Updated Static Mortality Tables for Defined Benefit Pension Plans for 2026

Notice 2025-40

PURPOSE

This notice specifies updated static mortality tables to be used for defined benefit pension plans under § 430(h)(3)(A) of the Internal Revenue Code (Code) and section 303(h)(3)(A) of the Employee Retirement Income Security Act of 1974, Pub. L. No. 93-406, as amended (ERISA). These updated static mortality tables, which are being issued pursuant to the regulations under § 430(h)(3)(A) of the Code, apply for purposes of calculating the funding target and other items for valuation dates occurring during the 2026 calendar year.

This notice also includes a modified unisex version of the mortality tables for use in determining minimum present value under § 417(e)(3) and section 205(g)(3) of ERISA for distributions with annuity starting dates that occur during stability periods beginning in the 2026 calendar year.

BACKGROUND

Mortality Tables for Purposes of § 430

Section 412 of the Code provides minimum funding requirements that generally apply for defined benefit plans. Pursuant to § 412(a)(2), § 430 sets forth the minimum funding requirements that apply to a defined benefit plan (other than a multiemployer plan described in § 414(f) or a CSEC plan described in § 414(y)). Section 430(a) defines the minimum required contribution for such a plan by reference to the plan's funding target for the plan year. Under § 430(d)(1), a plan's funding target for a plan year generally is the present value of all benefits accrued or earned under the plan as of the first day of that plan year.

Section 430(h)(3) provides rules regarding the mortality tables that generally are used under § 430. Under § 430(h)(3)(A), except as provided in § 430(h)(3)(C) or (D), the Secretary is to prescribe by regulation mortality tables to be used in determining any present value or making any computation under § 430.[1] Those tables are to be based on the actual experience of pension plans and projected trends in that experience. In accordance with that standard, the Department of the Treasury and the Internal Revenue Service issued

[1] Section 430(h)(3)(C) provides that, upon request by a plan sponsor and approval by the Secretary, substitute mortality tables that meet the applicable requirements may be used in lieu of the standard mortality tables provided under § 430(h)(3)(A). Section 430(h)(3)(D) provides for the use of separate mortality tables with respect to certain individuals who are entitled to benefits on account of disability.

§ 1.430(h)(3)-1 to provide base mortality tables and mortality improvement rates that apply for valuation dates occurring on or after January 1, 2024.

Section 1.430(h)(3)-1(a)(1) permits the projection of mortality improvement to be applied in either of two ways: through use of generational mortality tables or through use of static mortality tables (available only to small plans described in § 1.430(h)-1(c)(1)(ii)) that are updated annually to reflect expected improvements in mortality. Note 1 to § 1.430(h)(3)-1(c)(1)(iv) states that the static mortality tables for valuation dates occurring in calendar years starting with 2025 will be published in the Internal Revenue Bulletin.

Application of § 430 Mortality Tables to Other Funding Rules

Section 431 provides the minimum funding standards for multiemployer plans that are subject to § 412. Section 431(c)(6)(D)(iv) provides that the Secretary may by regulation prescribe mortality tables to be used in determining current liability for purposes of § 431(c)(6)(B). Section 1.431(c)(6)-1 provides that the same mortality assumptions that apply for purposes of § 430(h)(3)(A) and § 1.430(h)(3)-1(a)(2) are used to determine a multiemployer plan's current liability for purposes of applying the full-funding rules of § 431(c)(6). For this purpose, either the generational mortality tables or the static mortality tables are permitted to be used without regard to whether the plan is a small plan.

Section 433 provides the minimum funding standards for CSEC plans. Section 433(h)(3)(B)(i) provides that the Secretary may by regulation prescribe mortality tables to be used in determining current liability for purposes of § 433(c)(7)(C). Section 1.433(h)(3)-1(a) provides that the mortality tables described in § 430(h)(3)(A) are to be used to determine current liability under § 433(c)(7)(C). For this purpose, either the generational mortality tables or the static mortality tables are permitted to be used without regard to whether the plan is a small plan.

Application of Mortality Tables for Minimum Present Value Requirements under § 417(e)(3)

Section 417(e)(3) generally provides that the present value of certain accelerated forms of benefit under a qualified pension plan (including single-sum distributions) must not be less than the present value of the accrued benefit using applicable interest rates and the applicable mortality table. Section 417(e)(3)(B) defines the term "applicable mortality table" as the mortality table specified for the plan year under § 430(h)(3)(A) (without regard to § 430(h)(3)(C) or (D)), modified as appropriate by the Secretary. Under § 1.417(e)-1(d)(2)(i), the applicable mortality table for a calendar year is the mortality table that is prescribed by the Commissioner in guidance published in the Internal Revenue Bulletin.

Rev. Rul. 2007-67, 2007-2 CB 1047, provides that, except as otherwise stated in future guidance, the applicable mortality table under § 417(e)(3) is a static mortality table set forth in published guidance that is developed based on a fixed blend of 50 percent of the static male combined mortality rates and 50 percent of the static female combined mortality rates used under § 1.430(h)(3)-1. Rev. Rul. 2007-67 also provides that the applicable mortality table for a calendar year applies to distributions with annuity starting dates that occur during stability periods that begin during that calendar year.

STATIC MORTALITY TABLES FOR 2026

The static mortality tables that apply under § 430(h)(3)(A) for valuation dates occurring during 2026 are set forth in the appendix to this notice. The mortality rates in these tables have been developed using the methodology set forth in § 1.430(h)(3)-1(c), the base mortality rates set forth in § 1.430(h)(3)-1(d), and the mortality improvement rates that are incorporated by reference under § 1.430(h)(3)-1(b)(1)(iv)(A).

The static mortality table that applies under § 417(e)(3) for distributions with annuity starting dates occurring during stability periods beginning in 2026 is set forth in the appendix to this notice in the column labeled “Unisex.” The mortality rates in this table are derived from the mortality tables specified under § 430(h)(3)(A) for 2026 in accordance with the procedures set forth in Rev. Rul. 2007-67.

Drafting Information

The principal author of this notice is Arslan Malik of the Office of the Associate Chief Counsel (Employee Benefits, Exempt Organizations, and Employment Taxes). For further information regarding this notice, contact Arslan Malik at (202) 317-6700 (not a toll-free number).

APPENDIX

Mortality Tables for 2026

Valuation Dates Occurring During 2026 and Distributions Subject to § 417(e)(3) with Annuity Starting Dates During Stability Periods Beginning in 2026

430(h)(3)(A) Static Tables

Age	Males	Females		Unisex
0	0.00350	0.00302		0.00326
1	0.00024	0.00021		0.00023
2	0.00016	0.00013		0.00015
3	0.00012	0.00010		0.00011
4	0.00011	0.00007		0.00009
5	0.00009	0.00007		0.00008
6	0.00008	0.00006		0.00007
7	0.00007	0.00006		0.00007
8	0.00006	0.00005		0.00006
9	0.00005	0.00005		0.00005
10	0.00005	0.00005		0.00005
11	0.00005	0.00005		0.00005
12	0.00008	0.00006		0.00007
13	0.00010	0.00007		0.00009
14	0.00013	0.00008		0.00011
15	0.00017	0.00008		0.00013
16	0.00021	0.00009		0.00015
17	0.00025	0.00009		0.00017
18	0.00029	0.00010		0.00020
19	0.00033	0.00010		0.00022
20	0.00035	0.00010		0.00023
21	0.00036	0.00010		0.00023
22	0.00037	0.00011		0.00024
23	0.00037	0.00012		0.00025
24	0.00038	0.00014		0.00026
25	0.00039	0.00014		0.00027
26	0.00040	0.00014		0.00027
27	0.00042	0.00016		0.00029
28	0.00044	0.00016		0.00030
29	0.00045	0.00017		0.00031
30	0.00048	0.00018		0.00033
31	0.00050	0.00019		0.00035
32	0.00052	0.00020		0.00036
33	0.00056	0.00023		0.00040

34	0.00058	0.00024	0.00041
35	0.00061	0.00026	0.00044
36	0.00064	0.00028	0.00046
37	0.00066	0.00031	0.00049
38	0.00069	0.00032	0.00051
39	0.00071	0.00035	0.00053
40	0.00073	0.00036	0.00055
41	0.00074	0.00038	0.00056
42	0.00076	0.00040	0.00058
43	0.00078	0.00042	0.00060
44	0.00080	0.00045	0.00063
45	0.00082	0.00047	0.00065
46	0.00087	0.00050	0.00069
47	0.00091	0.00054	0.00073
48	0.00096	0.00058	0.00077
49	0.00103	0.00063	0.00083
50	0.00111	0.00069	0.00090
51	0.00122	0.00078	0.00100
52	0.00135	0.00089	0.00112
53	0.00151	0.00099	0.00125
54	0.00170	0.00113	0.00142
55	0.00203	0.00136	0.00170
56	0.00249	0.00167	0.00208
57	0.00291	0.00192	0.00242
58	0.00339	0.00222	0.00281
59	0.00390	0.00254	0.00322
60	0.00451	0.00294	0.00373
61	0.00515	0.00338	0.00427
62	0.00605	0.00402	0.00504
63	0.00692	0.00471	0.00582
64	0.00762	0.00528	0.00645
65	0.00847	0.00610	0.00729
66	0.00942	0.00696	0.00819
67	0.01038	0.00774	0.00906
68	0.01144	0.00857	0.01001
69	0.01263	0.00952	0.01108
70	0.01398	0.01066	0.01232
71	0.01551	0.01197	0.01374
72	0.01722	0.01347	0.01535
73	0.01919	0.01515	0.01717
74	0.02141	0.01715	0.01928
75	0.02396	0.01944	0.02170
76	0.02687	0.02206	0.02447
77	0.03021	0.02501	0.02761

78	0.03407	0.02833		0.03120
79	0.03852	0.03204		0.03528
80	0.04373	0.03657		0.04015
81	0.04931	0.04093		0.04512
82	0.05561	0.04578		0.05070
83	0.06273	0.05121		0.05697
84	0.07081	0.05732		0.06407
85	0.08006	0.06426		0.07216
86	0.09051	0.07227		0.08139
87	0.10226	0.08138		0.09182
88	0.11542	0.09183		0.10363
89	0.12991	0.10352		0.11672
90	0.14568	0.11656		0.13112
91	0.16231	0.13002		0.14617
92	0.17934	0.14406		0.16170
93	0.19669	0.15865		0.17767
94	0.21410	0.17355		0.19383
95	0.23144	0.18885		0.21015
96	0.24977	0.20520		0.22749
97	0.26837	0.22221		0.24529
98	0.28726	0.23999		0.26363
99	0.30664	0.25840		0.28252
100	0.32616	0.27739		0.30178
101	0.34569	0.29680		0.32125
102	0.36491	0.31628		0.34060
103	0.38377	0.33576		0.35977
104	0.40229	0.35515		0.37872
105	0.41993	0.37436		0.39715
106	0.43708	0.39316		0.41512
107	0.45333	0.41147		0.43240
108	0.46890	0.42899		0.44895
109	0.48380	0.44578		0.46479
110	0.49309	0.46181		0.47745
111	0.49433	0.47708		0.48571
112	0.49557	0.49146		0.49352
113	0.49686	0.49761		0.49724
114	0.49820	0.49860		0.49840
115	0.49945	0.49960		0.49953
116	0.49970	0.49980		0.49975
117	0.49985	0.49990		0.49988
118	0.49990	0.50000		0.49995
119	0.50000	0.50000		0.50000
120	1.00000	1.00000		1.00000