

2025 retirement plan contribution limits

Plan limits for year	2025	2024	2023	2022
401(k)/403(b)/457 elective deferrals	\$23,500	\$23,000	\$22,500	\$20,500
Annual defined contribution limit	\$70,000	\$69,000	\$66,000	\$61,000
Annual compensation limit	\$350,000	\$345,000	\$330,000	\$305,000
Catch-up contribution limit*	\$11,250/\$7,500	\$7,500	\$7,500	\$6,500
Highly compensated employees	\$160,000	\$155,000	\$150,000	\$135,000
Key employees	\$230,000	\$220,000	\$215,000	\$200,000
Social Security wage base	\$176,100	\$168,600	\$160,200	\$147,000
Defined benefit annual benefit maximum	\$280,000	\$275,000	\$265,000	\$245,000
SIMPLE employee deferrals**	\$17,600/\$16,500	\$17,600/\$16,000	\$15,500	\$14,000
SIMPLE catch-up deferral***	\$5,250/\$3,850/\$3,500	\$3,850/\$3,500	\$3,500	\$3,000
Traditional/Roth IRA contribution limit	\$7,000	\$7,000	\$6,500	\$6,000
Traditional/Roth IRA catch-up contribution limit	\$1,000	\$1,000	\$1,000	\$1,000

*For employees age 60,61,62 or 63 ONLY, a higher catch-up limit of \$11,250 applies starting in 2025.

**For 2025, the standard SIMPLE IRA employee deferral limit is \$16,500; however, if your employer has 25 or fewer employees, you may be eligible for a higher deferral limit of \$17,600 due to the SECURE Act 2.0 changes.

*** The catch-up contribution limit that generally applies for employees aged 50 and over who participate in most SIMPLE plans remains \$3,500 for 2025.

Under a change made in SECURE 2.0, a different catch-up limit applies for employees aged 50 and over who participate in certain applicable SIMPLE plans.

For 2025, this limit remains \$3,850. Under a change made in SECURE 2.0, a higher catch-up contribution limit applies for employees aged 60, 61, 62 and 63 who participate in SIMPLE plans. For 2025, this higher catch-up contribution limit is \$5,250.



Have questions about retirement plan contribution limits?
Talk to your advisor to learn more.

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