

Benefit and Contribution Limits for 2026

Benefit Limits Under the Internal Revenue Code and Social Security

Description	2025 Limit	2026 Limit
Compensation Cap under 401(a)(17)	\$350,000	\$360,000
Elective Deferral Limit under 402(g)(1) for 401(k) plans, SEPs, and 403(b) plans	\$23,500	\$24,500
Applicable Dollar Amount for 457(b) plans	\$23,500	\$24,500
Catch-Up Contributions for Individuals Age 50 and Above	\$7,500	\$8,000
Catch-Up Contributions for Individuals who Attain Age 60, 61, 62, or 63 in 2026	\$11,250	\$11,250
Defined Benefit Maximum Annual Accrual	\$280,000	\$290,000
Defined Contribution Maximum Annual Addition	\$70,000	\$72,000
Highly Compensated Employee Threshold	\$160,000	\$160,000
Key Employee in Top-Heavy Plans Threshold	\$230,000	\$235,000
ESOP threshold for determining maximum account balance subject to 5-year distribution period		
> Regular Limit	\$1,415,000	\$1,455,000
> Additional amount to lengthen 5-year period	\$280,000	\$290,000
SEP Compensation Threshold for Participation	\$750	\$800
SIMPLE IRA Salary Reduction Contribution	\$16,500	\$17,000
Catch-Up Contributions for SIMPLE IRAs or SIMPLE 401(k) plans for Individuals Age 50 and Above	\$3,500	\$4,000
IRA Maximum Deduction	\$7,000	\$7,500
Social Security Taxable Wage Base	\$176,100	\$184,500
Health Savings Account Maximum Contributions		
> Family Coverage	\$8,550	\$8,750
> Single Coverage	\$4,300	\$4,400
ACA Affordability Percentage	9.02%	9.96%

This chart contains general, condensed summaries of actual legal matters, statutes and opinions for information purposes. It is not meant to be and should not be construed as legal advice. Individuals with particular needs on specific issues should retain our services or the services of other competent counsel.