

Plan Type	2026 Limit	Benefit Details
Retirement Plan: 401(k) (Administered by Fidelity)		
Elective Deferral (Traditional/Roth)	\$24,500	Employee Pre-tax + Roth total
Age 50+ Catch-up	\$8,000	Maximum Employee Contribution For Individuals Age 50+ (Traditional and Roth): \$32,500
Ages 60–63 "Super Catch-up"	\$11,250	Maximum Employee Contribution For Individuals Age 60 - 63 (Traditional and Roth): \$35,750
Section 415(c) Total Limit	\$72,000	Maximum Defined Contribution From All Sources
Total Limit (including 50+ Catch-up)	\$80,000	Maximum Defined Contribution From All Sources
Total Limit (including 60–63 Catch-up)	\$83,250	Maximum Defined Contribution From All Sources
Health Savings Account (HSA) (Administered by Fidelity)		
HSA Individual Coverage	\$4,400	Includes both Employee and Employer contributions
HSA Family Coverage	\$8,750	Includes both Employee and Employer contributions
HSA Catch-up (Age 55+)	\$1,000	Additional per person age 55+
Snowflake Employer Contribution to HSA	\$1,000 (Indiv) / \$2,000 (Family)	Contributions are pro-rated each pay period
Flexible Spending Accounts (FSA) (Administered by Navia)		
Health Care FSA (General Purpose)	\$3,400	Annual maximum employee pre-tax deferral
Health Care FSA (Limited Purpose)	\$3,400	Annual maximum employee pre-tax deferral
Dependent Care FSA	\$7,500 (\$3,750 if Married Filing Separately)	
Commuter & Transit Benefits (Administered by Navia)		
Qualified Parking	\$340	Per month maximum
Transit / Commuter Pass	\$340	Per month maximum
Disability Programs		
<i>California Voluntary Disability Plan -- VDI (Applicable for California Snowflake Inc. Tax ID Employees)</i>		
2026 Employee Contribution Rate	0.70%	No maximum
<i>Short term Disability -- STD (For all Employees Outside of California and Non-Snowflake Tax ID Employees in California)</i>		
2026 Imputed Income Rate	0.23%	No maximum