2026 Contribution and Benefit Limits

For 401(k) and other qualified plans

Type of limitation	2026	2025
401(k), 457, and 403(b) maximum annual elective deferral limit	$24,500	$23,500
401(k), 403(b), and 457 plan catch-up contribution limit for individuals age 50 or over	$8,000	$7,500
401(k), 403(b), and 457 plan catch-up contribution limit for individuals age 60, 61, 62, or 63 in the calendar year[1]	$11,250	$11,250
Defined contribution plan annual limit	**Lesser:** $72,000 and 100% of compensation	**Lesser:** $70,000 and 100% of compensation
Savings incentive match plan for employees (SIMPLE) maximum annual elective deferral limit	$17,000	$16,500
SIMPLE 401(k) or SIMPLE IRA catch-up contribution limit for individuals age 50 or over	$4,000	$3,500
Traditional IRA contribution limit	**Lesser of:** $7,500 **and** 100% of compensation	**Lesser of:** $7,000 **and** 100% of compensation
Traditional IRA catch-up contribution limit for individuals age 50 or over	$1,100	$1,000
Defined benefit plan annual limit under IRS Section 415	$290,000	$280,000
Annual allowable compensation limit for deduction, benefit, and contribution purposes	$360,000	$350,000
Highly compensated employee	$160,000[2]	$160,000[2]
Key employee/officer in a top-heavy plan	$235,000	$230,000
Income subject to Social Security tax	$184,500	$176,600
Health Savings Accounts	$4,400 for self-only $8,750 for families $1,000 catch-up	$4,300 for self-only $8,550 for families $1,000 catch-up

For full details on the pension plan limits for 2026, visit IRS.gov

Annual contribution rates are based on the IRS 2026 retirement plan limitations and are subject to change.

1 Qualifying individuals are limited to the higher catch-up limit (for example, a qualifying individual in a 401(k) plan is limited only to $11,250 catch-up). 2 Applies for determining highly compensated employees for the 2026 plan year.

The limits stated above are subject to the provisions of the plan. Refer to your plan document or contact your plan consultant for more information. This material was created for educational and informational purposes only and is not intended as ERISA, tax, legal or investment advice. If you are seeking investment advice specific to your needs, such advice services must be obtained on your own separate from this educational material.

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