

2023 Contribution and Benefit Limits

For 401(k) and other qualified plans

Type of limitation	2023	2022
401(k), 457, and 403(b) maximum annual elective deferral limit	\$22,500	\$20,500
401(k), 403(b), and 457 plan catch-up contribution limit for individuals age 50 or over	\$7,500	\$6,500
Defined contribution plan annual limit	Lesser of: \$66,000 and 100% of compensation	Lesser of: \$61,000 and 100% of compensation
Savings incentive match plan for employees (SIMPLE) maximum annual elective deferral limit	\$15,500	\$14,000
SIMPLE 401(k) or SIMPLE IRA catch-up contribution limit for individuals age 50 or over	\$3,500	\$3,000
Traditional IRA contribution limit	Lesser of: \$6,500 and 100% of compensation	Lesser of: \$6,000 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	\$265,000	\$245,000
Annual allowable compensation limit for deduction, benefit, and contribution purposes	\$330,000	\$305,000
Highly compensated employee	\$150,000 ¹	\$135,000 ¹
Key employee/officer in a top-heavy plan	\$215,000	\$200,000
Income subject to Social Security tax	\$160,200	\$147,000
Health Savings Accounts	\$3,850 for self-only \$7,750 for families \$1,000 catch-up	\$3,650 for self-only \$7,300 for families \$1,000 catch-up

For full details on the pension plan limits for 2023, visit [IRS.gov](https://www.irs.gov)

Annual contribution rates are based on the IRS 2023 retirement plan limitations and are subject to change.

¹ Applies for determining highly compensated employees for the 2023 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 posting date but may be subject to change. John Hancock does not provide investment, tax, plan design, or legal advice. Please consult your own independent advisor as to any investment, tax, or legal statements made herein.

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MGTS-PS 28446-GE 10/20-40768 MGR1005201351362 | 22044

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