will always be 1.**

How does this affect my Occupational Pension Scheme?

The calculation of contributions established in the pension system specifications must comply with the limits established both with regard to the mandatory contributions of the participant and promoter, as well as with regard to the voluntary contributions of the participants, being necessary to calculate the limits on an individual basis.

The Control Committee, the Promoter or the company Will have to **inform** to the participants about these important changes in the contribution regime.

In addition, it will be necessary to **analyze** how the income **limit of 60,000 euros** is controlled.

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At Aon, we provide our clients with a **contribution calculation simulator** adapted to each pension system, which allows them to individually determine the applicable limits and the amount of voluntary contributions.



2023

Aportación empresa
Aportación empleado

SIMULADOR LÍMITES DE PENSIONES 2023	
Salario Pensionable	30.000,00
Rendimiento íntegro	30.000,00
3,00%	900,00
1,00%	300,00
Aportación voluntaria máxima	2.550,00
Límite máximo total	3.750,00
Excesos empresa	0,00
Excesos empleado	0,00