

2025 Puerto Rico Retirement Plan Limits

As announced through Circular Letter No. 25-01 (CL IR 25-01), issued by the Puerto Rico Treasury Department (PR Treasury), the following chart outlines the 2025 limits for retirement plans qualified under the Puerto Rico Revenue code of 2011, as amended.

The 2025 limits are as follows:

Limit	2025	2024
Elective Deferrals – PR-Only Plans	\$15,000	\$15,000
Elective Deferrals – Dual-Qualified Plans and U.S. Federal Government Thrift Plan	20,000	20,000
Catch-up Contributions (Age 50 Plus) – PR-Only Plans and Dual Qualified Plans	1,500	1,500
Catch-up Contributions (Age 50 Plus) – Federal Government Thrift Plan	7,500	7,500
After-Tax Contributions – All Plans	10% of the employee’s aggregate compensation during the time employee is a plan participant	10% of the employee’s aggregate compensation during the time employee is a plan participant
Highly-Compensated Employee Threshold – All Plans	160,000	155,000
Annual Limitation on Compensation – All Plans	350,000	345,000
Annual Benefit Limitation on DB Benefits – All Plans	280,000	275,000
Annual Contribution Limitation on DC Plan Contributions – All Plans	70,000	69,000

Any tax discussion contained in this communication was not intended or written to be used, and cannot be used by the recipient or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax discussion contained in this communication was written to support the promotion or marketing of the transactions or matter discussed herein. Any taxpayer should seek advice based on the taxpayer's particular circumstances from an independent tax advisor. Neither Voya Financial® or its affiliated companies or representatives offer legal or tax advice. Please seek the advice of a tax attorney or tax advisor prior to making a tax-related insurance/investment decision.