



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.

The content of this document is for general information only and is believed to be accurate and reliable as of the posting date, but may be subject to change. It is not intended to provide investment, tax, plan design, or legal advice (unless otherwise indicated). Please consult your own independent advisor as to any investment, tax, or legal statements made.

John Hancock Retirement Plan Services LLC provides administrative and/or recordkeeping services to sponsors or administrators of retirement plans through an open-architecture platform. John Hancock Trust Company LLC, a New Hampshire non-depository trust company, provides trust and custodial services to such plans, offers an Individual Retirement Accounts product, and maintains specific Collective

Investment Trusts. Group annuity contracts and recordkeeping agreements are issued by John Hancock Life Insurance Company (U.S.A.), Boston, MA (not licensed in NY), and John Hancock Life Insurance Company of New York, Valhalla, NY. Product features and availability may differ by state. All entities do business under certain instances using the John Hancock brand name. Each entity makes available a platform of investment alternatives to sponsors or administrators of retirement plans without regard to the individualized needs of any plan. Unless otherwise specifically stated in writing, each entity does not, and is not undertaking to, provide impartial investment advice or give advice in a fiduciary capacity. Securities are offered through John Hancock Distributors LLC, member FINRA, SIPC.

NOT FDIC INSURED. MAY LOSE VALUE. NOT BANK GUARANTEED.

© 2024 John Hancock. All rights reserved.

FOR PLAN SPONSOR USE ONLY. NOT FOR USE WITH PLAN PARTICIPANTS.

MGTS-PS 28446-GE 10/24 659138 MGR1104243997670 | 523500