

2025 contribution *and* benefit limits

For 401(k) and other qualified plans

Type of limitation	2024	2025
401(k), 457, and 403(b) maximum annual elective deferral limit	\$23,000	\$23,500
401(k), 403(b), and 457 plan catch-up contribution limit for individuals age 50 or over in 2025 other than those who attain age 60, 61, 62, or 63 in 2025	\$7,500	\$7,500
401(k), 403(b), and 457 plan catch-up contribution limit for individuals who attain age 60, 61, 62, or 63 in 2025		\$11,250
Defined contribution plan annual addition limit	Lesser of: \$69,000 and 100% of compensation	Lesser of: \$70,000 and 100% of compensation
Savings incentive match plan for employees (SIMPLE) maximum annual elective deferral limit	\$16,000	\$16,500
SIMPLE 401(k) or SIMPLE IRA catch-up contribution limit for individuals age 50 or over in 2025 other than those who attain age 60, 61, 62, or 63 in 2025	\$3,500	\$3,500
SIMPLE 401(k) or SIMPLE IRA catch-up contribution limit for individuals who attain age 60, 61, 62, or 63 in 2025		\$5,250
Traditional IRA contribution limit	Lesser of: \$7,000 and 100% of compensation	Lesser of: \$7,000 and 100% of compensation
Traditional IRA catch-up contribution limit for individuals age 50 or over	\$1,000	\$1,000
Defined benefit plan annual limit under IRS Section 415	\$275,000	\$280,000
Annual allowable compensation limit for deduction, benefit, and contribution purposes	\$345,000	\$350,000
Highly compensated employee	\$155,000 ¹	\$160,000 ²
Key employee/officer in a top-heavy plan	\$220,000	\$230,000
Income subject to Social Security tax	\$168,600	\$176,100

Annual contribution rates are based on the IRS 2025 retirement plan limitations and are subject to change.

1 Applies for determining highly compensated employees for the 2025 calendar plan year. **2** Applies for determining highly compensated employees for the 2026 calendar 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.

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