Lawley | RETIREMENT ADVISORS

2026 IRS Retirement Plan Contribution Limits

	2026	2025
401(k), 403(b), 457 Elective Deferral Limit (Calendar year)	$24,500	$23,500
Catch-Up Contribution Limit (Ages 50+)	$8,000	$7,500
Higher Catch-up Contribution Limit (Ages 60-63)	$11,250	$11,250
Annual Compensation Limit (Plan year begin)	$360,000	$350,000
Defined Contribution Limit (Limitation year-end)	$72,000	$70,000
Highly Compensated Employee (HCE)	$160,000	$160,000
IRA Contribution Limit	$7,500	$7,000
IRA Catch-Up Contributions (age 50 and older)	$1,100	$1,000
SIMPLE Plan Deferral/Catch-Up Limit	$17,000/$4,000	$16,500/$3,500
SIMPLE Plan Higher Catch-up Contribution Limit (Ages 60-63)	$5,250	$5,250
SSA Taxable Wage Base	$184,500	$176,100
HSA Contribution Limit (Individual)	$4,400	$4,300
HSA Contribution Limit (Family)	$8,750	$8,550
HSA Catch-up Contribution Limit (Age 55+)	$1,000	$1,000

The IRS's news release contains more details on the cost-of-living adjustments for 2026.

A higher catch-up contribution limit applies for employees aged 60, 61, 62 and 63 who participate in these plans. For 2026, this higher catch-up contribution limit remains at $11,250.

Effective January 1, 2026, catch-up contributions are required to be made on a Roth basis for employees whose FICA wages (from the same employer) were greater than $150,000 in the preceding calendar year. For this purpose, wages are those as defined in Internal Revenue Code ("Code") Section 3121(a), wages subject to FICA (Form W-2 Box 3 wages for Social Security taxation purposes). Individuals earning $150,000 or less, adjusted for inflation going forward, will be exempt from the Roth requirement.

Other key limits include the following:

*Defined benefit limit (ages 62-65) increased to **$290,000,** up from $280,000.*

*The limit used to define a "key employee" is increased to **$235,000**, up from $230,000.*