

2026

Retirement Plan Limits and Contributions



The Internal Revenue Service has released the 2026 cost-of-living adjustments (COLA) applicable to pension plan contribution limits. In addition to impacting Social Security beneficiaries, retirement contributions and pension plan benefits are required by law to be adjusted annually for COLA increases. The tables below detail new annual limits and contribution amounts.

IRAs	2026	2025
IRA contribution limit	\$7,500	\$7,000
IRA catch-up contributions	\$1,100	\$1,000

Traditional IRA AGI Deduction Phase-Out Starting At	2026	2025
IRA contribution limit	\$129,000	\$126,000
IRA catch-up contributions	\$81,000	\$79,000

SEP	2026	2025
SEP minimum compensation	\$800	\$750
SEP maximum contribution	\$72,000	\$70,000
SEP maximum compensation	\$360,000	\$350,000

SIMPLE Plans	2026	2025
SIMPLE maximum contributions	\$17,000	\$16,500
Catch-up contributions	\$4,000*	\$3,500



401(k), 403(b), Profit-Sharing Plans, etc.	2026	2025
Annual compensation	\$360,000	\$350,000
Elective deferrals	\$24,500	\$23,500
Catch-up contributions	\$8,000**	\$7,500
Defined contribution limits	\$72,000	\$70,000
Employee stock ownership plan (ESOP) limits	\$1,455,000 \$290,000	\$1,415,000 \$280,000

Other	2026	2025
Highly compensated employee (HCE) threshold	\$160,000	\$160,000
Defined benefit limits	\$290,000	\$280,000
Key employee	\$235,000	\$230,000
Section 457 elective deferrals	\$24,500	\$23,500
Control employee (board member or officer)	\$145,000	\$140,000
Control employee (compensation-based)	\$290,000	\$285,000
Taxable wage base	\$184,500	\$176,100



SOURCES

**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 2026, this higher catch-up contribution limit is \$5,250.*

***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 these plans. For 2026, this higher catch-up contribution limit is \$11,250 instead of \$8,000. However, if you earn more than \$145,000 in the prior calendar year, all catch-up contributions for those ages 50 or older will need to be made to a Roth account in after-tax dollars.*

Source: 401(k) limit increases to \$24,500 for 2026, IRA limit increases to \$7,500 | Internal Revenue Service. (2025, November 13). <https://www.irs.gov/newsroom/401k-limit-increases-to-24500-for-2026-ira-limit-increases-to-7500>



DISCLOSURES

6 Meridian is a group comprised of investment professionals registered with Hightower Advisors, LLC, an SEC registered investment adviser. Registration as an investment advisor does not imply a certain level of skill or training. Some investment professionals may also be registered with Hightower Securities, LLC, member FINRA and SIPC. Advisory services are offered through Hightower Advisors, LLC. Securities are offered through Hightower Securities, LLC. All information referenced herein is from sources believed to be reliable. 6 Meridian and Hightower Advisors, LLC have not independently verified the accuracy or completeness of the information contained in this document. 6 Meridian and Hightower Advisors, LLC or any of its affiliates make no representations or warranties, express or implied, as to the accuracy or completeness of the information or for statements or errors or omissions, or results obtained from the use of this information. 6 Meridian and Hightower Advisors, LLC or any of its affiliates assume no liability for any action made or taken in reliance on or relating in any way to the information. This document and the materials contained herein were created for informational purposes only; the opinions expressed are solely those of the author(s), and do not represent those of Hightower Advisors, LLC or any of its affiliates. 6 Meridian and Hightower Advisors, LLC or any of its affiliates do not provide tax or legal advice. This material was not intended or written to be used or presented to any entity as tax or legal advice. Clients are urged to consult their tax and/or legal advisor for related questions.