

KNOW YOUR RETIREMENT PLAN

Compare the benefits: 403(b) vs. 457(b)

Not sure which retirement account is right for you? Review some of the features, then talk to a Corebridge financial professional for help deciding.

403(b) plan

457(b) plan

	Traditional pretax contributions	Designated Roth after-tax contributions	Traditional pretax contributions	Designated Roth after-tax contributions
Tax-deferred contributions	Yes	No	Yes	No
Contribution limits (2026) ¹	Employee: \$24,500 Employee/employer: \$72,000		Employee/employer: \$24,500 (on top of contributions to a 403(b) plan if both are offered)	
	Choose pretax or designated Roth after-tax contributions or both.			
Catch-up contribution limits (2026) ²	Age based: Age 50 to 59 and 64+: \$8,000 Age 60 to 63: \$11,250 Service based: If you have 15 or more years of service and have undercontributed in prior years: \$3,000 <i>If eligible for both, you must exhaust the service-based catch-up first.</i>		Age based:* Age 50 to 59 and 64+: \$8,000 Age 60 to 63: \$11,250 Service based: If you're within the last three tax years ending the year before the year you reach normal retirement age as specified under the plan and have undercontributed in prior years: \$24,500 <i>If eligible for both, you cannot combine, but you may contribute up to the higher amount.</i>	
Taxes on withdrawals	Contributions: Taxable at withdrawal Earnings: Taxable at withdrawal	Contributions: Tax free at withdrawal Earnings: Tax free at withdrawal if after (1) age 59½, death or disability and (2) five years from the beginning of the first year in which a designated Roth contribution was made	Contributions: Taxable at withdrawal Earnings: Taxable at withdrawal	Contributions: Tax free at withdrawal Earnings: Tax free at withdrawal if after (1) age 59½, death or disability and (2) five years from the beginning of the first year in which a designated Roth contribution was made
Withdrawal restrictions (taxation rules apply to all pretax amounts and earnings only for designated Roth after-tax contributions)	<ul style="list-style-type: none">• Withdrawals permitted with no additional 10% tax as of age 59½• Withdrawals prior to age 59½ may be permitted for financial hardship, severance from employment or other special circumstances.³ An additional 10% tax may apply• Tax-free loans may be available⁴		<ul style="list-style-type: none">• Withdrawals permitted with no additional 10% tax as of age 59½*• Withdrawals prior to age 59½ are not permitted except for unforeseeable emergency or severance from employment at any age. No additional 10% tax applies except on any amounts rolled over from eligible non-457(b) retirement plans• Tax-free loans may be available^{*,4}	

* Applies to governmental 457(b) plans only.

Consider the key differences

Both plans allow you to save for retirement with tax advantages, including the option for pretax and/or designated Roth (after-tax) contributions. If you're looking to maximize your contributions over time and your employer also contributes, the 403(b) plan has higher combined employee and employer contribution limits. However, if you are close to the normal retirement age (as specified by the plan) and have undercontributed in previous years, a 457(b) plan offers a much higher catch-up contribution opportunity. If you have access to both plans, you can contribute the maximum to each separately—effectively doubling your individual contribution potential.

Another key difference between the plans is the withdrawal rules. If you leave your employer for any reason, you have access to your 457(b) plan savings with no early withdrawal penalty regardless of your age. This makes the 457(b) plan more flexible if you change jobs, lose your job or plan to retire early. However, the 403(b) plan offers more flexible access to your savings while you're still working for your employer, with a number of hardship withdrawal options.

Act now to start building a more secure future



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about
[403\(b\) plans](#)



Learn more
about
[457\(b\) plans](#)



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financial professional for help
with your planning

This is not your plan document or your Summary Plan Description. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

¹ Generally, you may contribute as much as 100% of your annual includible compensation—which includes salary, bonuses and any other taxable benefits—up to the annual contribution limits set by the IRS.

² Starting January 1, 2026, employees age 50 or older who earned more than the applicable IRS limit in prior-year Social Security FICA wages from the employer sponsoring their retirement plan (including 401(k), 403(b) and governmental 457(b) plans) will be required to make age-based catch-up contributions as designated Roth (after-tax) contributions. This change, part of the SECURE 2.0 Act of 2022, is intended to strengthen long-term savings by helping higher earners build potentially tax-free income for retirement.

³ Financial hardship distributions that qualify may include the purchase of a primary residence, qualifying higher education costs, payments to prevent eviction from or foreclosure on a primary residence, funeral expenses and certain medical bills or expenses. A plan may permit hardship distributions to be taken from elective deferrals, qualified nonelective contributions and/or qualified matching contributions, and the earnings associated with any of those contribution types.

⁴ If loans are provided by your plan, any loan amount not repaid on time will be taxed as ordinary income and may be subject to an additional 10% tax if you are under age 59½.

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We're here to help you take action

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the fund prospectuses carefully before investing. The fund prospectuses contain important information, which can be obtained from your financial professional, at corebridgefinancial.com/retire or by calling 1.800.428.2542 and following the prompts.

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VC 28524 (05/2026) J1930409 EE